

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

V1: Summary of Issues in Budget Execution

Table V1.1: Overview of Vote Expenditures (UShs Billion)

		Approved Budget	Revised Budget	Released by End Q1	Spent by End Q1	% Budget Released	% Budget Spent	% Releases Spent
Recurrent	Wage	6.829	6.829	1.707	1.582	25.0 %	23.0 %	92.7 %
	Non-Wage	7.758	7.758	1.788	1.147	23.0 %	14.8 %	64.1 %
Dev.	GoU	0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
	Ext Fin.	0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
GoU Total		14.587	14.587	3.495	2.729	24.0 %	18.7 %	78.1 %
Total GoU+Ext Fin (MTEF)		14.587	14.587	3.495	2.729	24.0 %	18.7 %	78.1 %
Arrears		0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
Total Budget		14.587	14.587	3.495	2.729	24.0 %	18.7 %	78.1 %
A.I.A Total		0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
Grand Total		14.587	14.587	3.495	2.729	24.0 %	18.7 %	78.1 %
Total Vote Budget Excluding Arrears		14.587	14.587	3.495	2.729	24.0 %	18.7 %	78.1 %

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Table V1.2: Releases and Expenditure by Programme and Sub-SubProgramme*

<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q1	Spent by End Q1	% Budget Released	% Budget Spent	%Releases Spent
Programme:07 Private Sector Development	14.587	14.587	3.495	2.729	24.0 %	18.7 %	78.1%
Sub SubProgramme:01 General Administration and Support Services	8.166	8.166	1.856	1.593	22.7 %	19.5 %	85.8%
Sub SubProgramme:02 Regulation and Supervision	4.842	4.842	1.328	0.955	27.4 %	19.7 %	71.9%
Sub SubProgramme:03 Research and Strategy	1.579	1.579	0.311	0.181	19.7 %	11.5 %	58.2%
Total for the Vote	14.587	14.587	3.495	2.729	24.0 %	18.7 %	78.1 %

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Table V1.3: High Unspent Balances and Over-Expenditure in the Approved Budget (Ushs Bn)

<i>(i) Major unspent balances</i>		
Departments , Projects		
Sub SubProgramme:01 General Administration and Support Services		
Sub Programme: 01 Enabling Environment		
0.263	Bn Shs	Department : 001 Finance and Administration
Reason: 0 High unspent was majorly to ongoing procurement processes for consultancy services of ICT supplies, Payment of pending invoices for welfare and maintenance services consumed		
<i>Items</i>		
0.043	UShs	225101 Consultancy Services
Reason: contract not finalised. consultancy shifted to next quarter		
0.037	UShs	221009 Welfare and Entertainment
Reason: meals for staff that were not processed before end month		
0.033	UShs	228002 Maintenance-Transport Equipment
Reason: Motor vehicle services consumed but pending invoices from service provider		
0.024	UShs	221008 Information and Communication Technology Supplies.
Reason: procurement still ongoing		
0.019	UShs	221011 Printing, Stationery, Photocopying and Binding
Reason: services consumed, pending payment of invoices		
Sub SubProgramme:02 Regulation and Supervision		
Sub Programme: 01 Enabling Environment		
0.003	Bn Shs	Department : 002 Legal Services
Reason: Statutory Deduction for August that was not effected due to System failure, but has been paid		
<i>Items</i>		
0.002	UShs	212101 Social Security Contributions
Reason:		
0.034	Bn Shs	Department : 003 Market Conduct
Reason: High unspent is majorly due to the pending invoices from ITC under the Trustee certification program and ongoing procurement process for consultancy services to review the certification curriculum		
<i>Items</i>		
0.018	UShs	282103 Scholarships and related costs
Reason: Relates to the pending invoices from Insurance Training Center for training services consumed		

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

(i) Major unspent balances

Departments , Projects

Sub SubProgramme:02 Regulation and Supervision

Sub Programme: 01 Enabling Environment

0.034	Bn Shs	Department : 003 Market Conduct
Reason: High unspent is majorly due to the pending invoices from ITC under the Trustee certification program and ongoing procurement process for consultancy services to review the certification curriculum		

Items

0.015	UShs	225101 Consultancy Services
Reason: Relates to the ongoing procurement process		
0.001	UShs	211106 Allowances (Incl. Casuals, Temporary, sitting allowances)
Reason: Relates to sitting allowances for Q1 pending payment by end of quarter		
0.009	Bn Shs	Department : 004 Prudential Supervision
Reason: High unspent relates to majorly to planned annual engagement and onsite onsite inspections of service providers that were Shifted to Quarter two		

Items

0.006	UShs	221002 Workshops, Meetings and Seminars
Reason: Annual engagement of service providers which is differed to Q2		
0.001	UShs	227001 Travel inland
Reason: Relates to onsite inspections which were differed to Q2		
0.001	UShs	221001 Advertising and Public Relations
Reason: No major event that neccessitated supervisory notice		
0.297	Bn Shs	Department : 005 Risk and Investment Analysis
Reason: Majorly relates to Payment for Risk based supervision consultancy which is pending finalization of the contract assignment and social security contributions for unfilled staff positions		

Items

0.280	UShs	225101 Consultancy Services
Reason: pending finalisation of contract assignment that is differed to Q2		
0.011	UShs	221011 Printing, Stationery, Photocopying and Binding
Reason: Relates to annual investment magazine whose production and dissemination was differed to Q2		
0.005	UShs	212201 Social Security Contributions
Reason: Relates to unfilled positions whose recruitment process is ongoing		
0.002	UShs	212101 Social Security Contributions

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

(i) Major unspent balances

Departments , Projects		
Sub SubProgramme:02 Regulation and Supervision		
Sub Programme: 01 Enabling Environment		
0.297	Bn Shs	Department : 005 Risk and Investment Analysis
Reason: Majorly relates to Payment for Risk based supervision consultancy which is pending finalization of the contract assignment and social security contributions for unfilled staff positions		
Items		
Reason:		
Sub SubProgramme:03 Research and Strategy		
Sub Programme: 01 Enabling Environment		
0.034	Bn Shs	Department : 002 Research and Quality Assurance
Reason: Unspent Balance majorly relate to social security contributions and fuel for entitled staff whose recruitment staff is still ongoing		
Items		
0.021	UShs	211106 Allowances (Incl. Casuals, Temporary, sitting allowances)
Reason: Dissemination of the feasibility report on the National Long term saving scheme that was differed to Q2		
0.006	UShs	212101 Social Security Contributions
Reason: staff recruitment ongoing		
0.004	UShs	212201 Social Security Contributions
Reason: staff recruitment still ongoing		
0.004	UShs	227004 Fuel, Lubricants and Oils
Reason: fuel for entitled officers who are yet to be recruited		

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

V2: Performance Highlights

Table V2.1: PIAP outputs and output Indicators

Programme:07 Private Sector Development			
SubProgramme:01 Enabling Environment			
Sub SubProgramme:01 General Administration and Support Services			
Department:001 Finance and Administration			
Budget Output: 000001 Audit and Risk Management			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
PIAP Output Indicators	Indicator Measure	Planned 2023/24	Actuals By END Q 1
Coverage (% of labour force enrolled)	Percentage	18.8%	14.46
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.2
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	11.8
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.93
Budget Output: 000004 Finance and Accounting			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
PIAP Output Indicators	Indicator Measure	Planned 2023/24	Actuals By END Q 1
Coverage (% of labour force enrolled)	Percentage	18.8%	14.46
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.2
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	11.8
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.93
Budget Output: 000005 Human Resource Management			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
PIAP Output Indicators	Indicator Measure	Planned 2023/24	Actuals By END Q 1
Coverage (% of labour force enrolled)	Percentage	18.8%	14.6
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.2
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	14.6
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.93

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Programme:07 Private Sector Development			
SubProgramme:01 Enabling Environment			
Sub SubProgramme:01 General Administration and Support Services			
Department:001 Finance and Administration			
Budget Output: 000007 Procurement and Disposal Services			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
PIAP Output Indicators	Indicator Measure	Planned 2023/24	Actuals By END Q 1
Coverage (% of labour force enrolled)	Percentage	18.8%	14.46
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.2
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	11.8
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.93
Budget Output: 000010 Leadership and Management			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
PIAP Output Indicators	Indicator Measure	Planned 2023/24	Actuals By END Q 1
Coverage (% of labour force enrolled)	Percentage	18.8%	14.46
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.2
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	11.8
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.93
Budget Output: 000011 Communication and Public Relations			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
PIAP Output Indicators	Indicator Measure	Planned 2023/24	Actuals By END Q 1
Coverage (% of labour force enrolled)	Percentage	18.8%	14.46
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.2
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	11.8
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.93
Budget Output: 000019 ICT Services			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
PIAP Output Indicators	Indicator Measure	Planned 2023/24	Actuals By END Q 1
Coverage (% of labour force enrolled)	Percentage	18.8%	14.46

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Programme:07 Private Sector Development			
SubProgramme:01 Enabling Environment			
Sub SubProgramme:01 General Administration and Support Services			
Department:001 Finance and Administration			
Budget Output: 000019 ICT Services			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
PIAP Output Indicators	Indicator Measure	Planned 2023/24	Actuals By END Q 1
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.2
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	11.8%
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.93
Sub SubProgramme:02 Regulation and Supervision			
Department:001 Board Affairs			
Budget Output: 190001 Board Secretarial Services			
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased			
Programme Intervention: 070503 Increase access to long-term finance			
PIAP Output Indicators	Indicator Measure	Planned 2023/24	Actuals By END Q 1
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.93
Department:002 Legal Services			
Budget Output: 190004 Regulation and Advisory Services			
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased			
Programme Intervention: 070503 Increase access to long-term finance			
PIAP Output Indicators	Indicator Measure	Planned 2023/24	Actuals By END Q 1
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.93
Department:003 Market Conduct			
Budget Output: 190003 Licensing and Compliance			
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased			
Programme Intervention: 070503 Increase access to long-term finance			
PIAP Output Indicators	Indicator Measure	Planned 2023/24	Actuals By END Q 1
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.93

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Programme:07 Private Sector Development			
SubProgramme:01 Enabling Environment			
Sub SubProgramme:02 Regulation and Supervision			
Department:004 Prudential Supervision			
Budget Output: 000023 Inspection and Monitoring			
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased			
Programme Intervention: 070503 Increase access to long-term finance			
PIAP Output Indicators	Indicator Measure	Planned 2023/24	Actuals By END Q 1
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.93
Department:005 Risk and Investment Analysis			
Budget Output: 190002 Investment Management			
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased			
Programme Intervention: 070503 Increase access to long-term finance			
PIAP Output Indicators	Indicator Measure	Planned 2023/24	Actuals By END Q 1
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.93
Sub SubProgramme:03 Research and Strategy			
Department:001 Planning and Strategy			
Budget Output: 000006 Planning and Budgeting services			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
PIAP Output Indicators	Indicator Measure	Planned 2023/24	Actuals By END Q 1
Coverage (% of labour force enrolled)	Percentage	18.8%	14.46
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.2
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	11.8
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.93
Department:002 Research and Quality Assurance			
Budget Output: 000022 Research and Development			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
PIAP Output Indicators	Indicator Measure	Planned 2023/24	Actuals By END Q 1
Coverage (% of labour force enrolled)	Percentage	18.8%	14.46
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.2
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	11.8

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Programme:07 Private Sector Development			
SubProgramme:01 Enabling Environment			
Sub SubProgramme:03 Research and Strategy			
Department:002 Research and Quality Assurance			
Budget Output: 000022 Research and Development			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
PIAP Output Indicators	Indicator Measure	Planned 2023/24	Actuals By END Q 1
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.93

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Performance highlights for the Quarter

- 1) Finalized FY 2022/23 reports including URBRA Performance Report & Financial Statements
- 2) Processed 38 trustee license renewals, issued 20 new licenses, and licensed 1 new scheme, Gen-Africa Individual Retirement Scheme.
- 3) Produced and disseminated the licensing report card (214 Individual Trustees, 10 Administrators, 5 Custodians, 6 Fund Managers, and 4 Corporate Trustees)
- 4) Conducted sensitizations to 6 prospective sponsors/employers on scheme establishment
- 5) Conducted pre-licensing inspections on 3 administrators
- 6) Conducted 3 sessions of the Trustee Certification Program with a total of 55 participants from across regions
- 7) 301 formal sector employees sensitized in 2 webinars,
- 8) 02 television shows, 08 radio talk shows, 05 Publicity events, 168,945 total reach online
- 9) 366 members were virtually sensitized on their rights and obligations under the URBRA Act
- 10) 03 legal opinions were prepared
- 11) Conducted onsite inspections for 4 schemes
- 12) Annual performance assessment report for FY 2022/23 was prepared and presented to Management and Board.
- 13) Staff consistently engaged in health and wellness activities
- 14) Annual Procurement Performance Report was prepared and submitted to PPDA and MFPED.
- 15) Maintenance and firmware upgrades for Checkpoint and Sophos Firewalls were carried out. All ICT equipment was properly maintained.
- 16) The Document Management System was deployed for regular use by the Authority's Registry, with all users trained and allocated user accounts with appropriate permissions.
- 17) FY2021/22 Financial Statements and URBRA performance report were prepared and submitted to the Office of the Auditor General.
- 18) Conducted pilot testing to assess system functionality of risk based supervision system
- 19) Published the Investment Snapshot for the quarter ending June 2023, providing consolidated statistics and analysis relating to Schemes' Investments, Market and Economic commentaries

Variances and Challenges

Large informal sector

Low sector coverage

Inadequate funding to the Authority affecting acquisition of operational fixed assets and finance comprehensive research studies

