

VOTE: 128 Uganda National Examination Board (UNEB)

I. VOTE MISSION STATEMENT

UNEB's mission is to conduct valid, reliable, equitable and quality assessment of learners' achievement in a professional and innovative manner and award internationally recognised certificates

II. STRATEGIC OBJECTIVE

Strengthen inclusive assessment and certification standards
Enhance research and quality assurance in assessment and certification
Strengthen the Boards institutional capacity to deliver its mandate

III. MAJOR ACHIEVEMENTS IN 2022/23

811,810 candidates sat for PLE
1609 PLE differently abled candidates supported with specialized assistance including amanuensis and large print examination papers
3,330,960 PLE Examinations question papers printed
3,247,240 PLE Examinations script papers marked inclusive of SNE candidates
64,120 contracted professionals hired for the conduct of PLE
6,113 examiners hired and trained in scoring PLE
51,120 Contracted professionals hired for secondary field conduct of examinations
13,132 examiners recruited to mark UCE & UACE
9,425,460 UCE & UACE examination question papers Printed
8,054,184 candidates UCE scripts marked
268 staff members salaries Paid on time
01 research report produced
Monitored conduct of examinations at three levels of PLE, UCE & UACE
02 Motor Vehicle Procured
Draft G&E policy and strategy developed, 100% data entrants sensitised on issues of HIV/AIDS, Examiners disaggregated data created, environmental action plan integrated into Board strategy

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IV. MEDIUM TERM BUDGET ALLOCATIONS

Table 4.1: Overview of Vote Expenditure (Ushs Billion)

	2022/23		2023/24	MTEF Budget Projections				
	Approved Budget	Spent by End Dec	Budget Estimates	2024/25	2025/26	2026/27	2027/28	
Recurrent	Wage	12.360	6.180	12.360	12.978	14.276	15.703	17.274
	Non-Wage	101.044	53.556	104.490	132.172	158.606	190.327	226.490
Devt.	GoU	13.326	0.000	11.544	11.544	13.853	15.931	17.524
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	GoU Total	126.730	59.736	128.394	156.694	186.735	221.962	261.287
	Total GoU+Ext Fin (MTEF)	126.730	59.736	128.394	156.694	186.735	221.962	261.287
	Arrears	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	Total Budget	126.730	59.736	128.394	156.694	186.735	221.962	261.287
	Total Vote Budget Excluding Arrears	126.730	59.736	128.394	156.694	186.735	221.962	261.287

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Table 4.2: Budget Allocation by Department for Recurrent and Development (Ushs Billion)

<i>Billion Uganda Shillings</i>	Draft Budget Estimates FY 2023/24	
	Recurrent	Development
Programme:12 Human Capital Development	116.850	11.544
SubProgramme:01 Education,Sports and skills	116.850	11.544
Sub SubProgramme:01 National Examinations Assessment and Certification	86.667	0.000
001 Directorate of Examinations	86.667	0.000
Sub SubProgramme:02 General Administration and Support Services	30.182	11.544
001 Headquarters	30.182	11.544
Total for the Vote	116.850	11.544

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V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

Programme: 12 Human Capital Development

SubProgramme: 01 Education, Sports and skills

Sub SubProgramme: 01 National Examinations Assessment and Certification

Department: 001 Directorate of Examinations

Budget Output: 320006 Certification of Primary Leaving Examinations

PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions

Programme Intervention: 12050101 Accelerate the acquisition of urgently needed skills in key growth areas.

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
High quality examinations and certification systems developed	Percentage	2020	90%			94%

Budget Output: 320007 Certification of Secondary Examinations

PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions

Programme Intervention: 12050101 Accelerate the acquisition of urgently needed skills in key growth areas.

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
High quality examinations and certification systems developed	Percentage	2020	90			94

Sub SubProgramme: 02 General Administration and Support Services

Department: 001 Headquarters

Budget Output: 320014 Examinations and Assessments

PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions

Programme Intervention: 12050101 Accelerate the acquisition of urgently needed skills in key growth areas.

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
National Assessments on Progress in Education (NAPE) in numeracy and literacy at P.3 and P.6 and S2 once in every 2 years conducted, in order to effectively track learner achievements	Percentage	2020	50			75

VOTE: 128 Uganda National Examination Board (UNEB)**Sub SubProgramme: 02 General Administration and Support Services****Project: 1356 Uganda National Examination Board (UNEB) Infrastructure Development Project****Budget Output: 000002 Construction Management****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
An internationally accredited certification system developed, and high quality TVET certifications delivered	Text	2020	25	50%	25%	50

Project: 1649 Retooling of Uganda National Examinations Board**Budget Output: 000003 Facilities and Equipment Management****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
An internationally accredited certification system developed, and high quality TVET certifications delivered	Text	2020	40	50%	25%	60

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VI. VOTE NARRATIVE

Vote Challenges

Examination malpractice continues to be a major threat to validity and reliability of examinations conducted by UNEB. The major problem is the use of social media especially WhatsApp platform and the breach of trust by the people who have been entrusted by UNEB to examinations at storage stations.

