

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

***V1: Summary of Issues in Budget Execution*****Table V1.1: Overview of Vote Expenditures (UShs Billion)**

	Approved Budget	Revised Budget	Released by End Q2	Spent by End Q2	% Budget Released	% Budget Spent	% Releases Spent	
Recurrent	Wage	6.829	6.829	3.414	2.821	50.0 %	41.0 %	82.6 %
	Non-Wage	7.758	7.758	4.013	2.900	52.0 %	37.4 %	72.3 %
Devt.	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 %
<b>GoU Total</b>		<b>14.587</b>	<b>14.587</b>	<b>7.427</b>	<b>5.721</b>	<b>50.9 %</b>	<b>39.2 %</b>	<b>77.0 %</b>
<b>Total GoU+Ext Fin (MTEF)</b>		<b>14.587</b>	<b>14.587</b>	<b>7.427</b>	<b>5.721</b>	<b>50.9 %</b>	<b>39.2 %</b>	<b>77.0 %</b>
Arrears		0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
<b>Total Budget</b>		<b>14.587</b>	<b>14.587</b>	<b>7.427</b>	<b>5.721</b>	<b>50.9 %</b>	<b>39.2 %</b>	<b>77.0 %</b>
<i>A.I.A Total</i>		0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
<b>Grand Total</b>		<b>14.587</b>	<b>14.587</b>	<b>7.427</b>	<b>5.721</b>	<b>50.9 %</b>	<b>39.2 %</b>	<b>77.0 %</b>
<b>Total Vote Budget Excluding Arrears</b>		<b>14.587</b>	<b>14.587</b>	<b>7.427</b>	<b>5.721</b>	<b>50.9 %</b>	<b>39.2 %</b>	<b>77.0 %</b>

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

<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q2	Spent by End Q2	% Budget Released	% Budget Spent	%Releases Spent
<b>Programme:07 Private Sector Development</b>	<b>14.587</b>	<b>14.587</b>	<b>7.428</b>	<b>5.721</b>	<b>50.9 %</b>	<b>39.2 %</b>	<b>77.0%</b>
Sub SubProgramme:01 General Administration and Support Services	8.166	8.166	3.939	3.346	48.2 %	41.0 %	84.9%
Sub SubProgramme:02 Regulation and Supervision	4.842	4.842	2.601	1.870	53.7 %	38.6 %	71.9%
Sub SubProgramme:03 Research and Strategy	1.579	1.579	0.888	0.506	56.2 %	32.0 %	56.9%
<b>Total for the Vote</b>	<b>14.587</b>	<b>14.587</b>	<b>7.428</b>	<b>5.721</b>	<b>50.9 %</b>	<b>39.2 %</b>	<b>77.0 %</b>

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**Table V1.3: High Unspent Balances and Over-Expenditure in the Approved Budget (Ushs Bn)***(i) Major unspent balances***Departments , Projects****Programme:07 Private Sector Development****Sub SubProgramme:01 General Administration and Support Services****Sub Programme: 01 Enabling Environment****0.443** Bn Shs Department : 001 Finance and Administration

Reason: 0

*Items***0.058** UShs 225101 Consultancy Services

Reason: Procurement process ongoing

**0.032** UShs 228002 Maintenance-Transport Equipment

Reason: Unsettled invoices for services consumed

**0.048** UShs 221008 Information and Communication Technology Supplies.

Reason: Unsettled invoices for services consumed

**0.024** UShs 221011 Printing, Stationery, Photocopying and Binding

Reason: Unsettled invoices for services consumed

**0.020** UShs 212201 Social Security Contributions

Reason: Outstanding staff statutory deductions at month end/Unfilled staff positions

**Sub SubProgramme:02 Regulation and Supervision****Sub Programme: 01 Enabling Environment****0.057** Bn Shs Department : 001 Board Affairs

Reason: Outstanding End Month Statutory Deductions

*Items***0.047** UShs 221006 Commissions and related charges

Reason: Outstanding End Month Statutory Deductions

**0.050** Bn Shs Department : 002 Legal Services

Reason: High unspent was majorly to ongoing procurement processes for consultancy services , Payment of outstanding staff statutory deductions as well as pending invoices for services consumed

*Items***0.010** UShs 212101 Social Security Contributions

Reason: Outstanding statutory deductions at month end

**0.005** UShs 212201 Social Security Contributions

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*(i) Major unspent balances***Departments , Projects****Programme:07 Private Sector Development****Sub SubProgramme:02 Regulation and Supervision****Sub Programme: 01 Enabling Environment**

Reason: Outstanding statutory deductions at month end

**0.010** UShs 227001 Travel inland

Reason: Unsettled invoices at month end

**0.015** UShs 225101 Consultancy Services

Reason: Contract not finalized. consultancy shifted

**0.003** UShs 221001 Advertising and Public Relations

Reason:

**0.032** Bn Shs Department : 003 Market Conduct

Reason: Unspent balance mainly due to postponement of trustee training and some inspections and outstanding allowances at quarter end.

*Items***0.015** UShs 225101 Consultancy Services

Reason: Trustee training postponed to next quarter

**0.001** UShs 211106 Allowances (Incl. Casuals, Temporary, sitting allowances)

Reason: Relates to sitting allowances for Q2 pending payment by end of quarter

**0.007** UShs 221002 Workshops, Meetings and Seminars

Reason: Unsettled invoices for consumed services

**0.003** UShs 227001 Travel inland

Reason: Relates to some inspections which were differed to Q3

**0.004** Bn Shs Department : 004 Prudential Supervision

Reason: Unspent balance relates to publishing of supervisory notices and onsite inspections deferred to Q3

*Items***0.003** UShs 221001 Advertising and Public Relations

Reason: No supervisory notices published during the quarter, these notices are published on an as-needed basis.es.

**0.001** UShs 227001 Travel inland

Reason: Relates to onsite inspections which were differed to Q3

**0.314** Bn Shs Department : 005 Risk and Investment Analysis

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*(i) Major unspent balances***Departments , Projects****Programme:07 Private Sector Development****Sub SubProgramme:02 Regulation and Supervision****Sub Programme: 01 Enabling Environment**

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 finalization of contract assignment that is differed to Q3

**0.013** UShs 212201 Social Security Contributions

Reason: Outstanding End Month Staff Statutory Deductions/Unfilled staff positions

**0.022** UShs 212101 Social Security Contributions

Reason: Outstanding End Month Staff Statutory Deductions/Unfilled staff positions

**Sub SubProgramme:03 Research and Strategy****Sub Programme: 01 Enabling Environment**

**0.007** Bn Shs Department : 001 Planning and Strategy

Reason: Relates to allowances for Q2 pending payment by end of quarter

**Items**

**0.001** UShs 211106 Allowances (Incl. Casuals, Temporary, sitting allowances)

Reason: Relates to allowances for Q2 pending payment by end of quarter

**0.206** Bn Shs Department : 002 Research and Quality Assurance

Reason: Majorly relates to social security contributions and fuel for unfilled staff positions, and postponed activities.

**Items**

**0.061** UShs 211106 Allowances (Incl. Casuals, Temporary, sitting allowances)

Reason: Stakeholder consultations on the Feasibility study of the National Long-term savings Scheme postponed to Q3

**0.011** UShs 212101 Social Security Contributions

Reason: Statutory contributions for unfilled positions

**0.009** UShs 212201 Social Security Contributions

Reason: Statutory contributions for unfilled positions

**0.102** UShs 221002 Workshops, Meetings and Seminars

Reason: Annual report dissemination and study to identify areas that can improve Private Pension Schemes outcomes postponed to Q3

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*(i) Major unspent balances*

Departments , Projects

Programme:07 Private Sector Development

Sub SubProgramme:03 Research and Strategy

Sub Programme: 01 Enabling Environment

**0.018** UShs 225101 Consultancy Services

Reason: Study to identify areas that can improve Private Pension Schemes outcomes postponed

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**V2: Performance Highlights****Table V2.1: PIAP outputs and output Indicators**

<b>Programme:07 Private Sector Development</b>			
SubProgramme:01 Enabling Environment			
Sub SubProgramme:01 General Administration and Support Services			
<b>Department:001 Finance and Administration</b>			
Budget Output: 000001 Audit and Risk Management			
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>			
<b>Programme Intervention: 070503 Increase access to long-term finance</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Coverage (% of labour force enrolled)	Percentage	18.8%	14.6%
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.1
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	9%
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.89
Budget Output: 000004 Finance and Accounting			
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>			
<b>Programme Intervention: 070503 Increase access to long-term finance</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Coverage (% of labour force enrolled)	Percentage	18.8%	14.6%
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.1
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	9%
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.89
Budget Output: 000005 Human Resource Management			
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>			
<b>Programme Intervention: 070503 Increase access to long-term finance</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Coverage (% of labour force enrolled)	Percentage	18.8%	14.6%
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.1
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	9%
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.89

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<b>Programme:07 Private Sector Development</b>			
SubProgramme:01 Enabling Environment			
Sub SubProgramme:01 General Administration and Support Services			
<b>Department:001 Finance and Administration</b>			
Budget Output: 000007 Procurement and Disposal Services			
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>			
<b>Programme Intervention: 070503 Increase access to long-term finance</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Coverage (% of labour force enrolled)	Percentage	18.8%	14.6%
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.1
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	9%
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.89
Budget Output: 000010 Leadership and Management			
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>			
<b>Programme Intervention: 070503 Increase access to long-term finance</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Coverage (% of labour force enrolled)	Percentage	18.8%	14.6%
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.1
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	9%
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.89
Budget Output: 000011 Communication and Public Relations			
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>			
<b>Programme Intervention: 070503 Increase access to long-term finance</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Coverage (% of labour force enrolled)	Percentage	18.8%	14.6%
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.1
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	9%
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.89
Budget Output: 000019 ICT Services			
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>			
<b>Programme Intervention: 070503 Increase access to long-term finance</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Coverage (% of labour force enrolled)	Percentage	18.8%	14.6%