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

V3: Details of Releases and Expenditure

Table V3.1: GoU Releases and Expenditure by Budget Output*

<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q1	Spent by End Q1	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
Programme:07 Private Sector Development	14.587	14.587	3.497	2.728	24.0 %	18.7 %	78.0 %
Sub SubProgramme:01 General Administration and Support Services	8.166	8.166	1.856	1.592	22.7 %	19.5 %	85.8 %
000001 Audit and Risk Management	0.263	0.263	0.065	0.065	24.7 %	24.7 %	100.0 %
000004 Finance and Accounting	0.648	0.648	0.162	0.158	25.0 %	24.4 %	97.5 %
000005 Human Resource Management	4.362	4.362	1.034	0.833	23.7 %	19.1 %	80.6 %
000007 Procurement and Disposal Services	0.495	0.495	0.124	0.117	25.0 %	23.6 %	94.4 %
000010 Leadership and Management	0.550	0.550	0.137	0.137	24.9 %	24.9 %	100.0 %
000011 Communication and Public Relations	1.195	1.195	0.209	0.198	17.5 %	16.6 %	94.7 %
000019 ICT Services	0.653	0.653	0.125	0.084	19.2 %	12.9 %	67.2 %
Sub SubProgramme:02 Regulation and Supervision	4.842	4.842	1.330	0.955	27.5 %	19.7 %	71.8 %
000023 Inspection and Monitoring	0.281	0.281	0.033	0.024	11.7 %	8.5 %	72.7 %
190001 Board Secretarial Services	0.747	0.747	0.192	0.191	25.7 %	25.6 %	99.5 %
190002 Investment Management	2.536	2.536	0.840	0.515	33.1 %	20.3 %	61.3 %
190003 Licensing and Compliance	0.191	0.191	0.034	0.000	17.8 %	0.0 %	0.0 %
190004 Regulation and Advisory Services	1.087	1.087	0.231	0.225	21.3 %	20.7 %	97.4 %
Sub SubProgramme:03 Research and Strategy	1.579	1.579	0.311	0.181	19.7 %	11.5 %	58.2 %
000006 Planning and Budgeting services	0.040	0.040	0.000	0.000	0.0 %	0.0 %	0.0 %
000022 Research and Development	1.539	1.539	0.311	0.181	20.2 %	11.8 %	58.2 %
Total for the Vote	14.587	14.587	3.497	2.728	24.0 %	18.7 %	78.0 %

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Table V3.2: GoU Expenditure by Item 2023/24 GoU Expenditure by Item

<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q1	Spent by End Q1	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
211102 Contract Staff Salaries	6.829	6.829	1.707	1.582	25.0 %	23.2 %	92.7 %
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0.192	0.192	0.083	0.058	43.3 %	30.3 %	69.9 %
211107 Boards, Committees and Council Allowances	0.462	0.462	0.116	0.114	25.1 %	24.7 %	98.3 %
212101 Social Security Contributions	0.683	0.683	0.157	0.146	23.0 %	21.4 %	93.0 %
212102 Medical expenses (Employees)	0.130	0.130	0.000	0.000	0.0 %	0.0 %	0.0 %
212201 Social Security Contributions	0.341	0.341	0.078	0.062	22.8 %	18.2 %	79.5 %
221001 Advertising and Public Relations	0.216	0.216	0.033	0.025	15.3 %	11.6 %	75.8 %
221002 Workshops, Meetings and Seminars	0.764	0.764	0.030	0.024	3.9 %	3.1 %	80.0 %
221003 Staff Training	0.320	0.320	0.080	0.062	25.0 %	19.4 %	77.5 %
221004 Recruitment Expenses	0.041	0.041	0.021	0.020	51.2 %	48.8 %	95.2 %
221006 Commissions and related charges	0.230	0.230	0.077	0.076	33.5 %	33.0 %	98.7 %
221007 Books, Periodicals & Newspapers	0.003	0.003	0.000	0.000	0.0 %	0.0 %	0.0 %
221008 Information and Communication Technology Supplies.	0.246	0.246	0.027	0.003	11.0 %	1.2 %	11.1 %
221009 Welfare and Entertainment	0.452	0.452	0.102	0.065	22.6 %	14.4 %	63.7 %
221011 Printing, Stationery, Photocopying and Binding	0.272	0.272	0.051	0.022	18.7 %	8.1 %	43.1 %
221012 Small Office Equipment	0.003	0.003	0.001	0.000	38.9 %	0.0 %	0.0 %
221014 Bank Charges and other Bank related costs	0.002	0.002	0.001	0.000	50.0 %	0.0 %	0.0 %
221017 Membership dues and Subscription fees.	0.047	0.047	0.012	0.006	25.4 %	12.7 %	50.0 %
222001 Information and Communication Technology Services.	0.080	0.080	0.016	0.004	20.0 %	5.0 %	25.0 %
222002 Postage and Courier	0.002	0.002	0.000	0.000	0.0 %	0.0 %	0.0 %
223001 Property Management Expenses	0.048	0.048	0.012	0.006	25.0 %	12.5 %	50.0 %
223004 Guard and Security services	0.046	0.046	0.011	0.011	24.1 %	24.1 %	100.0 %
223005 Electricity	0.071	0.071	0.018	0.000	25.2 %	0.0 %	0.0 %
223901 Rent-(Produced Assets) to other govt. units	1.130	1.130	0.283	0.267	25.0 %	23.6 %	94.3 %
225101 Consultancy Services	0.631	0.631	0.338	0.000	53.6 %	0.0 %	0.0 %
226001 Insurances	0.235	0.235	0.000	0.000	0.0 %	0.0 %	0.0 %
227001 Travel inland	0.182	0.182	0.025	0.023	13.7 %	12.6 %	92.0 %

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q1	Spent by End Q1	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
227004 Fuel, Lubricants and Oils	0.503	0.503	0.126	0.122	25.1 %	24.3 %	96.8 %
228002 Maintenance-Transport Equipment	0.187	0.187	0.047	0.014	25.1 %	7.5 %	29.8 %
228003 Maintenance-Machinery & Equipment Other than Transport Equipment	0.035	0.035	0.009	0.001	25.9 %	2.9 %	11.1 %
228004 Maintenance-Other Fixed Assets	0.033	0.033	0.008	0.005	24.2 %	15.2 %	62.5 %
273102 Incapacity, death benefits and funeral expenses	0.030	0.030	0.008	0.008	26.7 %	26.7 %	100.0 %
282101 Donations	0.073	0.073	0.003	0.002	4.1 %	2.7 %	66.7 %
282103 Scholarships and related costs	0.070	0.070	0.018	0.000	25.7 %	0.0 %	0.0 %
Total for the Vote	14.587	14.587	3.498	2.728	24.0 %	18.7 %	78.0 %

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Table V3.3: Releases and Expenditure by Department and Project*

<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q1	Spent by End Q1	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
Programme:07 Private Sector Development	14.587	14.587	3.496	2.728	23.97 %	18.70 %	78.03 %
Sub SubProgramme:01 General Administration and Support Services	8.166	8.166	1.856	1.592	22.73 %	19.50 %	85.8 %
<i>Departments</i>							
001 Finance and Administration	8.166	8.166	1.856	1.592	22.7 %	19.5 %	85.8 %
<i>Development Projects</i>							
N/A							
Sub SubProgramme:02 Regulation and Supervision	4.842	4.842	1.329	0.955	27.45 %	19.72 %	71.9 %
<i>Departments</i>							
001 Board Affairs	0.747	0.747	0.192	0.191	25.7 %	25.6 %	99.5 %
002 Legal Services	1.087	1.087	0.231	0.225	21.3 %	20.7 %	97.4 %
003 Market Conduct	0.191	0.191	0.034	0.000	17.8 %	0.0 %	0.0 %
004 Prudential Supervision	0.281	0.281	0.033	0.024	11.7 %	8.5 %	72.7 %
005 Risk and Investment Analysis	2.536	2.536	0.840	0.515	33.1 %	20.3 %	61.3 %
<i>Development Projects</i>							
N/A							
Sub SubProgramme:03 Research and Strategy	1.579	1.579	0.311	0.181	19.69 %	11.46 %	58.2 %
<i>Departments</i>							
001 Planning and Strategy	0.040	0.040	0.000	0.000	0.0 %	0.0 %	0.0 %
002 Research and Quality Assurance	1.539	1.539	0.311	0.181	20.2 %	11.8 %	58.2 %
<i>Development Projects</i>							
N/A							
Total for the Vote	14.587	14.587	3.496	2.728	24.0 %	18.7 %	78.0 %

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Table V3.4: External Financing Releases and Expenditure by Sub-SubProgramme and Project

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Quarter 1: Outputs and Expenditure in the Quarter

Outputs Planned in Quarter		Actual Outputs Achieved in Quarter	Reasons for Variation in performance
Programme:07 Private Sector Development			
SubProgramme:01 Enabling Environment			
Sub SubProgramme:01 General Administration and Support Services			
Departments			
Department:001 Finance and Administration			
Budget Output:000001 Audit and Risk Management			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
Q4 FY22/23 URBRA internal control environment and risk management reports presented to the Board and Accountability Sector Audit Committee.	Q4 FY22/23 URBRA internal control environment and risk management report presented to the Board and the Accountability Sector Audit Committee. The report included five audit observations along with corresponding recommendations aimed at strengthening control measures.	NA	
FY 2023/24 Annual Internal Audit plan prepared and approved by the Board and Accountability Sector Audit Committee. FY2022/23 Annual Internal Audit report prepared and submitted to Board and Accountability Sector Audit Committee. Q4 FY 2022/23 activity implementation monitoring report prepared and presented to the Board.	? FY 2023/24 Annual Internal Audit workplan was prepared and approved by the Board and Accountability Sector Audit Committee with 12 activities. ? FY 2022/23 Annual Internal Audit report was prepared and submitted to Board and Accountability Sector Audit Committee with 87% of the recommendations implemented by management. Q4 activity implementation monitoring report for Rwega Health Centre construction project in Kibaale district, that was carried out under URBRA CSR initiative, was compiled.	The report for Internal Audit Assessment/Monitoring for the Rwega Health Centre construction project will be presented to the Board in Q2.	
FY 2022/23 Annual Follow-up report on the implementation of internal and external audit recommendations by Management presented to the to Board and Accountability Sector Audit Committee.	FY 2022/23 Annual Follow-up report on the implementation of internal and external audit recommendations by Management presented to the Board and Accountability Sector Audit Committee. Implementation of one recommendation from the Auditor General and three from internal audit are ongoing.	NA	
Expenditures incurred in the Quarter to deliver outputs		US\$hs Thousand	
Item		Spent	
211102 Contract Staff Salaries		51,970.338	
212101 Social Security Contributions		5,197.034	

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter		Actual Outputs Achieved in Quarter	Reasons for Variation in performance
Expenditures incurred in the Quarter to deliver outputs		UShs Thousand	
Item			Spent
212201 Social Security Contributions			2,598.516
227001 Travel inland			1,195.000
227004 Fuel, Lubricants and Oils			3,600.000
		Total For Budget Output	64,560.888
		Wage Recurrent	51,970.338
		Non Wage Recurrent	12,590.550
		Arrears	0.000
		AIA	0.000
Budget Output:000004 Finance and Accounting			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
FY 2022/23 Financial statements and URBRA Performance Report prepared and submitted to Management, Board, MoFPED and OAG.	•	Financial Statements and Performance Report for FY 2022/23 were prepared, presented to the board, and submitted to the Accountant General and OAG by August 30, 2023, in line with the PFMA 2015 (as amended).	NA
		NA	NA
Q4 FY 2022/23 Budget Performance Report prepared and presented to Management and Board. 100% of NTR relating to the Retirement Benefits Sector collected, and remitted to the Consolidated Fund.	•	Q4 FY 2022/23 Budget Performance report was prepared and presented to Management and the Board.	NA
	•	UGX 19,300,000/- NTR collected on account of application and licensee fees for sector players.	
Expenditures incurred in the Quarter to deliver outputs		UShs Thousand	
Item			Spent
211102 Contract Staff Salaries			117,217.731
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)			17,800.000
212101 Social Security Contributions			11,721.773
212201 Social Security Contributions			2,788.568
227004 Fuel, Lubricants and Oils			8,400.000
		Total For Budget Output	157,928.072
		Wage Recurrent	117,217.731
		Non Wage Recurrent	40,710.341
		Arrears	0.000

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	AIA	0.000
Budget Output:000005 Human Resource Management		
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector		
Programme Intervention: 070503 Increase access to long-term finance		
Annual customer satisfaction survey report produced and presented to Management. MoGLSD Operational Health & Safety certificate obtained and maintained. Authority premised maintained in clean and good condition.	? MoGLSD Operational Health & Safety certificate was maintained. ? The Authority premises were maintained in a clean and excellent condition, with repairs conducted for office facilities; routine cleaning and fumigation carried out and fire extinguishers serviced.	Procurement of the customer satisfaction survey service provider was completed, awaiting contract award. It will be done in the subsequent quarter.
Annual performance assessment report for FY 2022/23 produced and presented to Management and Board. Staff trained in pertinent technical areas informed from the training needs Analysis. Annual staff and institutional membership/subscription to professional bodies maintained.	? Annual performance assessment report for FY 2022/23 was prepared and presented to Management and Board. ? Staff received training in various areas, including Trustee Certification (03), Leadership Development (01), ICT Skills (01), Annual Accountants Conference (05), and Contract Management (01). Two knowledge-sharing sessions were conducted, including one session on accountability procedures and one on grievance handling. ? Professional membership fees were covered for 09 staff members. ? Staff consistently engaged in health and wellness activities, including weekly wellness programs, monitoring the performance of staff medical insurance, and organizing quarterly health walks.	NA
URBRA Assets and up-to-date asset register maintained in good condition. Staff engaged in health & wellness, and Team building activities.	URBRA Assets and up-to-date asset register maintained in good condition. Staff engaged in health & wellness, and Team building activities.	NA
Expenditures incurred in the Quarter to deliver outputs		UShs Thousand
Item		Spent
211102 Contract Staff Salaries		275,560.041
212101 Social Security Contributions		27,601.310
212201 Social Security Contributions		13,800.655
221003 Staff Training		62,298.904
221004 Recruitment Expenses		20,220.001
221009 Welfare and Entertainment		64,938.027