Inadequate space for office, printing, and digitization of examinations. The Board secured budget line to kick start construction of 10 floor digital center. However, 70% of Board development budget was frozen by MoFPED for the current financial year.

The uncertainty in the work plan. The Board continues to experience budget cuts that distort the implementation of examinations activities in the work plans.

No funding for NAPE Secondary. The Board for the sixth year running is unable to conduct NAPE Secondary despite the fact that it is among the top priorities of the sector. This is due to inability to fund the activity. Failure to undertake NAPE secondary implies that policy and decision making will not be informed by evidence. Further the Board is not guaranteed of NAPE Primary given that the UTSEP project wound up.

The Ebola pandemic greatly affected the examinations administration particularly in Mubende and Kasandha districts.

Plans to improve Vote Performance

Digitization of assessment services

Continuous monitoring and supervision of assessment process

Construction of office and e assessment center

Continuous Professionalization of staff in contemporary Assessment and Certification systems

Biometric data registration of candidates

Continuous awareness and sensitizations of staffs and stakeholders on prevention of pandemics and viruses through adherence to SOPs

VII. Off Budget Support and NTR Projections

Table 7.1: Off Budget Support by Project and Department

N/A

VOTE: 128 Uganda National Examination Board (UNEB)**Table 7.2: NTR Collections (Uganda Shillings Billions)**

Revenue Code	Revenue Name	FY2022/23	Projection FY2023/24
142212	Educational/Instruction related levies	0.000	68.469
143261	Other fines and Penalties – from other government units	65.000	0.000
Total		65.000	68.469

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VIII. VOTE CROSS CUTTING POLICY AND OTHER BUDGETARY ISSUES

Table 8.1: Cross- Cutting Policy Issues

i) Gender and Equity

OBJECTIVE	To strengthen UNEB institutional systems for gender and equity responsive service delivery.	
Issue of Concern	Need to be gender and equity responsive in UNEB service delivery.	
Planned Interventions	i	Carry out G & E specific data collection and analysis
	ii	Analyse risks regularly to create a risk based plan and resources for managing examinations during risks
	iii	Enforce examination malpractice handling practice in a gender responsive manner
Budget Allocation (Billion)	0.700	
Performance Indicators	<ul style="list-style-type: none"> • G&E data collection tools developed • Number of data focal persons appointed • Number of G & E reports produced • Number of G & E fact sheets printed and disseminated • Number of examinations malpractice handling procedures developed 	

ii) HIV/AIDS

OBJECTIVE	To strengthen the role of the HIV/AIDS committee	
Issue of Concern	While the HIV/AIDS committee is in place, it needs to be supported to implement its roles Staff living with HIV/AIDS need to be supported in order to deliver their duties	
Planned Interventions	Strengthen HIV/AIDS management and coordination mechanisms, treatment, care, and support	
Budget Allocation (Billion)	0.100	
Performance Indicators	Number of committee members trained Number of stakeholders sensitized Number of referrals made	

iii) Environment

OBJECTIVE	To mainstream environmental issues in Continuous Assessment and summative assessment at PLE, UCE and UACE.	
Issue of Concern	The UNEB is transitioning to competence-based assessment and continuous assessment. There is need to build capacity in mainstreaming environmental issues in these contemporary examinations at PLE, UCE & UACE	
Planned Interventions	Train examiners and item writers in mainstreaming environmental issues in continuous assessment and competence-based assessment	
Budget Allocation (Billion)	0.100	
Performance Indicators	Performance Indicators Number of examiners and item writers trained disaggregated by gender, age, and region; and Changes in the assessment syllabus	

iv) Covid

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OBJECTIVE	To mitigate the spread of viruses like Ebola and Covid-19 infections both at UNEBs Offices and at Examinations centres and marking centres
Issue of Concern	The Ebola pandemic is highly contagious and both employees and clients are at risk of contracting the virus.
Planned Interventions	Develop and implement Standard Operating Procedures for conduct of examinations which will incorporate the emerging issues of Ebola and other viruses
Budget Allocation (Billion)	0.300
Performance Indicators	Performance Indicators: Standard operating procedures in place both at UNEB's offices, examination centres and marking centres

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IX. PERSONNEL INFORMATION

Table 9.1: Staff Establishment Analysis

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Accountant	EB5	6	3
Accounts Assistant	EB6	5	5
Assistant Inventory Officer	EB7	3	2
Assistant Printery Manager	EB4	1	1
Binding Officer	EB 6	1	0
Director Examinations	EB2	1	1
Director Finance, Projects & Planning	EB2	1	1
Director HR&A	EB2	1	1
Director Research & Development	EB2	1	1
Director Technology & Reprographics	EB2	1	1
Draughtsman	EB5	1	1
Driver	EB8	14	12
Electrical Maintenance Technician	EB7	1	1
Estates Officer	EB5	8	8
Examinations Officer	EB5	57	55
Executive Director	EB1	1	1
Graphic Designer	EB5	7	2
Guard	EB8	6	6
ICT Manager	EB2	1	0
Internal Auditor	EB5	4	4
Lab Technician	EB 7	1	1
Library Officer	EB5	1	0
Machine Operator	EB6	11	4
Machine Operator -Press	EB7	23	23
MANAGER	EB3U	7	2
Manager Examinations Development	EB3U	1	1
Manager Examinations Management	EB3U	1	1
Manager Internal Audit	EB3U	1	1
Mobile Vas Officer	EB 4	1	1
Office Attendant	EB8	31	31
Personal Asst to Exec Secretary	EB4	1	1