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<b>Programme:07 Private Sector Development</b>			
SubProgramme:01 Enabling Environment			
Sub SubProgramme:01 General Administration and Support Services			
<b>Department:001 Finance and Administration</b>			
Budget Output: 000019 ICT Services			
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>			
<b>Programme Intervention: 070503 Increase access to long-term finance</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.1
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	9%
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.89
Sub SubProgramme:02 Regulation and Supervision			
<b>Department:001 Board Affairs</b>			
Budget Output: 190001 Board Secretarial Services			
<b>PIAP Output: 07050302 Retirement benefits sector coverage and scope increased</b>			
<b>Programme Intervention: 070503 Increase access to long-term finance</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.89
<b>Department:002 Legal Services</b>			
Budget Output: 190004 Regulation and Advisory Services			
<b>PIAP Output: 07050302 Retirement benefits sector coverage and scope increased</b>			
<b>Programme Intervention: 070503 Increase access to long-term finance</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.89
<b>Department:003 Market Conduct</b>			
Budget Output: 190003 Licensing and Compliance			
<b>PIAP Output: 07050302 Retirement benefits sector coverage and scope increased</b>			
<b>Programme Intervention: 070503 Increase access to long-term finance</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.89

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<b>Programme:07 Private Sector Development</b>			
SubProgramme:01 Enabling Environment			
Sub SubProgramme:02 Regulation and Supervision			
<b>Department:004 Prudential Supervision</b>			
Budget Output: 000023 Inspection and Monitoring			
<b>PIAP Output: 07050302 Retirement benefits sector coverage and scope increased</b>			
<b>Programme Intervention: 070503 Increase access to long-term finance</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.89
<b>Department:005 Risk and Investment Analysis</b>			
Budget Output: 190002 Investment Management			
<b>PIAP Output: 07050302 Retirement benefits sector coverage and scope increased</b>			
<b>Programme Intervention: 070503 Increase access to long-term finance</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.89
Sub SubProgramme:03 Research and Strategy			
<b>Department:001 Planning and Strategy</b>			
Budget Output: 000006 Planning and Budgeting services			
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>			
<b>Programme Intervention: 070503 Increase access to long-term finance</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Coverage (% of labour force enrolled)	Percentage	18.8%	14.6%
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.1
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	9%
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.89
<b>Department:002 Research and Quality Assurance</b>			
Budget Output: 000022 Research and Development			
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>			
<b>Programme Intervention: 070503 Increase access to long-term finance</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Coverage (% of labour force enrolled)	Percentage	18.8%	14.6%
Sector Operating Ratio (Cost to Asset ratio)	Ratio	1.00	1.1
Annual Retirement Benefits Sector Asset Growth Rate	Percentage	18.0%	9%

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<b>Programme:07 Private Sector Development</b>			
SubProgramme:01 Enabling Environment			
Sub SubProgramme:03 Research and Strategy			
<b>Department:002 Research and Quality Assurance</b>			
Budget Output: 000022 Research and Development			
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>			
<b>Programme Intervention: 070503 Increase access to long-term finance</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Overall Scheme Risk Rating in the Retirement Benefits Sector	Rate	0.86	0.89

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## **Performance highlights for the Quarter**

- Fostered collaboration among stakeholders to advance pension inclusion in Africa by organizing the 4th Africa Pension Supervisors' Association (APSA) Annual Conference.
- Launched the Electronic Risk-Based Supervision System and trained staff on its usage.
- Report on stakeholder consultations on the Feasibility study on the establishment of the National Long-term savings Scheme.
- Developed a draft sector crisis management plan for a 2024 financial sector crisis simulation exercise.
- Conducted pre-licensing inspections and due diligence processes for 7 scheme administrators
- Enhanced media outreach to promote retirement savings awareness.
- Resolved 13 complaints and as a result UGX 111.8 Million was paid out to 7 complainants as benefits.
- Continued to follow-up on the implementation of supervisory recommendations and directives by the licensed entities from previous onsite inspections and offsite surveillance

## **Variations and Challenges**

- Limited Coverage of retirement benefit arrangements within the working population.
- Low saving adequacy levels, with an average member balance of approximately UGX 9 million.
- Fiscal Burden associated with the Unfunded Public Service Pension Scheme.
- Absence of policy on transfer and preservation of retirement benefits before and during retirement.
- Slow responsiveness to initiatives for retirement planning.
- Low budget to financial sector development activities.

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***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 Q2	Spent by End Q2	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
<b>Programme:07 Private Sector Development</b>	<b>14.587</b>	<b>14.587</b>	<b>7.428</b>	<b>5.721</b>	<b>50.9 %</b>	<b>39.2 %</b>	<b>77.0 %</b>
<b>Sub SubProgramme:01 General Administration and Support Services</b>	<b>8.166</b>	<b>8.166</b>	<b>3.939</b>	<b>3.346</b>	<b>48.2 %</b>	<b>41.0 %</b>	<b>85.0 %</b>
000001 Audit and Risk Management	0.263	0.263	0.128	0.109	48.7 %	41.4 %	85.2 %
000004 Finance and Accounting	0.648	0.648	0.328	0.289	50.6 %	44.6 %	88.1 %
000005 Human Resource Management	4.362	4.362	2.101	1.787	48.2 %	41.0 %	85.1 %
000007 Procurement and Disposal Services	0.495	0.495	0.248	0.200	50.0 %	40.4 %	80.6 %
000010 Leadership and Management	0.550	0.550	0.275	0.228	50.0 %	41.5 %	82.9 %
000011 Communication and Public Relations	1.195	1.195	0.573	0.517	48.0 %	43.3 %	90.2 %
000019 ICT Services	0.653	0.653	0.285	0.216	43.7 %	33.1 %	75.8 %
<b>Sub SubProgramme:02 Regulation and Supervision</b>	<b>4.842</b>	<b>4.842</b>	<b>2.601</b>	<b>1.870</b>	<b>53.7 %</b>	<b>38.6 %</b>	<b>71.9 %</b>
000023 Inspection and Monitoring	0.281	0.281	0.170	0.167	60.5 %	59.4 %	98.2 %
190001 Board Secretarial Services	0.747	0.747	0.450	0.393	60.3 %	52.6 %	87.3 %
190002 Investment Management	2.536	2.536	1.395	0.886	55.0 %	34.9 %	63.5 %
190003 Licensing and Compliance	0.191	0.191	0.078	0.047	41.1 %	24.6 %	60.3 %
190004 Regulation and Advisory Services	1.087	1.087	0.506	0.377	46.6 %	34.7 %	74.5 %
<b>Sub SubProgramme:03 Research and Strategy</b>	<b>1.579</b>	<b>1.579</b>	<b>0.888</b>	<b>0.505</b>	<b>56.2 %</b>	<b>32.0 %</b>	<b>56.9 %</b>
000006 Planning and Budgeting services	0.040	0.040	0.036	0.029	90.6 %	72.5 %	80.6 %
000022 Research and Development	1.539	1.539	0.852	0.476	55.3 %	30.9 %	55.9 %
<b>Total for the Vote</b>	<b>14.587</b>	<b>14.587</b>	<b>7.428</b>	<b>5.721</b>	<b>50.9 %</b>	<b>39.2 %</b>	<b>77.0 %</b>

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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 Q2	Spent by End Q2	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
211102 Contract Staff Salaries	6.829	6.829	3.414	2.821	50.0 %	41.3 %	82.6 %
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0.192	0.192	0.148	0.075	77.4 %	39.3 %	50.8 %
211107 Boards, Committees and Council Allowances	0.462	0.462	0.231	0.221	50.0 %	47.8 %	95.6 %
212101 Social Security Contributions	0.683	0.683	0.328	0.258	48.1 %	37.7 %	78.5 %
212102 Medical expenses (Employees)	0.130	0.130	0.004	0.001	3.0 %	0.6 %	20.5 %
212201 Social Security Contributions	0.341	0.341	0.163	0.118	47.9 %	34.5 %	72.0 %
221001 Advertising and Public Relations	0.216	0.216	0.096	0.086	44.3 %	39.9 %	89.9 %
221002 Workshops, Meetings and Seminars	0.764	0.764	0.442	0.302	57.8 %	39.5 %	68.3 %
221003 Staff Training	0.320	0.320	0.160	0.135	50.0 %	42.1 %	84.1 %
221004 Recruitment Expenses	0.041	0.041	0.041	0.029	100.0 %	71.2 %	71.2 %
221006 Commissions and related charges	0.230	0.230	0.199	0.152	86.6 %	66.2 %	76.5 %
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	0.081	0.034	33.1 %	13.7 %	41.2 %
221009 Welfare and Entertainment	0.452	0.452	0.262	0.220	58.0 %	48.8 %	84.0 %
221011 Printing, Stationery, Photocopying and Binding	0.272	0.272	0.123	0.094	45.1 %	34.6 %	76.7 %
221012 Small Office Equipment	0.003	0.003	0.001	0.000	50.0 %	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	0.024	0.016	50.0 %	33.8 %	67.5 %
222001 Information and Communication Technology Services.	0.080	0.080	0.040	0.024	50.0 %	30.5 %	60.9 %
222002 Postage and Courier	0.002	0.002	0.001	0.000	50.0 %	10.8 %	21.5 %
223001 Property Management Expenses	0.048	0.048	0.024	0.016	50.0 %	33.5 %	67.0 %
223004 Guard and Security services	0.046	0.046	0.028	0.026	60.5 %	56.3 %	93.1 %
223005 Electricity	0.071	0.071	0.036	0.017	50.0 %	23.8 %	47.5 %
223901 Rent-(Produced Assets) to other govt. units	1.130	1.130	0.565	0.533	50.0 %	47.2 %	94.3 %
225101 Consultancy Services	0.631	0.631	0.455	0.068	72.1 %	10.8 %	15.0 %
226001 Insurances	0.235	0.235	0.022	0.022	9.4 %	9.4 %	100.0 %
227001 Travel inland	0.182	0.182	0.085	0.061	46.8 %	33.6 %	71.8 %