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
Expenditures incurred in the Quarter to deliver outputs		US\$ Thousand
Item		Spent
221011 Printing, Stationery, Photocopying and Binding		21,501.000
221017 Membership dues and Subscription fees.		6,079.091
222002 Postage and Courier		172.000
223001 Property Management Expenses		6,435.720
223004 Guard and Security services		11,300.000
223901 Rent-(Produced Assets) to other govt. units		266,598.462
227004 Fuel, Lubricants and Oils		30,300.000
228002 Maintenance-Transport Equipment		13,968.203
228004 Maintenance-Other Fixed Assets		5,045.500
273102 Incapacity, death benefits and funeral expenses		7,500.000
	Total For Budget Output	833,318.914
	Wage Recurrent	275,560.041
	Non Wage Recurrent	557,758.873
	Arrears	0.000
	AIA	0.000
Budget Output:000007 Procurement and Disposal Services		
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector		
Programme Intervention: 070503 Increase access to long-term finance		
Q1FY2023/24 Contracts & Evaluation Committee meetings held and reports prepared.	One Contracts & Evaluation Committee meeting held and minutes prepared. Bid Evaluation for Supply of Fuel and Lubricants using Card system done and evaluation report submitted to Contracts Committee.	NA
FY2022/23 Annual Procurement and Disposal Report prepared and presented to the Board, and submitted to PPDA and MoFPED. Monthly reports (July-Aug 2023) prepared and submitted to PPDA and MoFPED.	? Annual Procurement Performance Report was prepared and presented to Contracts and Finance Committees of the Board subsequently submitted to PPDA and MFPEd. 03 Monthly Performance reports for July, and August compiled and submitted to PPDA and MFPEd	NA
	URBRA procurement plan prepared	NA

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter		Actual Outputs Achieved in Quarter	Reasons for Variation in performance
Expenditures incurred in the Quarter to deliver outputs			UShs Thousand
Item			Spent
211102 Contract Staff Salaries			98,109.291
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)			540.000
212101 Social Security Contributions			8,310.465
212201 Social Security Contributions			2,961.876
227004 Fuel, Lubricants and Oils			7,200.000
		Total For Budget Output	117,121.632
		Wage Recurrent	98,109.291
		Non Wage Recurrent	19,012.341
		Arrears	0.000
		AIA	0.000
Budget Output:000010 Leadership and Management			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
FY2022/23 workplan implementation/performance report produced and submitted to the Board. Q4 FY2022/23 Vote Performance/workplan implementation report prepared and submitted to MoFPED.	?	FY2022/23 Workplan Implementation report prepared and presented to the Board. Overall, for the FY 2022/23, the Authority successfully implemented about 77.0% of the approved workplan activities. Q4 FY2022/23 URBRA Performance report generated and submitted to MoFPED through the Programme Budgeting System (PBS) in line with the statutory requirements.	NA
Expenditures incurred in the Quarter to deliver outputs			UShs Thousand
Item			Spent
211102 Contract Staff Salaries			115,871.799
212101 Social Security Contributions			11,576.250
212201 Social Security Contributions			5,788.125
227004 Fuel, Lubricants and Oils			4,200.000
		Total For Budget Output	137,436.174
		Wage Recurrent	115,871.799
		Non Wage Recurrent	21,564.375
		Arrears	0.000
		AIA	0.000

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
Budget Output:000011 Communication and Public Relations		
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector		
Programme Intervention: 070503 Increase access to long-term finance		
150 formal sector employees sensitized (through a webinar) on need to enhance retirement savings.	301 formal sector employees (130 female, 171 male) sensitized through two webinars, one discussing Member Rights and Obligations, attracting 184 participants of which 38% were female and another providing key insights into how the public service pension scheme works, with 117 participants of which 51.3% were female.	Over 200% achievement because of the good publicity that saw more people log onto the webinars.
Q1 FY 2023/24 online newsletter produced and disseminated. In FY23/24, 2 supplements, 2 opinions, 1 Q&A, 2 feature articles produced, and disseminated through mass circulation publications (newspapers, magazines, periodicals). Retirement Benefits Sector specific DJ mentions and Special announcements aired. 2 TV and 3 radio in /out studio talk shows aired to educate the public about saving for retirement.	? Q1 FY 2023/24 online newsletter was produced and disseminated across URBRA online platforms. ? 02 television shows were hosted on Delta and UBC TV stations, primarily focused on discussing URBRA's role in sector development and its plans for informal sector workers. ? 08 radio talk shows were conducted, spanning various radio stations, including Akaboozi Ku Bbiri FM, Capital FM, Bunyoro Broadcast Services, Radio Hoima, Kings' Broadcasting Services FM, Kabalega FM, Liberty FM, and Spice FM. 05 Publicity events were conducted in partnership with the Public Relations Association of Uganda (PRAU); African Centre for Media Excellence (ACME); Rotary cancer 5-A side; PEWOSA and Namasuba Market SACCO.	No supplements done because all advertising was reserved for Q2 for purposes of promoting the 2nd annual pension symposium which is happening on 29th November.
Total reach of 500,000 people (by end FY) through frequent social media messages on the mandate and functions of the Authority, and importance and ways of saving for retirement.	168,945 total reach (impressions, views, and followers) achieved through social media engagement across various platforms; 119818 on twitter(X) impressions on both URBRA and CEO's accounts; 46,000 on YouTube; 316 on Instagram and 2,811 on LinkedIn.	NA
A press conferences held on emerging issues in the Retirement Benefits Sector.	Q1: The press conference deferred to Q2 FY 2023/24 as part of the symposium publicity efforts.	Due to limited funds, the press conference was shifted to cover the symposium slated in the quarter 2.

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector		
Programme Intervention: 070503 Increase access to long-term finance		
Donations to pertinent communities and events.	As part of Corporate Social Responsibility, donations were made towards: <ul style="list-style-type: none">Completion of a health facility in Rwega subcounty Kibaale district Rotary 5 aside sports gala in Kampala (UGX 2.5 million).	NA
	NA	NA
3 key high-level stakeholders engaged on pertinent sector specific development priorities, and reform proposals.	3 stakeholder engagement sessions were conducted with religious, cultural, district political, and technical leaders in Masindi and Hoima districts. The purpose of these sessions was to sensitize them about URBRA's mandate and encourage their support in promoting retirement savings, as well as facilitating the establishment of retirement benefits schemes, particularly for informal sector workers.	NA
Expenditures incurred in the Quarter to deliver outputs		UShs Thousand
Item		Spent
211102 Contract Staff Salaries		132,863.046
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		1,000.000
212101 Social Security Contributions		13,286.305
212201 Social Security Contributions		5,449.797
221001 Advertising and Public Relations		14,810.891
221008 Information and Communication Technology Supplies.		-1,648.000
227001 Travel inland		21,788.400
227004 Fuel, Lubricants and Oils		8,400.000
282101 Donations		2,000.000
	Total For Budget Output	197,950.439
	Wage Recurrent	132,863.046
	Non Wage Recurrent	65,087.393
	Arrears	0.000
	AIA	0.000
Budget Output:000019 ICT Services		

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector		
Programme Intervention: 070503 Increase access to long-term finance		
Pertinent Licenses acquired, and URBRA software enhanced to facilitate service delivery.	No licenses were due for renewal in Quarter 1 .	Licenses due for procurement in Q2.
ICT equipment accessories acquired and allocated. Operational Digital Management System deployed to permit digitization of registry file/correspondence processes.	Assorted ICT equipment accessories acquired and allocated. The Document Management System was deployed for regular use by the Authority's Registry, with all users trained and allocated user accounts with appropriate permissions.	NA
Authority internet connectivity and systems maintained to facilitate business automation; Up to date news and information accessed. Authority ICT hardware maintained to facilitate operational efficiency, and service delivery.	All ICT equipment, including Access Control Systems, Server Room Air Conditioners, Servers, Computers, and Printers, was properly maintained. Maintenance and firmware upgrades for Checkpoint and Sophos Firewalls were carried out. The website was upgraded to the latest WordPress version 6.3, and all plugins were updated, along with the addition of new articles to the site.	NA
Expenditures incurred in the Quarter to deliver outputs		UShs Thousand
Item	Spent	
211102 Contract Staff Salaries	60,946.395	
212101 Social Security Contributions	6,094.640	
212201 Social Security Contributions	3,047.319	
221008 Information and Communication Technology Supplies.	4,484.000	
222001 Information and Communication Technology Services.	4,494.283	
227004 Fuel, Lubricants and Oils	4,200.000	
228003 Maintenance-Machinery & Equipment Other than Transport Equipment	500.000	
	Total For Budget Output	83,766.637
	Wage Recurrent	60,946.395
	Non Wage Recurrent	22,820.242
	Arrears	0.000
	AIA	0.000
	Total For Department	1,592,082.756
	Wage Recurrent	852,538.641

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	Non Wage Recurrent	739,544.115
	Arrears	0.000
	AIA	0.000
Development Projects		
N/A		
Sub SubProgramme:02 Regulation and Supervision		
Departments		
Department:001 Board Affairs		
Budget Output:190001 Board Secretarial Services		
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased		
Programme Intervention: 070503 Increase access to long-term finance		
FY2021/22 URBRA Performance report prepared and submitted to OAG and MoFPED. Q4 FY 2022/23 report on Management's implementation of Board directives/decisions prepared and presented to Management and Board. FY 2023/24 Board Calendar prepared to facilitate adequate planning by Board and Management. Q1 FY2023/24 timely quality Board Papers prepared to facilitate Board decision making. Q1 FY2023/24 Board meetings held, quality minutes prepared and filed.	FY2021/22 Financial Statements and URBRA performance report were prepared and submitted to the Office of the Auditor General. Q4 FY 2022/23 report on Management's implementation of Board directives/decisions prepared and presented to Management and Board Resolution. The Board Calendar for FY 2022/2023 was prepared and approved. one scheduled full board meeting, and four special board meetings (Technical, Finance, Audit & Risk, and Human Resource) conducted. The Board Papers, and minutes of respective Board meetings were duly prepared, circulated and filed.	NA
	Annual Board Performance evaluation report for FY 2022/23 period prepared	NA
Board members trained in Board Capacity Development Programs (governance & strategic leadership).	Two Board members underwent training in corporate governance certification for board members and a leadership, governance, risk, and compliance program—a global masterclass, respectively.	NA
Expenditures incurred in the Quarter to deliver outputs		UShs Thousand
Item		Spent
211107 Boards, Committees and Council Allowances		114,486.225
221006 Commissions and related charges		76,384.219

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	Total For Budget Output	190,870.444
	Wage Recurrent	0.000
	Non Wage Recurrent	190,870.444
	Arrears	0.000
	AIA	0.000
	Total For Department	190,870.444
	Wage Recurrent	0.000
	Non Wage Recurrent	190,870.444
	Arrears	0.000
	AIA	0.000
Department:002 Legal Services		
Budget Output:190004 Regulation and Advisory Services		
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased		
Programme Intervention: 070503 Increase access to long-term finance		
	A total of 366 (163 female, 203 male) members were virtually sensitized on their rights and obligations under the URBRA Act and Regulations. The members comprised of 244 members from the URA Retirement Scheme, and 122 members from the ICEA Retirement Benefits Umbrella Scheme that were sensitised the 16th and 17th of August 2023 respectively.	NA
Report on virtual scheme member sensitizations about their rights and obligations under the URBRA Act & Regulations & other applicable laws.	sensitized over 100 members of the Uganda Law Society during the Employment Law Conference, 2023. URBRA made a presentation the Assignment of Retirement Benefits for Mortgages and Loans Regulations, 2022. Represented the Authority in a validation workshop on the E- Consent system organized by NITA- Uganda. Sponsored Annual Law Conference and facilitated one panelist to participate.	NA

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased		
Programme Intervention: 070503 Increase access to long-term finance		
Q1 FY2023/24 Complaints Management Report prepared and presented to Management. Civil servants (local and central) sensitized on complaints management and generic pension related issues.	100% of lodged complaints investigated. A total of 67 complaints, consisting of 8 newly received in Q1 and 54 carried over from Q4 of FY 2022/23 were handled. Among these, 5 complaints were successfully resolved, while 57 complaints remain pending. Of the 5 resolved complaints, 3 were from the Public Service Pension Scheme, and 2 were from other schemes. A total amount of UGX 110,507,227 was disbursed in settlements. The report on complaints handling for Quarter 1 was duly prepared.	NA
Q1 FY 2023/24 compliance analysis (contract management, statutory and corporate governance) undertaken, and a report presented to Management.	Q1 FY 2023/24 statutory and corporate governance compliance analysis was conducted and the Authority is fully compliant with relevant laws. No new contracts were signed during Q1 FY 2023/24.	NA
Legal briefs/advice prepared and provided to Board, Management, Staff, Licensed entities, and relevant stakeholders.	<p>03 legal opinions were prepared, including:</p> <p>An opinion addressing whether an employer possesses the right to withhold payment of provident fund benefits while awaiting the resolution of claims against the employee.</p> <p>An opinion regarding the treatment of death benefits for a deceased member of a retirement benefits scheme, specifically focusing on the payment of Late Ali Ntwatwa's benefits to his beneficiaries.</p> <p>? An opinion concerning the definition of Public Interest Entities, which was requested by ICPAU.</p> <p>Further, a Contracts Management Register was created, and Management was duly notified about the 2 contracts due to expire in the near future.</p> <p>The Interim Administration Agreement between URBRA and SDS Company Certified Public Accountants, which is set to expire on September 21, 2023.</p> <p>The Lease Agreement for the provision of office space between URBRA and M/S Property Services Ltd, which is due to expire on December 31, 2023.</p>	NA

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
Expenditures incurred in the Quarter to deliver outputs		UShs Thousand
Item		Spent
211102 Contract Staff Salaries		184,057.463
212101 Social Security Contributions		12,123.276
212201 Social Security Contributions		6,061.638
221001 Advertising and Public Relations		10,000.000
227004 Fuel, Lubricants and Oils		13,200.000
	Total For Budget Output	225,442.377
	Wage Recurrent	184,057.463
	Non Wage Recurrent	41,384.914
	Arrears	0.000
	AIA	0.000
	Total For Department	225,442.377
	Wage Recurrent	184,057.463
	Non Wage Recurrent	41,384.914
	Arrears	0.000
	AIA	0.000
Department:003 Market Conduct		
Budget Output:190003 Licensing and Compliance		