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Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Principal Accountant	EB3	1	1
Principal Administrative Officer	EB3	1	1
Principal Examination Office TD	EB3	1	1
Principal Examination Office CA	EB3	1	1
Principal Examination officer (SNE)	EB3	1	1
Principal Examination Officer Tech.	EB3	1	1
Principal Examinations Officer (EM)	EB 3	1	1
Principal Examinations Officer (EM) P	EB3L	1	1
Principal Examinations Officer (S&R)	EB 3	1	1
Principal Examinations Officer (TD)	EB 3	1	1
Principal Examinations Officer MS	EB3	1	1
Principal Examinations Officer(NAPE)	EB 3	1	1
Principal Finance Officer	EB3	1	1
Principal Human Resource Officer	EB3	1	1
Principal Internal Audit	EB3	1	0
Principal Planner	EB3	2	1
Principal Procurement Officer	EB3L	1	1
Principal Public Relations Officer	EB3	1	1
Principal Research Officer	EB 3	4	1
Principal Research Officer(Quality Assurance)	EB3	1	1
Principal System Analyst	EB3	2	1
Printing Operator	EB6	4	0
Printing Supervisor	EB5	2	0
Procurement Officer	EB6	3	3
Records Assistant	EB 6	9	6
Research Assistant I	EB6	2	0
Research Officer	EB5	9	6
Research Officer (Quality Assurance)	EB5	2	0
Research Officer (R&I)	EB5	4	2
Security Officer	EB6	1	1
Senior Accountant	EB4	2	2
Senior Examinations Officer	EB4	11	11
Senior Examinations Officer TD	EB4	17	9

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Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Senior Finance Officer	EB4	1	1
Senior Human Resource Officer	EB4	5	1
Senior Internal Auditor	EB4	1	0
SENIOR LEGAL OFFICER	EB4	1	1
Senior Machine Operator	EB6	13	13
Senior Planner	EB4	2	1
Senior Procurement Officer	EB4	1	0
Senior Research Officer	EB4	12	5
Senior Sys. Analyst/Programmer	EB4	10	7
Software Development Officer	EB 4	6	1

VOTE: 128 Uganda National Examination Board (UNEB)**Table 9.2: Staff Recruitment Plan**

Post Title	Salary Scale	No. Of Approved Posts	No. Of Filled Posts	No. Of Vacant Posts	No. Of Posts Cleared for Filling FY2023/24	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Accountant	EB5	6	3	3	3	2,798,639	100,751,004
Assistant Inventory Officer	EB7	3	2	1	1	1,203,773	14,445,276
Binding Officer	EB 6	1	0	1	1	0	0
Driver	EB8	14	12	2	2	937,677	22,504,248
Examinations Officer	EB5	57	55	2	1	2,798,639	33,583,668
Graphic Designer	EB5	7	2	5	5	3,170,440	190,226,400
Library Officer	EB5	1	0	1	1	2,798,639	33,583,668
Machine Operator	EB6	11	4	7	7	2,308,800	193,939,200
MANAGER	EB3U	7	2	5	5	8,400,000	504,000,000
Principal Internal Audit	EB3	1	0	1	1	4,773,600	57,283,200
Principal Research Officer	EB 3	4	1	3	3	0	0
Principal System Analyst	EB3	2	1	1	1	5,202,600	62,431,200
Printing Operator	EB6	4	0	4	4	2,102,880	100,938,240
Printing Supervisor	EB5	2	0	2	2	3,096,079	74,305,896
Records Assistant	EB 6	9	6	3	3	0	0
Research Assistant I	EB6	2	0	2	2	2,102,880	50,469,120
Research Officer	EB5	9	6	3	3	2,947,360	106,104,960
Research Officer (Quality Assurance)	EB5	2	0	2	2	2,730,093	65,522,232
Research Officer (R&I)	EB5	4	2	2	2	4,032,799	96,787,176
Senior Examinations Officer TD	EB4	17	9	8	8	5,210,151	500,174,496
Senior Human Resource Officer	EB4	5	1	4	4	3,574,480	171,575,040
Senior Internal Auditor	EB4	1	0	1	1	3,669,122	44,029,464
Senior Procurement Officer	EB4	1	0	1	1	3,669,122	44,029,464
Senior Research Officer	EB4	12	5	7	7	3,574,480	300,256,320
Senior Sys. Analyst/Programmer	EB4	10	7	3	3	3,894,800	140,212,800
Software Development Officer	EB 4	6	1	5	5	0	0
Total					78	74,997,053	2,907,153,072