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

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<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q2	Spent by End Q2	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
227004 Fuel, Lubricants and Oils	0.503	0.503	0.251	0.251	50.0 %	50.0 %	100.0 %
228002 Maintenance-Transport Equipment	0.187	0.187	0.094	0.061	50.0 %	32.7 %	65.5 %
228003 Maintenance-Machinery & Equipment Other than Transport Equipment	0.035	0.035	0.018	0.015	51.4 %	42.9 %	83.4 %
228004 Maintenance-Other Fixed Assets	0.033	0.033	0.017	0.010	50.0 %	31.4 %	62.8 %
273102 Incapacity, death benefits and funeral expenses	0.030	0.030	0.015	0.010	50.0 %	31.7 %	63.3 %
282101 Donations	0.073	0.073	0.024	0.015	32.9 %	20.3 %	61.9 %
282103 Scholarships and related costs	0.070	0.070	0.035	0.030	50.0 %	42.7 %	85.3 %
<b>Total for the Vote</b>	<b>14.587</b>	<b>14.587</b>	<b>7.428</b>	<b>5.721</b>	<b>50.9 %</b>	<b>39.2 %</b>	<b>77.0 %</b>

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

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

<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q2	Spent by End Q2	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
<b>Programme:07 Private Sector Development</b>	<b>14.587</b>	<b>14.587</b>	<b>7.428</b>	<b>5.721</b>	<b>50.92 %</b>	<b>39.22 %</b>	<b>77.02 %</b>
<b>Sub SubProgramme:01 General Administration and Support Services</b>	<b>8.166</b>	<b>8.166</b>	<b>3.939</b>	<b>3.346</b>	<b>48.24 %</b>	<b>40.97 %</b>	<b>84.9 %</b>
<i>Departments</i>							
001 Finance and Administration	8.166	8.166	3.939	3.346	48.2 %	41.0 %	84.9 %
<i>Development Projects</i>							
N/A							
<b>Sub SubProgramme:02 Regulation and Supervision</b>	<b>4.842</b>	<b>4.842</b>	<b>2.601</b>	<b>1.870</b>	<b>53.71 %</b>	<b>38.61 %</b>	<b>71.9 %</b>
<i>Departments</i>							
001 Board Affairs	0.747	0.747	0.450	0.393	60.2 %	52.6 %	87.3 %
002 Legal Services	1.087	1.087	0.506	0.377	46.6 %	34.7 %	74.5 %
003 Market Conduct	0.191	0.191	0.078	0.047	40.9 %	24.6 %	60.3 %
004 Prudential Supervision	0.281	0.281	0.170	0.167	60.4 %	59.4 %	98.2 %
005 Risk and Investment Analysis	2.536	2.536	1.395	0.886	55.0 %	34.9 %	63.5 %
<i>Development Projects</i>							
N/A							
<b>Sub SubProgramme:03 Research and Strategy</b>	<b>1.579</b>	<b>1.579</b>	<b>0.888</b>	<b>0.506</b>	<b>56.24 %</b>	<b>32.02 %</b>	<b>56.9 %</b>
<i>Departments</i>							
001 Planning and Strategy	0.040	0.040	0.036	0.029	90.0 %	72.5 %	80.6 %
002 Research and Quality Assurance	1.539	1.539	0.852	0.476	55.4 %	30.9 %	55.9 %
<i>Development Projects</i>							
N/A							
<b>Total for the Vote</b>	<b>14.587</b>	<b>14.587</b>	<b>7.428</b>	<b>5.721</b>	<b>50.9 %</b>	<b>39.2 %</b>	<b>77.0 %</b>



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

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**Quarter 2: Outputs and Expenditure in the Quarter**

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<b>Programme:07 Private Sector Development</b>		
<b>SubProgramme:01 Enabling Environment</b>		
<b>Sub SubProgramme:01 General Administration and Support Services</b>		
<i>Departments</i>		
<b>Department:001 Finance and Administration</b>		
<b>Budget Output:000001 Audit and Risk Management</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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 report presented to the Board and Accountability Sector Audit Committee.	N/A
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 was prepared and submitted to Board and Accountability Sector Audit Committee. The report for Internal Audit Monitoring for the Rwega Health Centre construction project was presented to the Board.	N/A
	N/A	N/A
<b>Expenditures incurred in the Quarter to deliver outputs</b>		<i>US\$ Thousand</i>
<b>Item</b>		<b>Spent</b>
211102 Contract Staff Salaries		35,847.399
212101 Social Security Contributions		3,464.692
212201 Social Security Contributions		1,732.344
227004 Fuel, Lubricants and Oils		3,600.000
	<b>Total For Budget Output</b>	<b>44,644.435</b>
	Wage Recurrent	35,847.399
	Non Wage Recurrent	8,797.036
	Arrears	0.000
	<i>AIA</i>	0.000

**Budget Output:000004 Finance and Accounting**

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.	- The External Audit for FY 2022/2023 was conducted, and report submitted to OAG - Board of Survey report was prepared and Submitted to AG and OAG.	
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 was prepared and presented to Management and Board. - Funding proposals for targeted URBRA un/underfunded key actions prepared and submitted to prospective funders. Funding for the Symposium was realized from FSD Uganda and Prudential Assurance. - UGX 25,800,000/- NTR collected on account of application and licensee fees for sector players.	
<b>Expenditures incurred in the Quarter to deliver outputs</b>		<i>US\$ Thousand</i>
<b>Item</b>	<b>Spent</b>	
211102 Contract Staff Salaries	101,269.170	
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	9,198.000	
212101 Social Security Contributions	7,814.516	
212201 Social Security Contributions	4,639.390	
227004 Fuel, Lubricants and Oils	8,400.000	
	<b>Total For Budget Output</b>	<b>131,321.076</b>
	Wage Recurrent	101,269.170
	Non Wage Recurrent	30,051.906
	Arrears	0.000
	<i>AIA</i>	0.000
<b>Budget Output:000005 Human Resource Management</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
MoGLSD Operational Health & Safety certificate obtained and maintained. Authority premises maintained in clean and good condition.	- MoGLSD Operational Health & Safety certificate was obtained and maintained. - Authority premises were maintained in clean and good condition	N/A

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.	<ul style="list-style-type: none"> <li>- Q1 FY2023/24 staff performance assessment report prepared</li> <li>- 2 rewards and sanctions committee meetings held</li> <li>- Annual Rewards policy implemented with Employee awards for calendar year 2023 awarded on 14/12/2023.</li> <li>- 13 Staff trained on areas including leadership development(3), HR skill development (2), Investment management (3), financial management (2) and HR for line managers (2)</li> <li>- Annual Staffing plan was prepared and incorporated in the FY 2024/25 Budget estimates</li> <li>- Membership to professional bodies paid for 04 members of staff</li> </ul>	- Staff training Needs and skills analysis not done and procurement of a consultant is in progress.
URBRA Assets and up-to-date asset register maintained in good condition. Staff engaged in health & wellness, and Team building activities.	<ul style="list-style-type: none"> <li>- URBRA Assets maintained in good working condition and asset register updated.</li> <li>- Staff engaged in health and wellness (thrice a week) activities.</li> </ul>	

<b>Expenditures incurred in the Quarter to deliver outputs</b>		<i>US\$ Thousand</i>
<b>Item</b>		<b>Spent</b>
211102 Contract Staff Salaries		234,624.703
212101 Social Security Contributions		19,170.185
212102 Medical expenses (Employees)		810.000
212201 Social Security Contributions		9,420.092
221003 Staff Training		72,337.252
221004 Recruitment Expenses		8,980.022
221009 Welfare and Entertainment		129,538.028
221011 Printing, Stationery, Photocopying and Binding		54,007.000
221017 Membership dues and Subscription fees.		9,863.057
223001 Property Management Expenses		9,653.580
223004 Guard and Security services		14,400.000
223005 Electricity		16,967.543
223901 Rent-(Produced Assets) to other govt. units		266,598.462
226001 Insurances		22,136.226

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<b>Expenditures incurred in the Quarter to deliver outputs</b>		<i>US\$ Thousand</i>
<b>Item</b>		<b>Spent</b>
227004 Fuel, Lubricants and Oils		30,300.000
228002 Maintenance-Transport Equipment		47,343.053
228004 Maintenance-Other Fixed Assets		5,316.460
273102 Incapacity, death benefits and funeral expenses		2,000.000
	<b>Total For Budget Output</b>	<b>953,465.663</b>
	Wage Recurrent	234,624.703
	Non Wage Recurrent	718,840.960
	Arrears	0.000
	<i>AIA</i>	0.000
<b>Budget Output:000007 Procurement and Disposal Services</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
Q2FY2023/24 Contracts & Evaluation Committee meetings held and reports prepared.	- Seven evaluation exercises and Two Contracts Committee meetings conducted and reports prepared	
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 Report was prepared and presented to the Board. - Monthly reports (Sep-Nov 2023) were prepared and submitted to PPDA and MoFPED	N/A
	N/A	N/A
<b>Expenditures incurred in the Quarter to deliver outputs</b>		<i>US\$ Thousand</i>
<b>Item</b>		<b>Spent</b>
211102 Contract Staff Salaries		64,677.740
212101 Social Security Contributions		7,040.310
212201 Social Security Contributions		3,774.584
227004 Fuel, Lubricants and Oils		7,200.000
	<b>Total For Budget Output</b>	<b>82,692.634</b>
	Wage Recurrent	64,677.740
	Non Wage Recurrent	18,014.894
	Arrears	0.000
	<i>AIA</i>	0.000