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased		
Programme Intervention: 070503 Increase access to long-term finance		
Licensed schemes and service providers (new and renewals). End March 2023 quarter licensing reporting card produced and disseminated to stakeholders. 5 prospective sponsors (employers) sensitized on scheme establishment.	? Processed 38 trustee license renewals, issued 20 new licenses, and licensed one new scheme, Gen-Africa Individual Retirement Scheme. ? Produced and disseminated the licensing report card highlighting the licensed service providers, which include 214 Individual Trustees, 10 Administrators, 5 Custodians, 6 Fund Managers, and 4 Corporate Trustees as of end of Quarter. ? Conducted sensitizations to 6 prospective sponsors/employers sensitized on scheme establishment (Migrant Workers’ Association; Kwanza Energy Uganda Ltd; AVSI Foundation; Maanyi SACCO) ? Conducted licensing sensitization sessions on license application requirements for administrator and custodial services with Clarkson Insurance Brokers and Liberty Life, as well as ABSA Bank and Equity Bank. ? Conducted pre-licensing inspections on 3 administrators (Jubilee Life Assurance; BOU; Parliamentary Pension Scheme).	NA
10 Trustees trained in the certification program under URBRA sponsorship. Q1 FY 2023/24 PEC meetings and ITC Training reports.	Conducted three sessions of the Trustee Certification Program with a total of 55 participants, of which 15 were sponsored by URBRA. Program execution committee (PEC) meeting was held virtually and Insurance Training College (ITC) reports shared.	NA
All targeted schemes’ AGMs attended.	Attended 2 AGMs for end June schemes; NSSF (Mandatory scheme) and UEGCL RBS as planned	NA
Expenditures incurred in the Quarter to deliver outputs		UShs Thousand
Item		Spent
	Total For Budget Output	0.000
	Wage Recurrent	0.000
	Non Wage Recurrent	0.000
	Arrears	0.000

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	AIA	0.000
	Total For Department	0.000
	Wage Recurrent	0.000
	Non Wage Recurrent	0.000
	Arrears	0.000
	AIA	0.000
Department:004 Prudential Supervision		
Budget Output:000023 Inspection and Monitoring		
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased		
Programme Intervention: 070503 Increase access to long-term finance		
Participation at the IOPS, EAC, EAPSA and ECASSA Technical Meetings.	No meeting held this quarter.	No meeting was held during the quarter. The Organization for Economic Co-operation and Development (OECD), International Organization of Pension Supervisors (IOPS) and the Insurance and Pensions Commission (IPEC) of Zimbabwe have jointly organized a Global Forum on Private Pensions scheduled from 17-19 October 2023, Victoria Falls, Zimbabwe

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased		
Programme Intervention: 070503 Increase access to long-term finance		
5 targeted Retirement Benefits Scheme onsite inspections, and reports. 1 Supervisory notice produced and disseminated to stakeholders. Quarter ending March 2023 contributions returns' analysis report produced and presented to Management.	? Conducted 4onsite inspections for four schemes : URBRA RBS, Jubilee Umbrella scheme, BOU DC RBS, and Nile Breweries RBS. In addition, completed inspections of two schemes, namely the Parliamentary Pension scheme and NSSF, which had begun in Q4 FY 2022/23. ? No intervention required issuance of supervisory notice during the quarter ? Conducted an analysis of contribution returns and compiled a report. The analysis revealed remitted contributions totaling UGX 598,109,208,483 and unremitted contributions amounting to UGX 4,077,862,952 for Quarter ending March 2023. Supervision Department will actively pursue the remittance of outstanding contribution. As regards recoveries,	Completed 4 out of 5 inspections. Also, completed two resource-intensive inspections that had been initiated in Q4 of FY2022/2.
Q1 FY2023/24 Investigation report prepared to inform further supervisory actions. Q1 FY2023/24 follow-up report on implementation of supervisory directives and remedial action from the onsite inspections and offsite surveillance.	Continued to follow-up on the implementation of supervisory recommendations and directives by the licensed entities from previous onsite inspections and offsite surveillance. A quarterly report for the period ending September was prepared to inform any additional supervisory intervention. National Housing and Construction Company Limited paid penalty and interest relating to contributions that had remained outstanding, as at 30th June 2023, worth UGX 76,688,534 and UGX 140,177,329 respectively.	NA
	NA	NA
Expenditures incurred in the Quarter to deliver outputs		UShs Thousand
Item		Spent
221002 Workshops, Meetings and Seminars		23,817.503
Total For Budget Output		23,817.503
Wage Recurrent		0.000
Non Wage Recurrent		23,817.503

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	Arrears	0.000
	AIA	0.000
	Total For Department	23,817.503
	Wage Recurrent	0.000
	Non Wage Recurrent	23,817.503
	Arrears	0.000
	AIA	0.000

Department:005 Risk and Investment Analysis

Budget Output:190002 Investment Management

PIAP Output: 07050302 Retirement benefits sector coverage and scope increased

Programme Intervention: 070503 Increase access to long-term finance

Functional computerised risk-based supervision system deployed.	? Conducted pilot testing to assess system functionality and user experience, involving daily dry runs and bi-weekly meetings. Data migration from the legacy system and physical files was also done. ? Conducted quality assurance reviews of the developed modules, specifically focusing on evaluating the system's alignment with the TORs and Functional Requirement Documentation. ? Licensing modules, Internal Workflows, Returns Submissions, Onsite Inspection and Due-diligence, from both the internal and external interfaces were reviewed and received full quality assurance approvals for roll out.	NA
Annual Investment Magazine for the FY 2022/23 period produced (200 hard copy) and disseminated to stakeholders.	? Published the Investment Snapshot for the quarter ending June 2023, providing consolidated statistics and analysis relating to Schemes' Investments as well as Market and Economic commentaries relating to the periods under review.	

Expenditures incurred in the Quarter to deliver outputs

UShs Thousand

Item	Spent
211102 Contract Staff Salaries	429,090.834
212101 Social Security Contributions	39,465.169
212201 Social Security Contributions	15,564.158
227004 Fuel, Lubricants and Oils	31,200.000

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	Total For Budget Output	515,320.161
	Wage Recurrent	429,090.834
	Non Wage Recurrent	86,229.327
	Arrears	0.000
	AIA	0.000
	Total For Department	515,320.161
	Wage Recurrent	429,090.834
	Non Wage Recurrent	86,229.327
	Arrears	0.000
	AIA	0.000
Development Projects		
N/A		
Sub SubProgramme:03 Research and Strategy		
Departments		
Department:001 Planning and Strategy		
Budget Output:000006 Planning and Budgeting services		
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector		
Programme Intervention: 070503 Increase access to long-term finance		
Q4 FY2022/23 URBRA Performance/workplan implementation reports prepared submitted to MoFPED. FY2022/23 Institutional performance report prepared and presented to Management and Board.	Q4 FY2022/23 URBRA Performance/workplan implementation reports prepared submitted to MoFPED. FY2022/23 Institutional performance report prepared and presented to Management and Board.	NA
	Vote BFP and annual workplans are slated for quarter 2	NA

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector		
Programme Intervention: 070503 Increase access to long-term finance		
FY 2022/23 URBRA Report on contribution to NDPIII prepared and submitted to the PSD Program Secretariat. URBRA represented at pertinent stakeholder engagements, and specific technical input and reports to pertinent stakeholders.	FY2022/23 URBRA Performance Report (including progress on the NDPIII PIAP Interventions, and NDPIII Outcome and output indicators) prepared and submitted to the Private Sector Development (PSD) Program Secretariat. URBRA was represented at: -Consultative meeting for Central Government Accounting Officers on Budget Execution for FY 2023/24. -FY 2022/23 National Annual Performance Assessment Review (NAPAR) -Stakeholders Workshop on the Implementation of Cabinet decisions regarding the establishment and operationalization of Service Uganda Centres in the Public Service.	NA
Expenditures incurred in the Quarter to deliver outputs		UShs Thousand
Item		Spent
	Total For Budget Output	0.000
	Wage Recurrent	0.000
	Non Wage Recurrent	0.000
	Arrears	0.000
	AIA	0.000
	Total For Department	0.000
	Wage Recurrent	0.000
	Non Wage Recurrent	0.000
	Arrears	0.000
	AIA	0.000
Department:002 Research and Quality Assurance		
Budget Output:000022 Research and Development		

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector		
Programme Intervention: 070503 Increase access to long-term finance		
Report on stakeholder consultations on the Feasibility study of the National Long-term savings Scheme (conducted by FSD-U and URBRA).	The report for the Feasibility Study was finalized and consultations are scheduled to happen in the next Quarter. Study report on areas that can improve Private Pension Schemes outcomes.	
	scheduled for quarter 2	NA
Updated & operational URBRA Corporate Resource Centre. Responses to data requests prepared and submitted to targeted/requesting stakeholders.	Resource Centre updated with pertinent publications and economic indicator statistics Data requests made by stakeholders were responded to during the reporting period.	NA
Expenditures incurred in the Quarter to deliver outputs		US\$ Thousand
Item		Spent
211102 Contract Staff Salaries		116,241.400
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		38,481.746
212101 Social Security Contributions		10,956.082
212201 Social Security Contributions		4,284.678
227004 Fuel, Lubricants and Oils		11,400.000
	Total For Budget Output	181,363.906
	Wage Recurrent	116,241.400
	Non Wage Recurrent	65,122.506
	Arrears	0.000
	AIA	0.000
	Total For Department	181,363.906
	Wage Recurrent	116,241.400
	Non Wage Recurrent	65,122.506
	Arrears	0.000
	AIA	0.000
Development Projects		
N/A		
	GRAND TOTAL	2,728,897.147
	Wage Recurrent	1,581,928.338

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	Non Wage Recurrent	1,146,968.809
	GoU Development	0.000
	External Financing	0.000
	Arrears	0.000
	<i>AIA</i>	0.000

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Quarter 1: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter
Programme:07 Private Sector Development		
SubProgramme:01 Enabling Environment		
Sub SubProgramme:01 General Administration and Support Services		
Departments		
Department:001 Finance and Administration		
Budget Output:000001 Audit and Risk Management		
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector		
Programme Intervention: 070503 Increase access to long-term finance		
FY2023/24 Quarterly URBRA internal control environment and risk management reports presented to the Board and Accountability Sector Audit Committee.	Q4 FY22/23 URBRA internal control environment and risk management report presented to the Board and the Accountability Sector Audit Committee. The report included five audit observations along with corresponding recommendations aimed at strengthening control measures.	
FY2023/24 Annual Internal Audit plan approved by the Board and Accountability Sector Audit Committee. FY2022/23 Annual & FY2023/24 Quarterly Internal Audit reports prepared & submitted to Board and Accountability Sector Audit Committee.	? FY 2023/24 Annual Internal Audit workplan was prepared and approved by the Board and Accountability Sector Audit Committee with 12 activities. ? FY 2022/23 Annual Internal Audit report was prepared and submitted to Board and Accountability Sector Audit Committee with 87% of the recommendations implemented by management. Q4 activity implementation monitoring report for Rwega Health Centre construction project in Kibaale district, that was carried out under URBRA CSR initiative, was compiled.	
FY2022/23 annual and FY 2023/24 follow-up reports on the implementation of internal and external audit recommendations by Management presented to the to Board and Accountability Sector Audit Committee.	FY 2022/23 Annual Follow-up report on the implementation of internal and external audit recommendations by Management presented to the Board and Accountability Sector Audit Committee. Implementation of one recommendation from the Auditor General and three from internal audit are ongoing.	
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs		UShs Thousand
Item		Spent
211102 Contract Staff Salaries		51,970.338
212101 Social Security Contributions		5,197.034
212201 Social Security Contributions		2,598.516
227001 Travel inland		1,195.000
227004 Fuel, Lubricants and Oils		3,600.000

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter	
		Total For Budget Output	64,560.888
		Wage Recurrent	51,970.338
		Non Wage Recurrent	12,590.550
		Arrears	0.000
		AIA	0.000
Budget Output:000004 Finance and Accounting			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
FY2022/23 Financial statements & URBRA Performance Report, and FY2023/24 Semi-annual and 9 months Financial Statements prepared and submitted to Management, Board, MoFPED and OAG.		<ul style="list-style-type: none">Financial Statements and Performance Report for FY 2022/23 were prepared, presented to the board, and submitted to the Accountant General and OAG by August 30, 2023, in line with the PFMA 2015 (as amended).	
FY 2022/23 External Audit on URBRA conducted, and report prepared and submitted to OAG. FY 2022/23 URBRA Board of Survey report submitted to OAG and AG.		NA	
Q4 FY 2022/23, and Q1-Q3 FY 2023/24 Budget Performance Reports prepared & presented to Management and Board. 3 funding proposals prepared. 100% of NTR relating to the Retirement Benefits Sector collected, and remitted to the Consolidated Fund.		<ul style="list-style-type: none">Q4 FY 2022/23 Budget Performance report was prepared and presented to Management and the Board.UGX 19,300,000/- NTR collected on account of application and licensee fees for sector players.	
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs			UShs Thousand
Item		Spent	
211102 Contract Staff Salaries		117,217.731	
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		17,800.000	
212101 Social Security Contributions		11,721.773	
212201 Social Security Contributions		2,788.568	
227004 Fuel, Lubricants and Oils		8,400.000	
		Total For Budget Output	157,928.072
		Wage Recurrent	117,217.731
		Non Wage Recurrent	40,710.341
		Arrears	0.000
		AIA	0.000
Budget Output:000005 Human Resource Management			

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter	
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
Annual customer satisfaction survey report produced and presented to Management. MoGLSD Operational Health & Safety certificate obtained and maintained. URBRA staff insurances maintained. Authority premised maintained in clean and good condition.	?	MoGLSD Operational Health & Safety certificate was maintained. ? The Authority premises were maintained in a clean and excellent condition, with repairs conducted for office facilities; routine cleaning and fumigation carried out and fire extinguishers serviced.	
FY2022/23 annual and FY2023/24 quarterly staff performance assessment reports. Training Needs Analysis & skills audit report. Staff trained in pertinent areas. Staff & institutional membership to professional bodies maintained. FY2024/25 staffing plan.	?	Annual performance assessment report for FY 2022/23 was prepared and presented to Management and Board. ? Staff received training in various areas, including Trustee Certification (03), Leadership Development (01), ICT Skills (01), Annual Accountants Conference (05), and Contract Management (01). Two knowledge-sharing sessions were conducted, including one session on accountability procedures and one on grievance handling. ? Professional membership fees were covered for 09 staff members. ? Staff consistently engaged in health and wellness activities, including weekly wellness programs, monitoring the performance of staff medical insurance, and organizing quarterly health walks.	
URBRA Assets and up-to-date asset register maintained in good condition. Staff engaged in health & wellness, and Team building activities.		URBRA Assets and up-to-date asset register maintained in good condition. Staff engaged in health & wellness, and Team building activities.	

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
--	---------------

Item	Spent
211102 Contract Staff Salaries	275,560.041
212101 Social Security Contributions	27,601.310
212201 Social Security Contributions	13,800.655
221003 Staff Training	62,298.904
221004 Recruitment Expenses	20,220.001
221009 Welfare and Entertainment	64,938.027
221011 Printing, Stationery, Photocopying and Binding	21,501.000
221017 Membership dues and Subscription fees.	6,079.091
222002 Postage and Courier	172.000
223001 Property Management Expenses	6,435.720
223004 Guard and Security services	11,300.000
223901 Rent-(Produced Assets) to other govt. units	266,598.462

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter	
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs		UShs Thousand	
Item			Spent
227004 Fuel, Lubricants and Oils			30,300.000
228002 Maintenance-Transport Equipment			13,968.203
228004 Maintenance-Other Fixed Assets			5,045.500
273102 Incapacity, death benefits and funeral expenses			7,500.000
	Total For Budget Output		833,318.914
	Wage Recurrent		275,560.041
	Non Wage Recurrent		557,758.873
	Arrears		0.000
	AIA		0.000
Budget Output:000007 Procurement and Disposal Services			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
FY2023/24 Contracts & Evaluation Committee meetings coordinated, and reports prepared.		One Contracts & Evaluation Committee meeting held and minutes prepared. Bid Evaluation for Supply of Fuel and Lubricants using Card system done and evaluation report submitted to Contracts Committee.	
FY2022/23 Annual Procurement and Disposal Report prepared and presented to the Board, & submitted to PPDA and MoFPED. Monthly reports prepared and submitted to PPDA and MoFPED. FY2023/24 quarterly procurement reports prepared and presented to the Board.		? Annual Procurement Performance Report was prepared and presented to Contracts and Finance Committees of the Board subsequently submitted to PPDA and MFPED. 03 Monthly Performance reports for July, and August compiled and submitted to PPDA and MFPED	
Consolidated URBRA Procurement Plan for FY2024/25 prepared.		URBRA procurement plan prepared	
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs		UShs Thousand	
Item			Spent
211102 Contract Staff Salaries			98,109.291
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)			540.000
212101 Social Security Contributions			8,310.465
212201 Social Security Contributions			2,961.876
227004 Fuel, Lubricants and Oils			7,200.000
	Total For Budget Output		117,121.632

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	
	Wage Recurrent	98,109.291
	Non Wage Recurrent	19,012.341
	Arrears	0.000
	AIA	0.000

Budget Output:000010 Leadership and Management

PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector

Programme Intervention: 070503 Increase access to long-term finance

Q4 FY 2022/23 and Q 1-3 FY 2023/24 URBRA Vote Performance reports prepared and submitted to MoFPED. FY2023/24 bi-annual Performance report prepared and submitted to the Board. FY 2022/23 performance report prepared and presented to the Board.	? FY2022/23 Workplan Implementation report prepared and presented to the Board. Overall, for the FY 2022/23, the Authority successfully implemented about 77.0% of the approved workplan activities. Q4 FY2022/23 URBRA Performance report generated and submitted to MoFPED through the Programme Budgeting System (PBS) in line with the statutory requirements.
---	---

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
--	---------------

Item	Spent
211102 Contract Staff Salaries	115,871.799
212101 Social Security Contributions	11,576.250
212201 Social Security Contributions	5,788.125
227004 Fuel, Lubricants and Oils	4,200.000
Total For Budget Output	137,436.174
Wage Recurrent	115,871.799
Non Wage Recurrent	21,564.375
Arrears	0.000
AIA	0.000

Budget Output:000011 Communication and Public Relations

PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector

Programme Intervention: 070503 Increase access to long-term finance

300 formal sector workers sensitized on enhancement of savings. 150 targeted informal sector group members, and 150 university students, and 100 targeted women sensitized on importance and avenues of saving for retirement.	301 formal sector employees (130 female, 171 male) sensitized through two webinars, one discussing Member Rights and Obligations, attracting 184 participants of which 38% were female and another providing key insights into how the public service pension scheme works, with 117 participants of which 51.3% were female.
---	---

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter	
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
Quarterly (4) online newsletters. Annual Pension Journal. 1000 brochures & flyers (in English, Luganda, Lugbara, Ruyankitara, Madi & braille). 2 supplements, 2 opinions, 1 Q&A, 2 feature articles. 8 TV & 12 radio talk shows, DJ mentions & adverts.		? Q1 FY 2023/24 online newsletter was produced and disseminated across URBRA online platforms. ? 02 television shows were hosted on Delta and UBC TV stations, primarily focused on discussing URBRA's role in sector development and its plans for informal sector workers. ? 08 radio talk shows were conducted, spanning various radio stations, including Akaboozi Ku Bbiri FM, Capital FM, Bunyoro Broadcast Services, Radio Hoima, Kings' Broadcasting Services FM, Kabalega FM, Liberty FM, and Spice FM. 05 Publicity events were conducted in partnership with the Public Relations Association of Uganda (PRAU); African Centre for Media Excellence (ACME); Rotary cancer 5-A side; PEWOSA and Namasuba Market SACCO.	
Reach of 500,000 people through frequent social media messages on the mandate & functions of the Authority, and importance & ways of saving for retirement. 4 short videos on key issues on retirement saving produced to facilitate social media marketing.		168,945 total reach (impressions, views, and followers) achieved through social media engagement across various platforms; 119818 on twitter(X) impressions on both URBRA and CEO's accounts; 46,000 on YouTube; 316 on Instagram and 2,811 on LinkedIn.	
30 business journalists trained on the peculiarities of the Retirement Benefits Sector with a view to enhance sector media coverage. 2 press conferences held on emerging issues in the Retirement Benefits Sector.		Q1: The press conference deferred to Q2 FY 2023/24 as part of the symposium publicity efforts.	
URBRA CSR policy implemented. URBRA participates at pertinent community engagements and national commemorations (International Day of Older Persons, and International Labour Day).		As part of Corporate Social Responsibility, donations were made towards: • Completion of a health facility in Rwega subcounty Kibaale district Rotary 5 aside sports gala in Kampala (UGX 2.5 million).	
Branded corporate and promotional materials distributed to facilitate URBRA visibility (Executive Notebooks, Executive pens, Desk calendars, Wall Calendars, Mugs, Quarterly magazines, Gift bags @250 pieces)		NA	
15 key high-level stakeholders engaged on pertinent sector specific development priorities, and reform proposals. 300 informal sector workers sensitized on the Importance and avenues of saving for long term.		3 stakeholder engagement sessions were conducted with religious, cultural, district political, and technical leaders in Masindi and Hoima districts. The purpose of these sessions was to sensitize them about URBRA's mandate and encourage their support in promoting retirement savings, as well as facilitating the establishment of retirement benefits schemes, particularly for informal sector workers.	

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter	
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs		UShs Thousand	
Item		Spent	
211102 Contract Staff Salaries		132,863.046	
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		1,000.000	
212101 Social Security Contributions		13,286.305	
212201 Social Security Contributions		5,449.797	
221001 Advertising and Public Relations		14,810.891	
221008 Information and Communication Technology Supplies.		-1,648.000	
227001 Travel inland		21,788.400	
227004 Fuel, Lubricants and Oils		8,400.000	
282101 Donations		2,000.000	
	Total For Budget Output	197,950.439	
	Wage Recurrent	132,863.046	
	Non Wage Recurrent	65,087.393	
	Arrears	0.000	
	AIA	0.000	
Budget Output:000019 ICT Services			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
Pertinent Licenses acquired/renewed (antivirus Licenses, antispam, Grammarly, stock photography, etc), and URBRA software enhanced to facilitate operational efficiency and effective service delivery.		No licenses were due for renewal in Quarter 1 .	
ICT equipment accessories acquired and allocated to URBRA Staff. Operational Digital Management System deployed to permit digitization of registry file/correspondence processes.		Assorted ICT equipment accessories acquired and allocated. The Document Management System was deployed for regular use by the Authority's Registry, with all users trained and allocated user accounts with appropriate permissions.	
Annual E-Risk Based Supervision System support and maintenance. Authority ICT hardware, internet connectivity and systems maintained to facilitate operational efficiency, and service delivery.		All ICT equipment, including Access Control Systems, Server Room Air Conditioners, Servers, Computers, and Printers, was properly maintained. Maintenance and firmware upgrades for Checkpoint and Sophos Firewalls were carried out. The website was upgraded to the latest WordPress version 6.3, and all plugins were updated, along with the addition of new articles to the site.	

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand

Item	Spent
211102 Contract Staff Salaries	60,946.395
212101 Social Security Contributions	6,094.640
212201 Social Security Contributions	3,047.319
221008 Information and Communication Technology Supplies.	4,484.000
222001 Information and Communication Technology Services.	4,494.283
227004 Fuel, Lubricants and Oils	4,200.000
228003 Maintenance-Machinery & Equipment Other than Transport	500.000
Total For Budget Output	83,766.637
Wage Recurrent	60,946.395
Non Wage Recurrent	22,820.242
Arrears	0.000
AIA	0.000
Total For Department	1,592,082.756
Wage Recurrent	852,538.641
Non Wage Recurrent	739,544.115
Arrears	0.000
AIA	0.000

Development Projects

N/A

Sub SubProgramme:02 Regulation and Supervision

Departments

Department:001 Board Affairs

Budget Output:190001 Board Secretarial Services

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter	
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased			
Programme Intervention: 070503 Increase access to long-term finance			
FY2022/23 URBRA Performance report and Financial Statements developed. Quarterly reports on Management's implementation of Board directives prepared and presented to Management and Board. FY2023/24 Board Calendar, Board Papers, meetings, and minutes.		FY2021/22 Financial Statements and URBRA performance report were prepared and submitted to the Office of the Auditor General. Q4 FY 2022/23 report on Management's implementation of Board directives/decisions prepared and presented to Management and Board Resolution. The Board Calendar for FY 2022/2023 was prepared and approved. one scheduled full board meeting, and four special board meetings (Technical, Finance, Audit & Risk, and Human Resource) conducted. The Board Papers, and minutes of respective Board meetings were duly prepared, circulated and filed.	
Annual Board performance evaluation report for FY2022/23 period prepared. FY2023/24 Annual Board Strategic Leadership Retreat review report prepared, and strategic leadership enhancement actions identified.		Annual Board Performance evaluation report for FY 2022/23 period prepared	
Board members trained in Board Capacity Development Programs (governance & strategic leadership).		Two Board members underwent training in corporate governance certification for board members and a leadership, governance, risk, and compliance program—a global masterclass, respectively.	
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs			UShs Thousand
Item			Spent
211107 Boards, Committees and Council Allowances			114,486.225
221006 Commissions and related charges			76,384.219
Total For Budget Output			190,870.444
Wage Recurrent			0.000
Non Wage Recurrent			190,870.444
Arrears			0.000
AIA			0.000
Total For Department			190,870.444
Wage Recurrent			0.000
Non Wage Recurrent			190,870.444
Arrears			0.000
AIA			0.000
Department:002 Legal Services			

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter	
Budget Output:190004 Regulation and Advisory Services			
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased			
Programme Intervention: 070503 Increase access to long-term finance			
Stakeholders consulted on the draft URBRA (Access to Retirement Benefits for Medical Treatment) Regulations. Gazette publication of Regulations.		A total of 366 (163 female, 203 male) members were virtually sensitized on their rights and obligations under the URBRA Act and Regulations. The members comprised of 244 members from the URA Retirement Scheme, and 122 members from the ICEA Retirement Benefits Umbrella Scheme that were sensitised the 16th and 17th of August 2023 respectively.	
100 members of the Uganda Law Society, and key stakeholders (policy makers) sensitized on URBRA Act & Regulations, and pertinent policy reforms. Scheme member sensitizations about their rights and obligations under the URBRA Act & Regulations.		sensitized over 100 members of the Uganda Law Society during the Employment Law Conference, 2023. URBRA made a presentation the Assignment of Retirement Benefits for Mortgages and Loans Regulations, 2022. Represented the Authority in a validation workshop on the E- Consent system organized by NITA- Uganda. Sponsored Annual Law Conference and facilitated one panelist to participate.	
100% of lodged complaints investigated. Targeted regional visits and talk shows in at least 4 districts on pensions & complaints management. Civil servants (local and central) sensitized on complaints management and generic pension related issues.		100% of lodged complaints investigated. A total of 67 complaints, consisting of 8 newly received in Q1 and 54 carried over from Q4 of FY 2022/23 were handled. Among these, 5 complaints were successfully resolved, while 57 complaints remain pending. Of the 5 resolved complaints, 3 were from the Public Service Pension Scheme, and 2 were from other schemes. A total amount of UGX 110,507,227 was disbursed in settlements. The report on complaints handling for Quarter 1 was duly prepared.	
4 (quarterly) compliance analysis (contract management, statutory and corporate governance) undertaken, and a report presented to Management. URBRA Corporate governance & statutory compliance consultancy report produced.		Q1 FY 2023/24 statutory and corporate governance compliance analysis was conducted and the Authority is fully compliant with relevant laws. No new contracts were signed during Q1 FY 2023/24.	