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<b>Budget Output:000010 Leadership and Management</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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 on 31st October 2023.	
<b>Expenditures incurred in the Quarter to deliver outputs</b>		<i>US\$ Thousand</i>
<b>Item</b>		<b>Spent</b>
211102 Contract Staff Salaries		76,566.750
212101 Social Security Contributions		7,717.500
212201 Social Security Contributions		1,929.375
227004 Fuel, Lubricants and Oils		4,200.000
	<b>Total For Budget Output</b>	<b>90,413.625</b>
	Wage Recurrent	76,566.750
	Non Wage Recurrent	13,846.875
	Arrears	0.000
	<i>AIA</i>	0.000
<b>Budget Output:000011 Communication and Public Relations</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
150 informal sector group-based workers sensitized (through a webinar) on need to enhance retirement savings.	Two webinars conducted to sensitize 210 informal sector employees (137 female, 73 male) about saving for retirement and ensuring adequacy of retirement benefits.	N/A
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 was produced and disseminated - 8 articles were published in The new Vision, Daily Monitor, The East African, Trade and Finance. - 60 DJ mentions and 50 radio spots on Radio Sanyu, Capital Radio and KFM Radio - 32 TV adverts on NBS and NTV - 7 TV and 5 radio talk shows aired to educate the public about saving for retirement.	

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.	- 419,102 people were reached through the various online platforms including Twitter; YouTube; Instagram; YouTube and LinkedIn - 4 short videos on saving for retirement were produced and disseminated on social media platforms.	
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.	- Annual customer service week activities conducted, report compiled and presented to Management. - 30 journalists trained and given new insights on the prevailing issues and developments in the sector.	N/A
Donations to pertinent communities and events. URBRA participates at the International Day of Older Persons national celebrations.	- URBRA participated in the national commemoration of the Day of older Persons in Kyegegwa.	N/A
Branded corporate and promotional materials distributed to facilitate URBRA visibility (Executive Notebooks, Executive pens, Desk calendars, Wall Calendars, Mugs, Quarterly magazines, Gift bags @250)	- Desk calendars and wall calendars produced and disseminated	More branded corporate and promotional materials to be produced in Q3 FY 2023/24. Procurement process ongoing.
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.	N/A	Stakeholder engagements rescheduled to Q3 FY 2023/24 due to conflicting priorities.

**Expenditures incurred in the Quarter to deliver outputs**

US\$ Thousand

Item	Spent
211102 Contract Staff Salaries	132,597.164
212101 Social Security Contributions	10,448.678
212201 Social Security Contributions	4,845.974
221001 Advertising and Public Relations	63,114.109
221002 Workshops, Meetings and Seminars	30,509.799
221008 Information and Communication Technology Supplies.	1,648.000
221009 Welfare and Entertainment	25,779.200
221011 Printing, Stationery, Photocopying and Binding	7,769.999
227001 Travel inland	20,949.714

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<b>Expenditures incurred in the Quarter to deliver outputs</b>		<i>US\$ Thousand</i>
<b>Item</b>		<b>Spent</b>
227004 Fuel, Lubricants and Oils		8,400.000
282101 Donations		12,846.000
	<b>Total For Budget Output</b>	<b>318,908.637</b>
	Wage Recurrent	132,597.164
	Non Wage Recurrent	186,311.473
	Arrears	0.000
	<i>AIA</i>	0.000
<b>Budget Output:000019 ICT Services</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
	SSL certificate and web-hosting licenses renewed/acquired.	N/A
ICT equipment accessories acquired and allocated.	Assorted ICT equipment accessories acquired and allocated.	N/A
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.	- Internet connectivity through NITA-U was procured to facilitate access to information and URBRA systems. - The URBRA website was updated with pertinent content such as newsletters, reports, and URLs among others. - Quarterly ICT hardware maintenance was carried out.	N/A
<b>Expenditures incurred in the Quarter to deliver outputs</b>		<i>US\$ Thousand</i>
<b>Item</b>		<b>Spent</b>
211102 Contract Staff Salaries		58,423.155
212101 Social Security Contributions		3,503.844
212201 Social Security Contributions		2,832.372
221008 Information and Communication Technology Supplies.		29,044.965
222001 Information and Communication Technology Services.		19,882.483
227004 Fuel, Lubricants and Oils		4,200.000
228003 Maintenance-Machinery & Equipment Other than Transport Equipment		14,410.000
	<b>Total For Budget Output</b>	<b>132,296.819</b>
	Wage Recurrent	58,423.155
	Non Wage Recurrent	73,873.664
	Arrears	0.000



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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	<i>AIA</i>	0.000
	<b>Total For Department</b>	<b>1,753,742.889</b>
	Wage Recurrent	704,006.081
	Non Wage Recurrent	1,049,736.808
	Arrears	0.000
	<i>AIA</i>	0.000
<i>Development Projects</i>		
N/A		
<b>Sub SubProgramme:02 Regulation and Supervision</b>		
<i>Departments</i>		
<b>Department:001 Board Affairs</b>		
<b>Budget Output:190001 Board Secretarial Services</b>		
<b>PIAP Output: 07050302 Retirement benefits sector coverage and scope increased</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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. - 4 committee (Finance, Audit and Risk, HR and Technical) meetings held and minutes prepared. - Q2 FY 2023/24 Board papers were prepared and submitted on time.	
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 was prepared, to facilitate continual performance improvement.	
Board members trained in Board Capacity Development Programs (governance & strategic leadership).	Board members attended a two-day training on Governance and Boardroom Etiquette.	N/A
<b>Expenditures incurred in the Quarter to deliver outputs</b>		<i>US\$ Thousand</i>
<b>Item</b>		<b>Spent</b>
211107 Boards, Committees and Council Allowances		106,368.000
221006 Commissions and related charges		75,968.742
225101 Consultancy Services		19,999.999
	<b>Total For Budget Output</b>	<b>202,336.741</b>
	Wage Recurrent	0.000

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	Non Wage Recurrent	202,336.741
	Arrears	0.000
	<i>AIA</i>	0.000
	<b>Total For Department</b>	<b>202,336.741</b>
	Wage Recurrent	0.000
	Non Wage Recurrent	202,336.741
	Arrears	0.000
	<i>AIA</i>	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**

Stakeholders consulted on the draft URBRA (Access to Retirement Benefits for Medical Treatment) Regulations.	Meeting held with Medical Board for feedback concerning the draft URBRA (Assignment of Retirement Benefits for Medical Treatment) Regulations 2023 on October 19, 2023. A report was prepared and submitted.	N/A
Report on virtual scheme member sensitizations about their rights and obligations under the URBRA Act & Regulations & other applicable laws.	On October 22, 2023, a virtual member sensitization was conducted for 97 members (43 female, 54 male) of Enweath Uganda Umbrella Retirement Scheme, Sara Umbrella Retirement Benefits Scheme and Uganda Christian University Staff Retirement Benefits Scheme.	N/A
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.	<ul style="list-style-type: none"> <li>- Handled 86 complaints in Q2, 60 were carried over from Q1 and 26 were new complaints. Only 13 complaints were resolved, 10 of which were of Public Service Pensions Scheme and 3 were from segregated schemes. There are 73 outstanding cases.</li> <li>- UGX 111,774,189/= was paid out to 7 complainants as their benefits.</li> <li>- Conducted pension clinics to Iganga, Kumi and Soroti Districts. Total of 20 new complaints registered during the visits.</li> <li>- URBRA staff and representatives from Ministry of Public Service conducted 2 radio talk shows (on Open Gate FM and Voice of Teso FM) to sensitize the general public on complaints management and generic pension related issues.</li> </ul>	N/A

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
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**PIAP Output: 07050302 Retirement benefits sector coverage and scope increased**

**Programme Intervention: 070503 Increase access to long-term finance**

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 report compiled	N/A
Legal briefs/advice prepared and provided to Board, Management, Staff, Licensed entities, and relevant stakeholders.	- Two Legal opinions were prepared on: Guidance on payment of benefits to former employees of Uganda Railways Corporation and Implications of the change in shareholding of Sanlam Insurance East African Limited.	N/A

**Expenditures incurred in the Quarter to deliver outputs** *US\$ Thousand*

Item	Spent
211102 Contract Staff Salaries	108,638.633
212101 Social Security Contributions	10,376.072
212201 Social Security Contributions	5,753.809
221001 Advertising and Public Relations	-2,045.600
227001 Travel inland	15,326.000
227004 Fuel, Lubricants and Oils	13,200.000
<b>Total For Budget Output</b>	<b>151,248.914</b>
Wage Recurrent	108,638.633
Non Wage Recurrent	42,610.281
Arrears	0.000
<i>AIA</i>	0.000
<b>Total For Department</b>	<b>151,248.914</b>
Wage Recurrent	108,638.633
Non Wage Recurrent	42,610.281
Arrears	0.000
<i>AIA</i>	0.000

**Department:003 Market Conduct**

**Budget Output:190003 Licensing and Compliance**

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<b>PIAP Output: 07050302 Retirement benefits sector coverage and scope increased</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.	<ul style="list-style-type: none"> <li>- 01 new retirement benefits scheme, Pru-Umbrella retirement Fund, bringing total licensed umbrella schemes to 13.</li> <li>- Pre-licensing inspections on seven administrators</li> <li>- End of September 2023 licensing report card was produced with a total</li> <li>- 239 licensed service providers. Significant increases in number of trustees.</li> </ul>	One administrator exited the sector in Q2 and another inspected in Q1.
10 Trustees trained in the certification program under URBRA sponsorship. Q2 FY 2023/24 PEC meetings and ITC Training reports.	N/A	As per the ITC training calendar, there was no training intake scheduled for the quarter under review. The next training session is scheduled for 19th to 23rd February 2024.
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.	<ul style="list-style-type: none"> <li>- Attended six (6) AGMs for end June schemes</li> <li>- 18 Scheme Auditors and ICPAU engaged on sector developments and market conduct issues.</li> <li>- No Trustee training conducted</li> </ul>	A Trustee training is scheduled for Q4 FY 2023/24

<b>Expenditures incurred in the Quarter to deliver outputs</b>		<i>US\$ Thousand</i>
<b>Item</b>		<b>Spent</b>
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		640.000
221002 Workshops, Meetings and Seminars		16,347.148
282103 Scholarships and related costs		29,860.000
	<b>Total For Budget Output</b>	<b>46,847.148</b>
	Wage Recurrent	0.000
	Non Wage Recurrent	46,847.148
	Arrears	0.000
	<i>AIA</i>	0.000
	<b>Total For Department</b>	<b>46,847.148</b>
	Wage Recurrent	0.000
	Non Wage Recurrent	46,847.148
	Arrears	0.000

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<i>AIA</i>		0.000
<b>Department:004 Prudential Supervision</b>		
<b>Budget Output:000023 Inspection and Monitoring</b>		
<b>PIAP Output: 07050302 Retirement benefits sector coverage and scope increased</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.	- URBRA represented at IOPS Annual General meeting and the Global Forum on Private Pensions f organized by OECD, IOPS and the Insurance and Pensions Commission (IPEC) of Zimbabwe.	EAPSA Policy dialogue to be conducted in Q3 FY 2023/24
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.	<ul style="list-style-type: none"> <li>- Updated list of approved Scheme Auditors for end June 2023 schemes produced and uploaded on the URBRA website. Approved SDS Certified Public accountants as External auditor for I&amp;M and Watoto RBS.</li> <li>- Conducted a retreat to review Scheme Annual reports and validate financial information and identify supervisory concerns. Eight entities with concerns were guided through supervisory letters.</li> <li>- Conducted onsite inspections on Airtel RBS and Exim RBS.</li> <li>- Q1 FY 2023/24 contribution returns analysis done. Remitted contributions worth UGX 535,063,521,007 and UGX 4,305,624,074 was unremitted. Follow up on remittance of outstanding contributions ongoing.</li> </ul>	No intervention required issuance of supervisory notice
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.	<ul style="list-style-type: none"> <li>- 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 December 2023 was prepared to inform any additional supervisory intervention.</li> <li>- During the same period, Makerere University RBS recovered UGX 3 billion making the total recoveries under the in-house scheme to reach UGX 20 bn. The outstanding balance is UGX 5.1 bn.</li> </ul>	N/A

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
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**PIAP Output: 07050302 Retirement benefits sector coverage and scope increased**

**Programme Intervention: 070503 Increase access to long-term finance**

A financial Stability and crisis Management Plan for Uganda's Retirement Benefits Sector to address systemic risks in the financial sector developed.	Drafted a crisis management plan for the sector in anticipation of a financial crisis simulation exercise in 2024.	The plan is currently under review by financial sector regulators before it is submitted to the URBRA Technical Committee for approval.
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**Expenditures incurred in the Quarter to deliver outputs** *US\$ Thousand*

Item	Spent
221002 Workshops, Meetings and Seminars	140,960.752
227001 Travel inland	1,900.000
<b>Total For Budget Output</b>	<b>142,860.752</b>
Wage Recurrent	0.000
Non Wage Recurrent	142,860.752
Arrears	0.000
<i>AIA</i>	0.000
<b>Total For Department</b>	<b>142,860.752</b>
Wage Recurrent	0.000
Non Wage Recurrent	142,860.752
Arrears	0.000
<i>AIA</i>	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**

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 was produced. - End June 2023 scheme risk rating report was compiled.	N/A
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**Expenditures incurred in the Quarter to deliver outputs** *US\$ Thousand*

Item	Spent
211102 Contract Staff Salaries	288,126.767
212101 Social Security Contributions	26,039.158

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<b>Expenditures incurred in the Quarter to deliver outputs</b>		<i>US\$ Thousand</i>
<b>Item</b>		<b>Spent</b>
212201 Social Security Contributions		14,678.432
221011 Printing, Stationery, Photocopying and Binding		10,850.000
227004 Fuel, Lubricants and Oils		31,150.000
	<b>Total For Budget Output</b>	<b>370,844.357</b>
	Wage Recurrent	288,126.767
	Non Wage Recurrent	82,717.590
	Arrears	0.000
	<i>AIA</i>	0.000
	<b>Total For Department</b>	<b>370,844.357</b>
	Wage Recurrent	288,126.767
	Non Wage Recurrent	82,717.590
	Arrears	0.000
	<i>AIA</i>	0.000
<i>Development Projects</i>		
N/A		
<b>Sub SubProgramme:03 Research and Strategy</b>		
<i>Departments</i>		
<b>Department:001 Planning and Strategy</b>		
<b>Budget Output:000006 Planning and Budgeting services</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
Q1 FY2023/24 URBRA Performance/workplan implementation reports prepared submitted to MoFPED.	Q1 FY2023/24 URBRA Performance/workplan implementation reports were prepared and submitted to MoFPED.	N/A

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.	<ul style="list-style-type: none"> <li>- FY 2024/25 Planning and Budgeting Retreat conducted report prepared.</li> <li>- URBRA consolidated Workplan and Budget for FY 2024/25 prepared and presented to Management and Board.</li> <li>- URBRA BFP for FY 2024/25 prepared and submitted to MoFPED</li> </ul>	N/A
URBRA represented at pertinent stakeholder engagements, and specific technical input and reports to pertinent stakeholders.	<ul style="list-style-type: none"> <li>- URBRA represented in stakeholder meetings, including the Public Investment Financing Strategy (PIFS) meeting organized by MoFPED, as well as other meetings hosted by NPA and the PSD Programme Secretariat.</li> <li>- Facilitated a collaborative stakeholder meeting with the Parliamentary Pension Scheme, focusing on key areas such as taxation on retirement benefits, public pension reforms, and pension inclusion for the informal sector.</li> </ul>	N/A
<b>Expenditures incurred in the Quarter to deliver outputs</b>		<i>UShs Thousand</i>
<b>Item</b>	<b>Spent</b>	
221002 Workshops, Meetings and Seminars	29,414.960	
<b>Total For Budget Output</b>	<b>29,414.960</b>	
Wage Recurrent	0.000	
Non Wage Recurrent	29,414.960	
Arrears	0.000	
<i>AIA</i>	0.000	
<b>Total For Department</b>	<b>29,414.960</b>	
Wage Recurrent	0.000	
Non Wage Recurrent	29,414.960	
Arrears	0.000	
<i>AIA</i>	0.000	
<b>Department:002 Research and Quality Assurance</b>		
<b>Budget Output:000022 Research and Development</b>		



**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
Annual Sector Performance report, 2023 produced and disseminated to stakeholders. Study report on identified areas that can improve Private Pension Schemes outcomes.	- Report on stakeholder consultations on the Feasibility study of the National Long-term savings Scheme produced. - Annual Sector Performance report, 2023 produced and disseminated to stakeholders.	- Dissemination of the Report on stakeholder consultations on the Feasibility study of the National Long-term savings Scheme is scheduled in Q3 FY 2023/24. - Study on identified areas that can improve Private Pension Schemes outcomes not done due to critical understaffing in the directorate.
	- Organized the 4th Africa Pension Supervisors' Association (APSA) Annual Conference that brought together a diverse audience of public and private sector stakeholders within and outside Africa to exchange ideas and experiences on how to advance pension inclusion in Africa.	
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 URBRA Corporate Resource Centre. - Responses to data requests prepared and submitted to targeted/requesting stakeholders.	N/A

<b>Expenditures incurred in the Quarter to deliver outputs</b>		<i>US\$ Thousand</i>
<b>Item</b>		<b>Spent</b>
211102 Contract Staff Salaries		137,991.229
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		7,589.615
212101 Social Security Contributions		15,874.016
212201 Social Security Contributions		5,717.216
221002 Workshops, Meetings and Seminars		60,783.400
225101 Consultancy Services		48,305.089
227004 Fuel, Lubricants and Oils		18,600.000
	<b>Total For Budget Output</b>	<b>294,860.565</b>
	Wage Recurrent	137,991.229

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	Non Wage Recurrent	156,869.336
	Arrears	0.000
	<i>AIA</i>	0.000
	<b>Total For Department</b>	<b>294,860.565</b>
	Wage Recurrent	137,991.229
	Non Wage Recurrent	156,869.336
	Arrears	0.000
	<i>AIA</i>	0.000
<i>Development Projects</i>		
N/A		
	<b>GRAND TOTAL</b>	<b>2,992,156.326</b>
	Wage Recurrent	1,238,762.710
	Non Wage Recurrent	1,753,393.616
	GoU Development	0.000
	External Financing	0.000
	Arrears	0.000
	<i>AIA</i>	0.000