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
------------------------	---

PIAP Output: 07050302 Retirement benefits sector coverage and scope increased

Programme Intervention: 070503 Increase access to long-term finance

Legal briefs/advice prepared and provided to Board, Management, Staff, Licensed entities, and relevant stakeholders. Set of new volume of law books, and annual subscription to the Uganda Gazette acquired.	03 legal opinions were prepared, including: An opinion addressing whether an employer possesses the right to withhold payment of provident fund benefits while awaiting the resolution of claims against the employee. An opinion regarding the treatment of death benefits for a deceased member of a retirement benefits scheme, specifically focusing on the payment of Late Ali Ntwatwa's benefits to his beneficiaries. ? An opinion concerning the definition of Public Interest Entities, which was requested by ICPAU. Further, a Contracts Management Register was created, and Management was duly notified about the 2 contracts due to expire in the near future. The Interim Administration Agreement between URBRA and SDS Company Certified Public Accountants, which is set to expire on September 21, 2023. The Lease Agreement for the provision of office space between URBRA and M/S Property Services Ltd, which is due to expire on December 31, 2023.
---	--

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
--	---------------

Item	Spent
211102 Contract Staff Salaries	184,057.463
212101 Social Security Contributions	12,123.276
212201 Social Security Contributions	6,061.638
221001 Advertising and Public Relations	10,000.000
227004 Fuel, Lubricants and Oils	13,200.000
Total For Budget Output	225,442.377
Wage Recurrent	184,057.463
Non Wage Recurrent	41,384.914
Arrears	0.000
AIA	0.000
Total For Department	225,442.377
Wage Recurrent	184,057.463
Non Wage Recurrent	41,384.914

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	
	Arrears	0.000
	AIA	0.000

Department:003 Market Conduct

Budget Output:190003 Licensing and Compliance

PIAP Output: 07050302 Retirement benefits sector coverage and scope increased

Programme Intervention: 070503 Increase access to long-term finance

Schemes & service providers licenses issued. Publication of licensed entities in 2 newspapers & Ug Gazette. 20 prospective sponsors (employers) sensitized on scheme establishment.	? Processed 38 trustee license renewals, issued 20 new licenses, and licensed one new scheme, Gen-Africa Individual Retirement Scheme. ? Produced and disseminated the licensing report card highlighting the licensed service providers, which include 214 Individual Trustees, 10 Administrators, 5 Custodians, 6 Fund Managers, and 4 Corporate Trustees as of end of Quarter. ? Conducted sensitizations to 6 prospective sponsors/employers sensitized on scheme establishment (Migrant Workers’ Association; Kwanza Energy Uganda Ltd; AVSI Foundation; Maanyi SACCO) ? Conducted licensing sensitization sessions on license application requirements for administrator and custodial services with Clarkson Insurance Brokers and Liberty Life, as well as ABSA Bank and Equity Bank. ? Conducted pre-licensing inspections on 3 administrators (Jubilee Life Assurance; BOU; Parliamentary Pension Scheme).
40 Trustees trained in the certification program under URBRA sponsorship. ITC Trustee Certification Program Curriculum review report. 4 (quarterly) PEC meetings and ITC training reports.	Conducted three sessions of the Trustee Certification Program with a total of 55 participants, of which 15 were sponsored by URBRA. Program execution committee (PEC) meeting was held virtually and Insurance Training College (ITC) reports shared.
2 Trustee engagements held, and 200 Trustees trained on prudent scheme management practices, including ESG factors. FY2023/24 annual engagement with service providers in the Retirement Benefits Sector held. All targeted scheme AGMs attended.	Attended 2 AGMs for end June schemes; NSSF (Mandatory scheme) and UEGCL RBS as planned

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
--	---------------

Item	Spent
Total For Budget Output	0.000
Wage Recurrent	0.000

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	
	Non Wage Recurrent	0.000
	Arrears	0.000
	AIA	0.000
	Total For Department	0.000
	Wage Recurrent	0.000
	Non Wage Recurrent	0.000
	Arrears	0.000
	AIA	0.000

Department:004 Prudential Supervision

Budget Output:000023 Inspection and Monitoring

PIAP Output: 07050302 Retirement benefits sector coverage and scope increased

Programme Intervention: 070503 Increase access to long-term finance

Participation at IOPS, EAC, EAPSA and ECASSA Technical Meetings. 5-day EAPSA Policy dialogue hosted. URBRA technical input and representation at the Uganda Financial Sector Regulators' Forum (FSSF). Project/position papers on adoption of best practices.	No meeting held this quarter.
20 targeted Retirement Benefits Scheme onsite inspections, Offsite surveillance reports on all 65 schemes. 6 Supervisory notices to stakeholders. 4 (Quarterly) contributions returns' analysis reports. List of approved Scheme Auditors.	? Conducted 4onsite inspections for four schemes : URBRA RBS, Jubilee Umbrella scheme, BOU DC RBS, and Nile Breweries RBS. In addition, completed inspections of two schemes, namely the Parliamentary Pension scheme and NSSF, which had begun in Q4 FY 2022/23. ? No intervention required issuance of supervisory notice during the quarter ? Conducted an analysis of contribution returns and compiled a report. The analysis revealed remitted contributions totaling UGX 598,109,208,483 and unremitted contributions amounting to UGX 4,077,862,952 for Quarter ending March 2023. Supervision Department will actively pursue the remittance of outstanding contribution. As regards recoveries,

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
------------------------	---

PIAP Output: 07050302 Retirement benefits sector coverage and scope increased

Programme Intervention: 070503 Increase access to long-term finance

4 (quarterly) Investigation reports prepared to inform further supervisory actions. 4 (quarterly) follow-up reports on implementation of supervisory directives and remedial action from the onsite inspections and offsite surveillance.	Continued to follow-up on the implementation of supervisory recommendations and directives by the licensed entities from previous onsite inspections and offsite surveillance. A quarterly report for the period ending September was prepared to inform any additional supervisory intervention. National Housing and Construction Company Limited paid penalty and interest relating to contributions that had remained outstanding, as at 30th June 2023, worth UGX 76,688,534 and UGX 140,177,329 respectively.
A financial Stability and crisis Management Plan for Uganda's Retirement Benefits Sector to address systemic risks in the financial sector. Supervisory Plan for FY2024/25 produced and approved by Management and Board.	NA

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
--	---------------

Item	Spent
221002 Workshops, Meetings and Seminars	23,817.503
Total For Budget Output	23,817.503
Wage Recurrent	0.000
Non Wage Recurrent	23,817.503
Arrears	0.000
AIA	0.000
Total For Department	23,817.503
Wage Recurrent	0.000
Non Wage Recurrent	23,817.503
Arrears	0.000
AIA	0.000

Department:005 Risk and Investment Analysis

Budget Output:190002 Investment Management

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
------------------------	---

PIAP Output: 07050302 Retirement benefits sector coverage and scope increased

Programme Intervention: 070503 Increase access to long-term finance

Functional computerized risk-based supervision system deployed. 100 stakeholders trained on the Risk Based Supervision.	? Conducted pilot testing to assess system functionality and user experience, involving daily dry runs and bi-weekly meetings. Data migration from the legacy system and physical files was also done. ? Conducted quality assurance reviews of the developed modules, specifically focusing on evaluating the system's alignment with the TORs and Functional Requirement Documentation. ? Licensing modules, Internal Workflows, Returns Submissions, Onsite Inspection and Due-diligence, from both the internal and external interfaces were reviewed and received full quality assurance approvals for roll out.
Annual Investment Magazine for FY 2022/23 period produced and disseminated to stakeholders. FY2023/24 Quarterly investment snapshots and custodial analysis reports produced. 2 scheme risk rating reports, based on the 2 schemes' reporting periods.	

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
--	---------------

Item	Spent
211102 Contract Staff Salaries	429,090.834
212101 Social Security Contributions	39,465.169
212201 Social Security Contributions	15,564.158
227004 Fuel, Lubricants and Oils	31,200.000
Total For Budget Output	515,320.161
Wage Recurrent	429,090.834
Non Wage Recurrent	86,229.327
Arrears	0.000
AIA	0.000
Total For Department	515,320.161
Wage Recurrent	429,090.834
Non Wage Recurrent	86,229.327
Arrears	0.000
AIA	0.000

Development Projects

N/A

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter	
Sub SubProgramme:03 Research and Strategy			
Departments			
Department:001 Planning and Strategy			
Budget Output:000006 Planning and Budgeting services			
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector			
Programme Intervention: 070503 Increase access to long-term finance			
Q4 FY 2022/23, and Q1-Q3 FY2023/24 URBRA Performance/workplan implementation reports prepared submitted to MoFPED. FY2022/23 Institutional performance report prepared and presented to Management and Board.		Q4 FY2022/23 URBRA Performance/workplan implementation reports prepared submitted to MoFPED. FY2022/23 Institutional performance report prepared and presented to Management and Board.	
Approved URBRA consolidated Workplan and Budget for FY 2024/25. FY 2024/25 Vote BFP, MPS, and Approved Estimates submitted to MoFPED for onward submission to Parliament. URBRA Background to the Budget, and Contribution to Budget Speech for FY 2024/24.		Vote BFP and annual workplans are slated for quarter 2	
URBRA represented at pertinent stakeholder engagements, and specific technical input and reports to pertinent stakeholders. Periodic reports on URBRA Implementation of NDPIII actions prepared and submitted to the PSD Program Secretariat.		FY2022/23 URBRA Performance Report (including progress on the NDPIII PIAP Interventions, and NDPIII Outcome and output indicators) prepared and submitted to the Private Sector Development (PSD) Program Secretariat. URBRA was represented at: -Consultative meeting for Central Government Accounting Officers on Budget Execution for FY 2023/24. -FY 2022/23 National Annual Performance Assessment Review (NAPAR) -Stakeholders Workshop on the Implementation of Cabinet decisions regarding the establishment and operationalization of Service Uganda Centres in the Public Service.	

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs		UShs Thousand
Item		Spent
Total For Budget Output		0.000
Wage Recurrent		0.000
Non Wage Recurrent		0.000
Arrears		0.000
AIA		0.000
Total For Department		0.000

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	
	Wage Recurrent	0.000
	Non Wage Recurrent	0.000
	Arrears	0.000
	<i>AIA</i>	0.000

Department:002 Research and Quality Assurance

Budget Output:000022 Research and Development

PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector

Programme Intervention: 070503 Increase access to long-term finance

Annual Sector Performance report, 2023 produced and disseminated. Study report on areas that can improve Private Pension Schemes outcomes. Report on stakeholder consultations on the Feasibility study of the National Long-term savings scheme.	
Annual Pension Symposium held and stakeholder sensitized on sector developments and pertinent reform proposals.	scheduled for quarter 2
Bi-annual and Annual Retirement Benefits Sector statistical abstract for the 2023 period. Updated & operational URBRA Corporate Resource Centre. Responses to data requests prepared and submitted to targeted/requesting stakeholders.	Resource Centre updated with pertinent publications and economic indicator statistics Data requests made by stakeholders were responded to during the reporting period.

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	<i>UShs Thousand</i>
--	----------------------

Item	Spent
211102 Contract Staff Salaries	116,241.400
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	38,481.746
212101 Social Security Contributions	10,956.082
212201 Social Security Contributions	4,284.678
227004 Fuel, Lubricants and Oils	11,400.000
Total For Budget Output	181,363.906
Wage Recurrent	116,241.400
Non Wage Recurrent	65,122.506
Arrears	0.000
<i>AIA</i>	0.000
Total For Department	181,363.906

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter
	Wage Recurrent	116,241.400
	Non Wage Recurrent	65,122.506
	Arrears	0.000
	AIA	0.000
Development Projects		
N/A		
	GRAND TOTAL	2,728,897.147
	Wage Recurrent	1,581,928.338
	Non Wage Recurrent	1,146,968.809
	GoU Development	0.000
	External Financing	0.000
	Arrears	0.000
	AIA	0.000

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Quarter 2: Revised Workplan

Annual Plans		Quarter's Plan		Revised Plans	
Programme:07 Private Sector Development					
SubProgramme:01					
Sub SubProgramme:01 General Administration and Support Services					
Departments					
Department:001 Finance and Administration					
Budget Output:000001 Audit and Risk Management					
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector					
Programme Intervention: 070503 Increase access to long-term finance					
FY2023/24 Quarterly URBRA internal control environment and risk management reports presented to the Board and Accountability Sector Audit Committee.		Q1 FY23/24 URBRA internal control environment and risk management reports presented to the Board and Accountability Sector Audit Committee.		Q1 FY23/24 URBRA internal control environment and risk management reports presented to the Board and Accountability Sector Audit Committee.	
FY2023/24 Annual Internal Audit plan approved by the Board and Accountability Sector Audit Committee. FY2022/23 Annual & FY2023/24 Quarterly Internal Audit reports prepared & submitted to Board and Accountability Sector Audit Committee.		Q1 FY 2023/24 Internal Audit report prepared and submitted to Board and Accountability Sector Audit Committee. Q1 FY 2023/24 activity implementation monitoring report prepared and presented to the Board.		Q1 FY 2023/24 Internal Audit report prepared and submitted to Board and Accountability Sector Audit Committee. Q1 FY 2023/24 activity implementation monitoring report prepared and presented to the Board.	
FY2022/23 annual and FY 2023/24 follow-up reports on the implementation of internal and external audit recommendations by Management presented to the to Board and Accountability Sector Audit Committee.					
Budget Output:000004 Finance and Accounting					
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector					
Programme Intervention: 070503 Increase access to long-term finance					
FY2022/23 Financial statements & URBRA Performance Report, and FY2023/24 Semi-annual and 9 months Financial Statements prepared and submitted to Management, Board, MoFPED and OAG.					