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

**Quarter 2: Cumulative Outputs and Expenditure by End of Quarter**

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
<b>Programme:07 Private Sector Development</b>	
<b>SubProgramme:01 Enabling Environment</b>	
<b>Sub SubProgramme:01 General Administration and Support Services</b>	
<i>Departments</i>	
<b>Department:001 Finance and Administration</b>	
<b>Budget Output:000001 Audit and Risk Management</b>	
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>	
<b>Programme Intervention: 070503 Increase access to long-term finance</b>	
FY2023/24 Quarterly URBRA internal control environment and risk management reports presented to the Board and Accountability Sector Audit Committee.	Q4 FY22/23 and Q1 FY23/24 URBRA internal control environment and risk management report presented to the Board and the Accountability Sector Audit Committee. The reports included seven 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. - The report for Internal Audit Monitoring report for the Rwega Health Centre construction project, a CSR initiative was presented to the Board. - Q1 FY 2023/24 Internal Audit report was compiled and presented to the Board and Accountability Sector Audit Committee.
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 four audit recommendations by Management presented to the Board and Accountability Sector Audit Committee.
<b>Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs</b>	
<i>US\$ Thousand</i>	
Item	Spent
211102 Contract Staff Salaries	87,817.737
212101 Social Security Contributions	8,661.726
212201 Social Security Contributions	4,330.860
227001 Travel inland	1,195.000

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs		US\$ Thousand
Item		Spent
227004 Fuel, Lubricants and Oils		7,200.000
	<b>Total For Budget Output</b>	<b>109,205.323</b>
	Wage Recurrent	87,817.737
	Non Wage Recurrent	21,387.586
	Arrears	0.000
	AIA	0.000
<b>Budget Output:000004 Finance and Accounting</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.	- 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.	- The External Audit for FY 2022/2023 was conducted, and report submitted to OAG - Board of Survey report was prepared and Submitted to AG and OAG.	
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.	- Q4 FY 2022/23 Budget Performance report was prepared and presented to Management and the Board. - UGX 43,100,000/- NTR collected on account of application and licensee fees for sector players. - Funding for the Annual Africa Pension Supervisors Association Symposium was realized from FSD Uganda and Prudential Assurance.	
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs		US\$ Thousand
Item		Spent
211102 Contract Staff Salaries		218,486.901
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		26,998.000
212101 Social Security Contributions		19,536.289
212201 Social Security Contributions		7,427.958
227004 Fuel, Lubricants and Oils		16,800.000
	<b>Total For Budget Output</b>	<b>289,249.148</b>
	Wage Recurrent	218,486.901
	Non Wage Recurrent	70,762.247

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
Arrears	0.000
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. URBRA staff insurances maintained. Authority premises 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. - 24 Staff received training in various areas; Two knowledge-sharing sessions were conducted, including one session on accountability procedures and one on grievance handling. - Professional membership fees were covered for 13 staff members. - Annual Staffing plan was prepared and incorporated in the FY 2024/25 Budget estimates
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 activities.

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

Item	Spent
211102 Contract Staff Salaries	510,184.744
212101 Social Security Contributions	46,771.495
212102 Medical expenses (Employees)	810.000
212201 Social Security Contributions	23,220.747
221003 Staff Training	134,636.156
221004 Recruitment Expenses	29,200.023
221009 Welfare and Entertainment	194,476.055
221011 Printing, Stationery, Photocopying and Binding	75,508.000
221017 Membership dues and Subscription fees.	15,942.148
222002 Postage and Courier	172.000
223001 Property Management Expenses	16,089.300

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs		US\$ Thousand
Item		Spent
223004 Guard and Security services		25,700.000
223005 Electricity		16,967.543
223901 Rent-(Produced Assets) to other govt. units		533,196.924
226001 Insurances		22,136.226
227004 Fuel, Lubricants and Oils		60,600.000
228002 Maintenance-Transport Equipment		61,311.256
228004 Maintenance-Other Fixed Assets		10,361.960
273102 Incapacity, death benefits and funeral expenses		9,500.000
	<b>Total For Budget Output</b>	<b>1,786,784.577</b>
	Wage Recurrent	510,184.744
	Non Wage Recurrent	1,276,599.833
	Arrears	0.000
	<i>AIA</i>	0.000
<b>Budget Output:000007 Procurement and Disposal Services</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
FY2023/24 Contracts & Evaluation Committee meetings coordinated, and reports prepared.	- Seven evaluation exercises and three Contracts Committee meetings conducted, and reports compiled.	
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. - Five Performance reports compiled and submitted to PPDA and MFPED - Q1 FY2023/24 Quarterly Procurement and Disposal Report was prepared and presented to the Board.	
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		US\$ Thousand
Item		Spent
211102 Contract Staff Salaries		162,787.031
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		540.000
212101 Social Security Contributions		15,350.775

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	<i>US\$ Thousand</i>
Item	Spent
212201 Social Security Contributions	6,736.460
227004 Fuel, Lubricants and Oils	14,400.000
<b>Total For Budget Output</b>	<b>199,814.266</b>
Wage Recurrent	162,787.031
Non Wage Recurrent	37,027.235
Arrears	0.000
<i>AIA</i>	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**

<p>Q4 FY 2022/23 and Q 1-3 FY 2023/24 URBRA Vote Performance reports prepared and submitted to MoFPED.</p> <p>FY2023/24 bi-annual Performance report prepared and submitted to the Board.</p> <p>FY 2022/23 performance report prepared and presented to the Board.</p>	<p>- 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.</p> <p>- Q4 FY2022/23 URBRA Performance report generated and submitted to MoFPED.</p> <p>- Q1 FY2023/24 Vote Performance/workplan implementation report prepared and submitted to MoFPED on 31st October 2023</p>
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Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	<i>US\$ Thousand</i>
Item	Spent
211102 Contract Staff Salaries	192,438.549
212101 Social Security Contributions	19,293.750
212201 Social Security Contributions	7,717.500
227004 Fuel, Lubricants and Oils	8,400.000
<b>Total For Budget Output</b>	<b>227,849.799</b>
Wage Recurrent	192,438.549
Non Wage Recurrent	35,411.250
Arrears	0.000
<i>AIA</i>	0.000

**Budget Output:000011 Communication and Public Relations**

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>	
<b>Programme Intervention: 070503 Increase access to long-term finance</b>	
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.	Four webinars conducted on saving for retirement reaching 571 informal sector workers (Female 264, Male 307).
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.	<ul style="list-style-type: none"> <li>- Q1 &amp; Q2 FY 2023/24 online newsletters were compiled and disseminated across URBRA online platforms.</li> <li>- 8 articles published in three mainstream print media</li> <li>- 9 TV shows aired to discuss URBRA's mandate and educate the public about saving for retirement.</li> <li>- 2 TV adverts on NBS and NTV</li> <li>- 13 radio talk shows were conducted</li> <li>- 05 Publicity events were conducted in partnership PRAU; ACME; Rotary cancer 5-A side; PEWOSA and Namasuba Market SACCO.</li> <li>- 60 DJ mentions and 50 radio spots broadcasted</li> </ul>
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.	<ul style="list-style-type: none"> <li>- 588,047 total reach (impressions, views, and followers) achieved through online engagement across various platforms.</li> <li>- 4 short videos on saving for retirement were produced and disseminated on social media platforms</li> </ul>
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.	<ul style="list-style-type: none"> <li>- 2 press conferences conducted as part of the symposium publicity efforts.</li> <li>- Annual customer service week activities conducted, report compiled and presented to Management.</li> <li>- 30 journalists trained and given new insights on the prevailing issues and developments in the sector.</li> </ul>
URBRA CSR policy implemented. URBRA participates at pertinent community engagements and national commemorations (International Day of Older Persons, and International Labour Day).	<ul style="list-style-type: none"> <li>- As part of Corporate Social Responsibility, donations were made towards completion of a health facility in Rwega subcounty Kibaale district and Rotary 5 aside sports gala in Kampala (UGX 2.5 million).</li> <li>- URBRA participated in the national commemoration of the Day of older Persons in Kyegegwa</li> </ul>
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)	- Desk calendars and wall calendars produced and disseminated



**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
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**PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector****Programme Intervention: 070503 Increase access to long-term finance**

<p>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.</p>	<p>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.</p>
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Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	US\$ Thousand
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Item	Spent
211102 Contract Staff Salaries	265,460.210
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	1,000.000
212101 Social Security Contributions	23,734.983
212201 Social Security Contributions	10,295.771
221001 Advertising and Public Relations	77,925.000
221002 Workshops, Meetings and Seminars	30,509.799
221009 Welfare and Entertainment	25,779.200
221011 Printing, Stationery, Photocopying and Binding	7,769.999
227001 Travel inland	42,738.114
227004 Fuel, Lubricants and Oils	16,800.000
282101 Donations	14,846.000
<b>Total For Budget Output</b>	<b>516,859.076</b>
Wage Recurrent	265,460.210
Non Wage Recurrent	251,398.866
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**

<p>Pertinent Licenses acquired/renewed (antivirus Licenses, antispam, Grammarly, stock photography, etc), and URBRA software enhanced to facilitate operational efficiency and effective service delivery.</p>	<p>SSL certificate and web-hosting licenses renewed/acquired.</p>
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**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>	
<b>Programme Intervention: 070503 Increase access to long-term finance</b>	
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.	<ul style="list-style-type: none"> <li>- All ICT equipment, including Access Control Systems, Server Room Air Conditioners, Servers, Computers, and Printers, were properly maintained.</li> <li>- Maintenance and firmware upgrades for Checkpoint and Sophos Firewalls were carried out.</li> <li>- The website was upgraded to the latest WordPress version 6.3, and all plugins and pertinent content were updated.</li> <li>- Internet connectivity through NITA-U was procured to facilitate access to information and URBRA systems.</li> <li>- Quarterly ICT hardware maintenance was carried out.</li> </ul>
<b>Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs</b>	
<i>US\$ Thousand</i>	
<b>Item</b>	<b>Spent</b>
211102 Contract Staff Salaries	119,369.550
212101 Social Security Contributions	9,598.484
212201 Social Security Contributions	5,879.691
221008 Information and Communication Technology Supplies.	33,528.965
222001 Information and Communication Technology Services.	24,376.766
227004 Fuel, Lubricants and Oils	8,400.000
228003 Maintenance-Machinery & Equipment Other than Transport	14,910.000
<b>Total For Budget Output</b>	<b>216,063.456</b>
Wage Recurrent	119,369.550
Non Wage Recurrent	96,693.906
Arrears	0.000
<i>AIA</i>	0.000
<b>Total For Department</b>	<b>3,345,825.645</b>
Wage Recurrent	1,556,544.722
Non Wage Recurrent	1,789,280.923
Arrears	0.000
<i>AIA</i>	0.000

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

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

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 and Q1 FY 2023/24 reports 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 eight 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.