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Plans	Quarter's Plan	Revised Plans
Budget Output:000004 Finance and Accounting		
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector		
Programme Intervention: 070503 Increase access to long-term finance		
FY 2022/23 External Audit on URBRA conducted, and report prepared and submitted to OAG. FY 2022/23 URBRA Board of Survey report submitted to OAG and AG.	FY 2022/23 External Audit on URBRA conducted, and report prepared and submitted to OAG. FY 2022/23 URBRA Board of Survey report submitted to OAG and AG.	FY 2022/23 External Audit on URBRA conducted, and report prepared and submitted to OAG. FY 2022/23 URBRA Board of Survey report submitted to OAG and AG.
Q4 FY 2022/23, and Q1-Q3 FY 2023/24 Budget Performance Reports prepared & presented to Management and Board. 3 funding proposals prepared. 100% of NTR relating to the Retirement Benefits Sector collected, and remitted to the Consolidated Fund.	Q1 FY 2023/24 Budget Performance Report prepared and presented to Management and Board. A funding proposal for targeted URBRA un/underfunded key actions prepared, and submitted to prospective funders. 100% of NTR relating to the Retirement Benefits Sector collected, and remitted to the Consolidated Fund.	Q1 FY 2023/24 Budget Performance Report prepared and presented to Management and Board. A funding proposal for targeted URBRA un/underfunded key actions prepared, and submitted to prospective funders. 100% of NTR relating to the Retirement Benefits Sector collected, and remitted to the Consolidated Fund.
Budget Output:000005 Human Resource Management		
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector		
Programme Intervention: 070503 Increase access to long-term finance		
Annual customer satisfaction survey report produced and presented to Management. MoGLSD Operational Health & Safety certificate obtained and maintained. URBRA staff insurances maintained. Authority premised maintained in clean and good condition.	MoGLSD Operational Health & Safety certificate obtained and maintained. Authority premised maintained in clean and good condition.	MoGLSD Operational Health & Safety certificate obtained and maintained. Authority premised maintained in clean and good condition.
FY2022/23 annual and FY2023/24 quarterly staff performance assessment reports. Training Needs Analysis & skills audit report. Staff trained in pertinent areas. Staff & institutional membership to professional bodies maintained. FY2024/25 staffing plan.	Q1 FY2023/24 Quarterly staff performance assessment reports prepared and submitted to Management. Annual rewards policy implemented. Staff training Needs Analysis and skills analysis report produced and presented to Management. Staff trained in pertinent technical areas informed from the training needs Analysis. FY 2024/25 Annual Staffing plan prepared and submitted to Management and Board. Annual staff and institutional membership/subscription to professional bodies maintained.	Q1 FY2023/24 Quarterly staff performance assessment reports prepared and submitted to Management. Annual rewards policy implemented. Staff training Needs Analysis and skills analysis report produced and presented to Management. Staff trained in pertinent technical areas informed from the training needs Analysis. FY 2024/25 Annual Staffing plan prepared and submitted to Management and Board. Annual staff and institutional membership/subscription to professional bodies maintained.

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Plans		Quarter's Plan		Revised Plans	
Budget Output:000005 Human Resource Management					
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector					
Programme Intervention: 070503 Increase access to long-term finance					
URBRA Assets and up-to-date asset register maintained in good condition. Staff engaged in health & wellness, and Team building activities.		URBRA Assets and up-to-date asset register maintained in good condition. Staff engaged in health & wellness, and Team building activities.		URBRA Assets and up-to-date asset register maintained in good condition. Staff engaged in health & wellness, and Team building activities.	
Budget Output:000007 Procurement and Disposal Services					
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector					
Programme Intervention: 070503 Increase access to long-term finance					
FY2023/24 Contracts & Evaluation Committee meetings coordinated, and reports prepared.		Q2FY2023/24 Contracts & Evaluation Committee meetings held and reports prepared.		Q2FY2023/24 Contracts & Evaluation Committee meetings held and reports prepared.	
FY2022/23 Annual Procurement and Disposal Report prepared and presented to the Board, & submitted to PPDA and MoFPED. Monthly reports prepared and submitted to PPDA and MoFPED. FY2023/24 quarterly procurement reports prepared and presented to the Board.		Q1 FY2023/24 Quarterly Procurement and Disposal Reports prepared and presented to the Board. Monthly reports (Sep-Nov 2023) prepared and submitted to PPDA and MoFPED.		Q1 FY2023/24 Quarterly Procurement and Disposal Reports prepared and presented to the Board. Monthly reports (Sep-Nov 2023) prepared and submitted to PPDA and MoFPED.	
Consolidated URBRA Procurement Plan for FY2024/25 prepared.					
Budget Output:000010 Leadership and Management					
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector					
Programme Intervention: 070503 Increase access to long-term finance					
Q4 FY 2022/23 and Q 1-3 FY 2023/24 URBRA Vote Performance reports prepared and submitted to MoFPED. FY2023/24 bi-annual Performance report prepared and submitted to the Board. FY 2022/23 performance report prepared and presented to the Board.		Q1 FY2023/24 Vote Performance/workplan implementation report prepared and submitted to MoFPED.		Q1 FY2023/24 Vote Performance/workplan implementation report prepared and submitted to MoFPED.	

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Plans	Quarter's Plan	Revised Plans
Budget Output:000011 Communication and Public Relations		
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector		
Programme Intervention: 070503 Increase access to long-term finance		
300 formal sector workers sensitized on enhancement of savings. 150 targeted informal sector group members, and 150 university students, and 100 targeted women sensitized on importance and avenues of saving for retirement.	150 informal sector group-based workers sensitized (through a webinar) on need to enhance retirement savings.	150 informal sector group-based workers sensitized (through a webinar) on need to enhance retirement savings.
Quarterly (4) online newsletters. Annual Pension Journal. 1000 brochures & flyers (in English, Luganda, Lugbara, Ruyankitara, Madi & braille). 2 supplements, 2 opinions, 1 Q&A, 2 feature articles. 8 TV & 12 radio talk shows, DJ mentions & adverts.	Q2 FY 2023/24 online newsletter produced and disseminated. In FY23/24, 2 supplements, 2 opinions, 1 Q&A, 2 feature articles produced, and disseminated through mass circulation publications (newspapers, magazines, periodicals). Retirement Benefits Sector specific DJ mentions and Special announcements aired. 2 TV and 3 radio in /out studio talk shows aired to educate the public about saving for retirement.	Q2 FY 2023/24 online newsletter produced and disseminated. In FY23/24, 2 supplements, 2 opinions, 1 Q&A, 2 feature articles produced, and disseminated through mass circulation publications (newspapers, magazines, periodicals). Retirement Benefits Sector specific DJ mentions and Special announcements aired. 2 TV and 3 radio in /out studio talk shows aired to educate the public about saving for retirement.
Reach of 500,000 people through frequent social media messages on the mandate & functions of the Authority, and importance & ways of saving for retirement. 4 short videos on key issues on retirement saving produced to facilitate social media marketing.	Total reach of 500,000 people (by end FY) through frequent social media messages on the mandate and functions of the Authority, and importance and ways of saving for retirement. 4 short videos on key issues on retirement saving produced to facilitate social media marketing.	Total reach of 500,000 people (by end FY) through frequent social media messages on the mandate and functions of the Authority, and importance and ways of saving for retirement. 4 short videos on key issues on retirement saving produced to facilitate social media marketing.
30 business journalists trained on the peculiarities of the Retirement Benefits Sector with a view to enhance sector media coverage. 2 press conferences held on emerging issues in the Retirement Benefits Sector.	30 business journalists trained on the peculiarities of the Retirement Benefits Sector with a view to enhance sector media coverage. Annual customer service week conducted, report produced and presented to Management.	30 business journalists trained on the peculiarities of the Retirement Benefits Sector with a view to enhance sector media coverage. Annual customer service week conducted, report produced and presented to Management.
URBRA CSR policy implemented. URBRA participates at pertinent community engagements and national commemorations (International Day of Older Persons, and International Labour Day).	Donations to pertinent communities and events. URBRA participates at the International Day of Older Persons national celebrations.	Donations to pertinent communities and events. URBRA participates at the International Day of Older Persons national celebrations.

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Plans	Quarter's Plan	Revised Plans
Budget Output:000011 Communication and Public Relations		
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector		
Programme Intervention: 070503 Increase access to long-term finance		
Branded corporate and promotional materials distributed to facilitate URBRA visibility (Executive Notebooks, Executive pens, Desk calendars, Wall Calendars, Mugs, Quarterly magazines, Gift bags @250 pieces)	Branded corporate and promotional materials distributed to facilitate URBRA visibility (Executive Notebooks, Executive pens, Desk calendars, Wall Calendars, Mugs, Quarterly magazines, Gift bags @250)	Branded corporate and promotional materials distributed to facilitate URBRA visibility (Executive Notebooks, Executive pens, Desk calendars, Wall Calendars, Mugs, Quarterly magazines, Gift bags @250)
15 key high-level stakeholders engaged on pertinent sector specific development priorities, and reform proposals. 300 informal sector workers sensitized on the Importance and avenues of saving for long term.	3 key high-level stakeholders engaged on pertinent sector specific development priorities, and reform proposals. 100 informal sector workers sensitized on the importance and avenues of saving for retirement.	3 key high-level stakeholders engaged on pertinent sector specific development priorities, and reform proposals. 100 informal sector workers sensitized on the importance and avenues of saving for retirement.
Budget Output:000019 ICT Services		
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector		
Programme Intervention: 070503 Increase access to long-term finance		
Pertinent Licenses acquired/renewed (antivirus Licenses, antispam, Grammarly, stock photography, etc), and URBRA software enhanced to facilitate operational efficiency and effective service delivery.		
ICT equipment accessories acquired and allocated to URBRA Staff. Operational Digital Management System deployed to permit digitization of registry file/correspondence processes.	ICT equipment accessories acquired and allocated.	ICT equipment accessories acquired and allocated.
Annual E-Risk Based Supervision System support and maintenance. Authority ICT hardware, internet connectivity and systems maintained to facilitate operational efficiency, and service delivery.	Authority internet connectivity and systems maintained to facilitate business automation; Up to date news and information accessed. Authority ICT hardware maintained to facilitate operational efficiency, and service delivery.	Authority internet connectivity and systems maintained to facilitate business automation; Up to date news and information accessed. Authority ICT hardware maintained to facilitate operational efficiency, and service delivery.
Development Projects		
N/A		
Sub SubProgramme:02 Regulation and Supervision		
Departments		
Department:001 Board Affairs		

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Plans			Quarter's Plan			Revised Plans		
Budget Output:190001 Board Secretarial Services								
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased								
Programme Intervention: 070503 Increase access to long-term finance								
FY2022/23 URBRA Performance report and Financial Statements developed. Quarterly reports on Management's implementation of Board directives prepared and presented to Management and Board. FY2023/24 Board Calendar, Board Papers, meetings, and minutes.			Q1 FY 2023/24 report on Management's implementation of Board directives/decisions prepared and presented to Management and Board. Q2 FY2023/24 timely quality Board Papers prepared to facilitate Board decision making. Q2 FY2023/24 Board meetings held, quality minutes prepared and filed.			Q1 FY 2023/24 report on Management's implementation of Board directives/decisions prepared and presented to Management and Board. Q2 FY2023/24 timely quality Board Papers prepared to facilitate Board decision making. Q2 FY2023/24 Board meetings held, quality minutes prepared and filed.		
Annual Board performance evaluation report for FY2022/23 period prepared. FY2023/24 Annual Board Strategic Leadership Retreat review report prepared, and strategic leadership enhancement actions identified.			Annual Board performance evaluation report for the FY2022/23 period prepared, to facilitate continual performance improvement.			Annual Board performance evaluation report for the FY2022/23 period prepared, to facilitate continual performance improvement.		
Board members trained in Board Capacity Development Programs (governance & strategic leadership).			Board members trained in Board Capacity Development Programs (governance & strategic leadership).			Board members trained in Board Capacity Development Programs (governance & strategic leadership).		
Department:002 Legal Services								
Budget Output:190004 Regulation and Advisory Services								
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased								
Programme Intervention: 070503 Increase access to long-term finance								
Stakeholders consulted on the draft URBRA (Access to Retirement Benefits for Medical Treatment) Regulations. Gazette publication of Regulations.			Stakeholders consulted on the draft URBRA (Access to Retirement Benefits for Medical Treatment) Regulations.			Stakeholders consulted on the draft URBRA (Access to Retirement Benefits for Medical Treatment) Regulations.		
100 members of the Uganda Law Society, and key stakeholders (policy makers) sensitized on URBRA Act & Regulations, and pertinent policy reforms. Scheme member sensitizations about their rights and obligations under the URBRA Act & Regulations.			Report on virtual scheme member sensitizations about their rights and obligations under the URBRA Act & Regulations & other applicable laws.			Report on virtual scheme member sensitizations about their rights and obligations under the URBRA Act & Regulations & other applicable laws.		

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Plans			Quarter's Plan			Revised Plans		
Budget Output:190004 Regulation and Advisory Services								
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased								
Programme Intervention: 070503 Increase access to long-term finance								
100% of lodged complaints investigated. Targeted regional visits and talk shows in at least 4 districts on pensions & complaints management. Civil servants (local and central) sensitized on complaints management and generic pension related issues.			Q2 FY2023/24 Complaints Management Report prepared and presented to Management. Targeted regional visits to at least 2 districts, and pending complaints investigated and resolved. Targeted upcountry regional talk show conducted to sensitize the general public on complaints management and generic pension related issues. Civil servants (local and central) sensitized on complaints management and generic pension related issues.			Q2 FY2023/24 Complaints Management Report prepared and presented to Management. Targeted regional visits to at least 2 districts, and pending complaints investigated and resolved. Targeted upcountry regional talk show conducted to sensitize the general public on complaints management and generic pension related issues. Civil servants (local and central) sensitized on complaints management and generic pension related issues.		
4 (quarterly) compliance analysis (contract management, statutory and corporate governance) undertaken, and a report presented to Management. URBRA Corporate governance & statutory compliance consultancy report produced.			Q2 FY 2023/24 compliance analysis (contract management, statutory and corporate governance) undertaken, and a report presented to Management. URBRA Corporate governance & statutory compliance consultancy report produced.			Q2 FY 2023/24 compliance analysis (contract management, statutory and corporate governance) undertaken, and a report presented to Management. URBRA Corporate governance & statutory compliance consultancy report produced.		
Legal briefs/advice prepared and provided to Board, Management, Staff, Licensed entities, and relevant stakeholders. Set of new volume of law books, and annual subscription to the Uganda Gazette acquired.			Legal briefs/advice prepared and provided to Board, Management, Staff, Licensed entities, and relevant stakeholders.			Legal briefs/advice prepared and provided to Board, Management, Staff, Licensed entities, and relevant stakeholders.		
Department:003 Market Conduct								
Budget Output:190003 Licensing and Compliance								
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased								
Programme Intervention: 070503 Increase access to long-term finance								
Schemes & service providers licenses issued. Publication of licensed entities in 2 newspapers & Ug Gazette. 20 prospective sponsors (employers) sensitized on scheme establishment.			Licensed schemes and service providers (new and renewals). 9 pre-licensing inspections and due diligence (4 corporate Trustees, 5 other Service providers selected as per annual supervisory plan) reports produced to facilitate supervisory interventions. End June 2023 quarter licensing reporting card produced and disseminated to stakeholders. 5 prospective sponsors (employers) sensitized on scheme establishment.			Licensed schemes and service providers (new and renewals). 9 pre-licensing inspections and due diligence (4 corporate Trustees, 5 other Service providers selected as per annual supervisory plan) reports produced to facilitate supervisory interventions. End June 2023 quarter licensing reporting card produced and disseminated to stakeholders. 5 prospective sponsors (employers) sensitized on scheme establishment.		

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Plans	Quarter's Plan	Revised Plans
Budget Output:190003 Licensing and Compliance		
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased		
Programme Intervention: 070503 Increase access to long-term finance		
40 Trustees trained in the certification program under URBRA sponsorship. ITC Trustee Certification Program Curriculum review report. 4 (quarterly) PEC meetings and ITC training reports.	10 Trustees trained in the certification program under URBRA sponsorship. Q2 FY 2023/24 PEC meetings and ITC Training reports.	10 Trustees trained in the certification program under URBRA sponsorship. Q2 FY 2023/24 PEC meetings and ITC Training reports.
2 Trustee engagements held, and 200 Trustees trained on prudent scheme management practices, including ESG factors. FY2023/24 annual engagement with service providers in the Retirement Benefits Sector held. All targeted scheme AGMs attended.	A trustee engagement held, and 100 Trustees trained on prudent scheme management practices. Annual engagement with Scheme Auditors on sector developments and market conduct issues. All targeted schemes' AGMs attended.	A trustee engagement held, and 100 Trustees trained on prudent scheme management practices. Annual engagement with Scheme Auditors on sector developments and market conduct issues. All targeted schemes' AGMs attended.
Department:004 Prudential Supervision		
Budget Output:000023 Inspection and Monitoring		
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased		
Programme Intervention: 070503 Increase access to long-term finance		
Participation at IOPS, EAC, EAPSA and ECASSA Technical Meetings. 5-day EAPSA Policy dialogue hosted. URBRA technical input and representation at the Uganda Financial Sector Regulators' Forum (FSSF). Project/position papers on adoption of best practices.	Participation at the IOPS, EAC, EAPSA and ECASSA Technical Meetings. 5-day EAPSA Policy dialogue hosted. URBRA technical input and representation at Financial Sector Regulators' Forum (FSSF), to guide financial sector-wide interventions.	Participation at the IOPS, EAC, EAPSA and ECASSA Technical Meetings. 5-day EAPSA Policy dialogue hosted. URBRA technical input and representation at Financial Sector Regulators' Forum (FSSF), to guide financial sector-wide interventions.

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Plans		Quarter's Plan		Revised Plans	
Budget Output:000023 Inspection and Monitoring					
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased					
Programme Intervention: 070503 Increase access to long-term finance					
20 targeted Retirement Benefits Scheme onsite inspections, Offsite surveillance reports on all 65 schemes. 6 Supervisory notices to stakeholders. 4 (Quarterly) contributions returns' analysis reports. List of approved Scheme Auditors.		Updated list of approved Scheme Auditors for end June 2023 schemes produced and uploaded on the URBRA website. Financial analysis reports for schemes with reporting periods of end June 2023 prepared with clear Supervisory directives for the errant schemes. Offsite surveillance reports on all 20 end June 2023 schemes to guide onsite inspection plans and other supervisory interventions. 5 targeted Retirement Benefits Scheme onsite inspections, and reports. 2 Supervisory notices produced and disseminated to stakeholders. Quarter ending June 2023 contributions returns' analysis report produced and presented to Management.		Updated list of approved Scheme Auditors for end June 2023 schemes produced and uploaded on the URBRA website. Financial analysis reports for schemes with reporting periods of end June 2023 prepared with clear Supervisory directives for the errant schemes. Offsite surveillance reports on all 20 end June 2023 schemes to guide onsite inspection plans and other supervisory interventions. 5 targeted Retirement Benefits Scheme onsite inspections, and reports. 2 Supervisory notices produced and disseminated to stakeholders. Quarter ending June 2023 contributions returns' analysis report produced and presented to Management.	
4 (quarterly) Investigation reports prepared to inform further supervisory actions. 4 (quarterly) follow-up reports on implementation of supervisory directives and remedial action from the onsite inspections and offsite surveillance.		Q2 FY2023/24 Investigation report prepared to inform further supervisory actions. Q1 FY2023/24 follow-up report on implementation of supervisory directives and remedial action from the onsite inspections and offsite surveillance.		Q2 FY2023/24 Investigation report prepared to inform further supervisory actions. Q1 FY2023/24 follow-up report on implementation of supervisory directives and remedial action from the onsite inspections and offsite surveillance.	
A financial Stability and crisis Management Plan for Uganda's Retirement Benefits Sector to address systemic risks in the financial sector. Supervisory Plan for FY2024/25 produced and approved by Management and Board.		A financial Stability and crisis Management Plan for Uganda's Retirement Benefits Sector to address systemic risks in the financial sector developed.		A financial Stability and crisis Management Plan for Uganda's Retirement Benefits Sector to address systemic risks in the financial sector developed.	
Department:005 Risk and Investment Analysis					
Budget Output:190002 Investment Management					
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased					
Programme Intervention: 070503 Increase access to long-term finance					
Functional computerized risk-based supervision system deployed. 100 stakeholders trained on the Risk Based Supervision.					

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Annual Plans		Quarter's Plan		Revised Plans	
Budget Output:190002 Investment Management					
PIAP Output: 07050302 Retirement benefits sector coverage and scope increased					
Programme Intervention: 070503 Increase access to long-term finance					
Annual Investment Magazine for FY 2022/23 period produced and disseminated to stakeholders. FY2023/24 Quarterly investment snapshots and custodial analysis reports produced. 2 scheme risk rating reports, based on the 2 schemes' reporting periods.		End September 2023 Investment snapshot and custodial analysis report produced. End June 2023 scheme risk rating report, and score.		End September 2023 Investment snapshot and custodial analysis report produced. End June 2023 scheme risk rating report, and score.	
Development Projects					
N/A					
Sub SubProgramme:03 Research and Strategy					
Departments					
Department:001 Planning and Strategy					
Budget Output:000006 Planning and Budgeting services					
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector					
Programme Intervention: 070503 Increase access to long-term finance					
Q4 FY 2022/23, and Q1-Q3 FY2023/24 URBRA Performance/workplan implementation reports prepared submitted to MoFPED. FY2022/23 Institutional performance report prepared and presented to Management and Board.		Q1 FY2023/24 URBRA Performance/workplan implementation reports prepared submitted to MoFPED.		Q1 FY2023/24 URBRA Performance/workplan implementation reports prepared submitted to MoFPED.	
Approved URBRA consolidated Workplan and Budget for FY 2024/25. FY 2024/25 Vote BFP, MPS, and Approved Estimates submitted to MoFPED for onward submission to Parliament. URBRA Background to the Budget, and Contribution to Budget Speech for FY 2024/24.		FY 2024/25 Planning and Budgeting Retreat report prepared and presented to Management. URBRA consolidated Workplan and Budget for FY 2024/25 prepared and presented to Management and Board. URBRA Budget Framework Paper for FY 2024/25 prepared and submitted to MoFPED for onward submission to Parliament. URBRA contribution to Budget Speech for FY2024/25.		FY 2024/25 Planning and Budgeting Retreat report prepared and presented to Management. URBRA consolidated Workplan and Budget for FY 2024/25 prepared and presented to Management and Board. URBRA Budget Framework Paper for FY 2024/25 prepared and submitted to MoFPED for onward submission to Parliament. URBRA contribution to Budget Speech for FY2024/25.	

Quarter 1

Annual Plans	Quarter's Plan	Revised Plans
Budget Output:000006 Planning and Budgeting services		
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector		
Programme Intervention: 070503 Increase access to long-term finance		
URBRA represented at pertinent stakeholder engagements, and specific technical input and reports to pertinent stakeholders. Periodic reports on URBRA Implementation of NDPIII actions prepared and submitted to the PSD Program Secretariat.	URBRA represented at pertinent stakeholder engagements, and specific technical input and reports to pertinent stakeholders.	URBRA represented at pertinent stakeholder engagements, and specific technical input and reports to pertinent stakeholders.
Department:002 Research and Quality Assurance		
Budget Output:000022 Research and Development		
PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector		
Programme Intervention: 070503 Increase access to long-term finance		
Annual Sector Performance report, 2023 produced and disseminated. Study report on areas that can improve Private Pension Schemes outcomes. Report on stakeholder consultations on the Feasibility study of the National Long-term savings scheme.	Annual Sector Performance report, 2023 produced and disseminated to stakeholders. Study report on identified areas that can improve Private Pension Schemes outcomes.	Annual Sector Performance report, 2023 produced and disseminated to stakeholders. Study report on identified areas that can improve Private Pension Schemes outcomes.
Annual Pension Symposium held and stakeholder sensitized on sector developments and pertinent reform proposals.		
Bi-annual and Annual Retirement Benefits Sector statistical abstract for the 2023 period. Updated & operational URBRA Corporate Resource Centre. Responses to data requests prepared and submitted to targeted/requesting stakeholders.	Bi-annual Retirement Benefits Sector statistical abstract. Updated & operational URBRA Corporate Resource Centre. Responses to data requests prepared and submitted to targeted/requesting stakeholders.	Bi-annual Retirement Benefits Sector statistical abstract. Updated & operational URBRA Corporate Resource Centre. Responses to data requests prepared and submitted to targeted/requesting stakeholders.
Development Projects		
N/A		

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

V4: NTR Collections, Off Budget Expenditure and Vote Cross Cutting Issues

Table 4.1: NTR Collections (Billions)

Revenue Code	Revenue Name	Planned Collection FY2023/24	Actuals By End Q1
114526	Other licenses	0.119	0.019
Total		0.119	0.019

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Table 4.2: Off-Budget Expenditure By Department and Project

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Table 4.3: Vote Crosscutting Issues

i) Gender and Equity

Objective:	Increase coverage of women in the Retirement Benefits Sector.
Issue of Concern:	Low coverage of women in the retirement benefits sector, largely attributable to low coverage of the informal and self-employed workers who are mainly women.
Planned Interventions:	Conduct a sensitization webinar of a women's group on the importance and avenues to save for retirement. Conduct an informal sector group-based sensitization webinar (targeting 50% women) on need to enhance retirement savings.
Budget Allocation (Billion):	0.003
Performance Indicators:	No. of women’s group members sensitized on the importance and avenues to save for retirement. (Target of 100) No. of informal sector group-based women sensitized on need to enhance retirement savings. (Target of 75)
Actual Expenditure By End Q1	0.0013
Performance as of End of Q1	130 females in formal sector employment sensitised on member rights and avenues to save for retirement
Reasons for Variations	

ii) HIV/AIDS

Objective:	Mitigate the spread, stigmatization, and other negative effects of HIV/AIDs amongst URBRA staff.
Issue of Concern:	HIV/AIDs negative effects could hinder the Authority’s effective and efficient service delivery.
Planned Interventions:	Maintain an inventory and distribute condoms to URBRA staff. Maintain counselling services for URBRA staff. Conduct sensitization of URBRA staff on HIV/AIDs. Develop and disseminate HIV/AIDS information, education and communication (IEC) materials.
Budget Allocation (Billion):	0.007
Performance Indicators:	No. condoms packets distributed. (Target of 260) A designated counsellor. (Target of 1) No. of URBRA staff sensitization sessions on HIV/AIDs held. (Target of 4) No. of HIV/AIDs posters prepared and disseminated. (Target of 10 posters)
Actual Expenditure By End Q1	0.00183

VOTE: 163 Uganda Retirement Benefits Regulatory Authority

Quarter 1

Performance as of End of Q1	Maintained an inventory and distributed condoms to URBRA staff through out the quarter . provided counselling services to staff. 1 session of HIV sensitisation done
Reasons for Variations	

iii) Environment

Objective:	Integrate Environment, Social and Governance (ESG) factors in the sector investments and risk-management Process.
Issue of Concern:	Lack of clarity of how to integrate Environmental, Social and Governance (ESG) factors in the sector investments and risk-management process.
Planned Interventions:	Conduct a Trustee training (targeting 100 participants) on sector developments and Evaluation of ESG factors.
Budget Allocation (Billion):	0.018
Performance Indicators:	No. of Retirement Benefits Sector trustees, and service providers trained on evaluation of ESG factors. (Target of 100)
Actual Expenditure By End Q1	0
Performance as of End of Q1	Training for Trustees on Environment, social and Governance factors will be done in the next quarter
Reasons for Variations	

iv) Covid