- Board members attended a two-day training on Governance and Boardroom Etiquette.

**Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs**

*US\$ Thousand*

Item	Spent
211107 Boards, Committees and Council Allowances	220,854.225
221006 Commissions and related charges	152,352.961
225101 Consultancy Services	19,999.999
<b>Total For Budget Output</b>	<b>393,207.185</b>
Wage Recurrent	0.000

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
	Non Wage Recurrent 393,207.185
	Arrears 0.000
	<i>AIA</i> 0.000
	<b>Total For Department 393,207.185</b>
	Wage Recurrent 0.000
	Non Wage Recurrent 393,207.185
	Arrears 0.000
	<i>AIA</i> 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**

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 sensitized the 16th and 17th of August 2023 respectively.  
- Medical Board consulted on the draft URBRA (Assignment of Retirement Benefits for Medical Treatment) Regulations 2023 on October 19, 2023, and report was compiled.

100 members of the Uganda Law Society, and key stakeholders (policy makers) sensitized on URBRA Act & Regulations, and pertinent policy reforms.

- 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.

Scheme member sensitizations about their rights and obligations under the URBRA Act & Regulations.

- 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.  
- In Q1 and Q2 members from 5 licensed schemes were sensitized on their rights and obligations, a total of 463 members (214 female, 214 male) were reached.

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

**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**

<p>100% of lodged complaints investigated. Targeted regional visits and talk shows in at least 4 districts on pensions &amp; complaints management. Civil servants (local and central) sensitized on complaints management and generic pension related issues.</p>	<p>- A total of 93 complaints were handled; only 18 were resolved and total payments to complainants was UGX 222,281,416/= Reports on complaints handling for Q1 and Q2 were duly prepared. - Conducted pension clinics to Iganga, Kumi and Soroti Districts. - 2 radio talk shows (on Open Gate FM and Voice of Teso FM) conducted to sensitize the general public on complaints management and generic pension related issues.</p>
<p>4 (quarterly) compliance analysis (contract management, statutory and corporate governance) undertaken, and a report presented to Management. URBRA Corporate governance &amp; statutory compliance consultancy report produced.</p>	<p>Q1-Q2 FY 2023/24 compliance analysis (contract management, statutory and corporate governance) conducted, and reports done. The Authority is fully compliant with relevant laws and guidelines.</p>
<p>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.</p>	<p>05 legal opinions were prepared, including: - Opinion on addressing whether an employer possesses the right to withhold payment of provident fund benefits while awaiting the resolution of claims against the employee. - Opinion regarding the treatment of death benefits for a deceased member of a retirement benefits scheme. - An opinion concerning the definition of Public Interest Entities - Opinion regarding implications of the change in shareholding of Sanlam Insurance East African Limited. - Opinion on payment of benefits for former employees of Uganda Railways Corporation.</p>

**Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs***US\$ Thousand*

<b>Item</b>	<b>Spent</b>
211102 Contract Staff Salaries	292,696.096
212101 Social Security Contributions	22,499.348
212201 Social Security Contributions	11,815.447
221001 Advertising and Public Relations	7,954.400
227001 Travel inland	15,326.000
227004 Fuel, Lubricants and Oils	26,400.000
<b>Total For Budget Output</b>	<b>376,691.291</b>
Wage Recurrent	292,696.096
Non Wage Recurrent	83,995.195

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	
	Arrears	0.000
	<i>AIA</i>	0.000
	<b>Total For Department</b>	<b>376,691.291</b>
	Wage Recurrent	292,696.096
	Non Wage Recurrent	83,995.195
	Arrears	0.000
	<i>AIA</i>	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**

<p>Schemes &amp; service providers licenses issued.            Publication of licensed entities in 2 newspapers &amp; Ug Gazette.            20 prospective sponsors (employers) sensitized on scheme establishment.</p>	<ul style="list-style-type: none"> <li>- Processed 38 trustee license renewals, issued 20 new licenses, and licensed two new scheme, Gen-Africa Individual and Pru-Umbrella Retirement Schemes.</li> <li>- Produced and disseminated the licensing report card highlighting the 239 licensed service providers, which include 214 Individual Trustees, 10 Administrators, 5 Custodians, 6 Fund Managers, and 4 Corporate Trustees as of end of September 2023.</li> <li>- Conducted sensitizations to 6 prospective sponsors/employers sensitized on scheme establishment</li> <li>- Conducted four licensing sensitization sessions on license application requirements for administrator (2) and custodial services (2).</li> <li>- Conducted pre-licensing inspections on eight administrators</li> </ul>
<p>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.</p>	<p>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.</p>
<p>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.</p>	<ul style="list-style-type: none"> <li>- Attended 8 AGMs for end June schemes.</li> <li>- 18 Scheme Auditors and ICPAU engaged on sector developments and market conduct issues.</li> </ul>

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

Item	Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	640.000

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	<i>UShs Thousand</i>	
Item	Spent	
221002 Workshops, Meetings and Seminars	16,347.148	
282103 Scholarships and related costs	29,860.000	
	<b>Total For Budget Output</b>	<b>46,847.148</b>
	Wage Recurrent	0.000
	Non Wage Recurrent	46,847.148
	Arrears	0.000
	<i>AIA</i>	0.000
	<b>Total For Department</b>	<b>46,847.148</b>
	Wage Recurrent	0.000
	Non Wage Recurrent	46,847.148
	Arrears	0.000
	<i>AIA</i>	0.000
<b>Department:004 Prudential Supervision</b>		
<b>Budget Output:000023 Inspection and Monitoring</b>		
<b>PIAP Output: 07050302 Retirement benefits sector coverage and scope increased</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.	- URBRA represented at IOPS Annual General meeting, and the Global Forum on Private Pensions organized by OECD, IOPS and the Insurance and Pensions Commission (IPEC) of Zimbabwe.	

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
<b>PIAP Output: 07050302 Retirement benefits sector coverage and scope increased</b>	
<b>Programme Intervention: 070503 Increase access to long-term finance</b>	
<p>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.</p>	<p>- Updated list of approved Scheme Auditors for end June 2023 schemes produced and uploaded on the URBRA website. Approved SDS Certified Public accountants as External auditor for I&amp;M and Watoto RBS. - Conducted 6 onsite inspections for schemes: URBRA RBS, Jubilee Umbrella scheme, BOU DC RBS, Nile Breweries RBS, Airtel RBS and Exim RBS. - Conducted a retreat to review Scheme Annual reports and validate financial information and identify supervisory concerns. Eight entities with concerns were guided through supervisory letters. - Conducted an analysis of contribution returns and compiled a report. Remitted contributions worth UGX 535,063,521,007 and UGX 4,305,624,074 was unremitted for Quarter ending June 2023. Supervision Department will actively pursue the remittance of outstanding contribution.</p>
<p>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.</p>	<p>- Q1 &amp; Q2 FY2023/24 Investigation reports 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.</p> <p>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.</p> <p>Makerere University RBS recovered UGX 3 billion making the total recoveries under the in-house scheme to reach UGX 20 bn. The outstanding balance is UGX 5.1 bn.</p>
<p>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.</p>	<p>Drafted a crisis management plan for the sector in anticipation of a financial crisis simulation exercise in 2024.</p>

<b>Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs</b>	<i>US\$ Thousand</i>
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Item	Spent
221002 Workshops, Meetings and Seminars	164,778.255
227001 Travel inland	1,900.000



**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	
	<b>Total For Budget Output</b>	<b>166,678.255</b>
	Wage Recurrent	0.000
	Non Wage Recurrent	166,678.255
	Arrears	0.000
	<i>AIA</i>	0.000
	<b>Total For Department</b>	<b>166,678.255</b>
	Wage Recurrent	0.000
	Non Wage Recurrent	166,678.255
	Arrears	0.000
	<i>AIA</i>	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 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.

- End September 2023 Investment snapshot and custodial analysis report produced.
- End June 2023 scheme risk rating report was compiled.

**Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs**

*US\$ Thousand*

Item	Spent
211102 Contract Staff Salaries	717,217.601
212101 Social Security Contributions	65,504.327
212201 Social Security Contributions	30,242.590

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	<i>UShs Thousand</i>
Item	Spent
221011 Printing, Stationery, Photocopying and Binding	10,850.000
227004 Fuel, Lubricants and Oils	62,350.000
<b>Total For Budget Output</b>	<b>886,164.518</b>
Wage Recurrent	717,217.601
Non Wage Recurrent	168,946.917
Arrears	0.000
<i>AIA</i>	0.000
<b>Total For Department</b>	<b>886,164.518</b>
Wage Recurrent	717,217.601
Non Wage Recurrent	168,946.917
Arrears	0.000
<i>AIA</i>	0.000
<i>Development Projects</i>	
N/A	
<b>Sub SubProgramme:03 Research and Strategy</b>	
<i>Departments</i>	
<b>Department:001 Planning and Strategy</b>	
<b>Budget Output:000006 Planning and Budgeting services</b>	
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>	
<b>Programme Intervention: 070503 Increase access to long-term finance</b>	
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 and Q1 FY2023/24 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.	- FY 2024/25 Planning and Budgeting Retreat conducted report prepared. - URBRA consolidated Workplan and Budget for FY 2024/25 prepared and presented to Management and Board. - URBRA BFP for FY 2024/25 prepared and submitted to MoFPED

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>	
<b>Programme Intervention: 070503 Increase access to long-term finance</b>	
<p>URBRA represented at pertinent stakeholder engagements, and specific technical input and reports to pertinent stakeholders.</p> <p>Periodic reports on URBRA Implementation of NDPIII actions prepared and submitted to the PSD Program Secretariat.</p>	<p>- FY2022/23 URBRA Performance Report (including progress on the NDPIII PIAP Interventions, and NDPIII Outcome and output indicators) prepared and submitted to the PSD Program Secretariat.</p> <p>- Facilitated a collaborative stakeholder meeting with the Parliamentary Pension Scheme, focusing on key areas such as taxation on retirement benefits, public pension reforms, and pension inclusion for the informal sector.</p> <p>URBRA was represented at:</p> <p>-Consultative meeting for Central Government Accounting Officers on Budget Execution for FY 2023/24.</p> <p>-FY 2022/23 National Annual Performance Assessment Review (NAPAR)</p> <p>-Stakeholders Workshop on the Implementation of Cabinet decisions regarding the establishment and operationalization of Service Uganda Centres in the Public Service.</p> <p>- Public Investment Financing Strategy (PIFS) meeting organized by MoFPED</p>

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
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Item	Spent
221002 Workshops, Meetings and Seminars	29,414.960
<b>Total For Budget Output</b>	<b>29,414.960</b>
Wage Recurrent	0.000
Non Wage Recurrent	29,414.960
Arrears	0.000
<i>AIA</i>	0.000
<b>Total For Department</b>	<b>29,414.960</b>
Wage Recurrent	0.000
Non Wage Recurrent	29,414.960
Arrears	0.000
<i>AIA</i>	0.000

Department:002 Research and Quality Assurance

Budget Output:000022 Research and Development

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

**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 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.	- Report on stakeholder consultations on the Feasibility study of the National Long-term savings Scheme produced. - Annual Sector Performance report, 2023 produced.
Annual Pension Symposium held and stakeholder sensitized on sector developments and pertinent reform proposals.	- Organized the 4th Africa Pension Supervisors' Association (APSA) Annual Conference that brought together a diverse audience of public and private sector stakeholders within and outside Africa to exchange ideas and experiences on how to advance pension inclusion in Africa.
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.	- Responses to data requests made by stakeholders compiled. - Bi-annual Retirement Benefits Sector statistical abstract. - Updated & operational URBRA Corporate Resource Centre.

**Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs***US\$ Thousand*

<b>Item</b>	<b>Spent</b>
211102 Contract Staff Salaries	254,232.629
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	46,071.361
212101 Social Security Contributions	26,830.098
212201 Social Security Contributions	10,001.894
221002 Workshops, Meetings and Seminars	60,783.400
225101 Consultancy Services	48,305.089
227004 Fuel, Lubricants and Oils	30,000.000
<b>Total For Budget Output</b>	<b>476,224.471</b>
Wage Recurrent	254,232.629
Non Wage Recurrent	221,991.842
Arrears	0.000
<i>AIA</i>	0.000
<b>Total For Department</b>	<b>476,224.471</b>
Wage Recurrent	254,232.629
Non Wage Recurrent	221,991.842
Arrears	0.000

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	
<i>AIA</i>		0.000
<i>Development Projects</i>		
N/A		
	<b>GRAND TOTAL</b>	<b>5,721,053.473</b>
	Wage Recurrent	2,820,691.048
	Non Wage Recurrent	2,900,362.425
	GoU Development	0.000
	External Financing	0.000
	Arrears	0.000
	<i>AIA</i>	0.000

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

**Quarter 3: Revised Workplan**

Annual Plans	Quarter's Plan	Revised Plans
<b>Programme:07 Private Sector Development</b>		
<b>SubProgramme:01</b>		
<b>Sub SubProgramme:01 General Administration and Support Services</b>		
<i>Departments</i>		
<b>Department:001 Finance and Administration</b>		
<b>Budget Output:000001 Audit and Risk Management</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
FY2023/24 Quarterly URBRA internal control environment and risk management reports presented to the Board and Accountability Sector Audit Committee.	Q2 FY23/24 URBRA internal control environment and risk management reports presented to the Board and Accountability Sector Audit Committee.	Q2 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.	Q2 FY 2023/24 Internal Audit report prepared and submitted to Board and Accountability Sector Audit Committee. Q2 FY 2023/24 activity implementation monitoring report prepared and presented to the Board.	Q2 FY 2023/24 Internal Audit report prepared and submitted to Board and Accountability Sector Audit Committee. Q2 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.	FY 2023/24 Bi-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 2023/24 Bi-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.
<b>Budget Output:000004 Finance and Accounting</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.	FY 2023/24 URBRA Semi-annual (six months) Financial Statements prepared and submitted to Management, Board, MoFPED and OAG.	FY 2023/24 URBRA Semi-annual (six months) Financial Statements prepared and submitted to Management, Board, MoFPED and OAG.

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Plans	Quarter's Plan	Revised Plans
<b>Budget Output:000004 Finance and Accounting</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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 External Audit on URBRA conducted, and report prepared and submitted to OAG.
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.	Q2 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.	Q2 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.
<b>Budget Output:000005 Human Resource Management</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.	Q2 FY2023/24 Quarterly staff performance assessment reports prepared and submitted to Management. Staff trained in pertinent technical areas informed from the training needs Analysis. Annual Succession Planning report produced and presented to Management and Board Management. Annual staff and institutional membership/subscription to professional bodies maintained.	Q2 FY2023/24 Quarterly staff performance assessment reports prepared and submitted to Management. Staff trained in pertinent technical areas informed from the training needs Analysis. Annual Succession Planning report produced and presented to Management and Board Management. Annual staff and institutional membership/subscription to professional bodies maintained.
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.

**VOTE: 163 Uganda Retirement Benefits Regulatory Authority**

Quarter 2

Annual Plans	Quarter's Plan	Revised Plans
<b>Budget Output:000007 Procurement and Disposal Services</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
FY2023/24 Contracts & Evaluation Committee meetings coordinated, and reports prepared.	Q3FY2023/24 Contracts & Evaluation Committee meetings held and reports prepared.	Q3FY2023/24 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.	Q2 FY2023/24 Quarterly Procurement and Disposal Reports prepared and presented to the Board. Monthly reports (Nov 2023-Feb 2024) prepared and submitted to PPDA and MoFPED.	Q2 FY2023/24 Quarterly Procurement and Disposal Reports prepared and presented to the Board. Monthly reports (Nov 2023-Feb 2024) prepared and submitted to PPDA and MoFPED.
Consolidated URBRA Procurement Plan for FY2024/25 prepared.		
<b>Budget Output:000010 Leadership and Management</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.	FY2023/24 bi-annual Performance/ workplan implementation report prepared and submitted to the Board. Q2 FY2023/24 Vote Performance/workplan implementation report prepared and submitted to MoFPED.	FY2023/24 bi-annual Performance/ workplan implementation report prepared and submitted to the Board. Q2 FY2023/24 Vote Performance/workplan implementation report prepared and submitted to MoFPED.
<b>Budget Output:000011 Communication and Public Relations</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.	100 women sensitized (through a webinar) on the importance and avenues to save for retirement. 150 university sensitized (through a webinar) on the importance of saving for retirement.	100 women sensitized (through a webinar) on the importance and avenues to save for retirement. 150 university sensitized (through a webinar) on the importance of saving for retirement.



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Annual Plans	Quarter's Plan	Revised Plans
<b>Budget Output:000011 Communication and Public Relations</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
<p>Quarterly (4) online newsletters. Annual Pension Journal. 1000 brochures &amp; flyers (in English, Luganda, Lugbara, Ruyankitara, Madi &amp; braille). 2 supplements, 2 opinions, 1 Q&amp;A, 2 feature articles. 8 TV &amp; 12 radio talk shows, DJ mentions &amp; adverts.</p>	<p>Q3 FY 2023/24 online newsletter produced and disseminated. Annual Pension Journal for the FY 2023/24 period produced and disseminated. 1000 copies of brochures and 1000 copies flyers produced (in 6 languages of English, Luganda, Lugbara, Ruyankitara, Madi and braille). In FY23/24, 2 supplements, 2 opinions, 1 Q&amp;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.</p>	<p>Q3 FY 2023/24 online newsletter produced and disseminated. Annual Pension Journal for the FY 2023/24 period produced and disseminated. 1000 copies of brochures and 1000 copies flyers produced (in 6 languages of English, Luganda, Lugbara, Ruyankitara, Madi and braille). In FY23/24, 2 supplements, 2 opinions, 1 Q&amp;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.</p>
<p>Reach of 500,000 people through frequent social media messages on the mandate &amp; functions of the Authority, and importance &amp; ways of saving for retirement. 4 short videos on key issues on retirement saving produced to facilitate social media marketing.</p>	<p>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.</p>	<p>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.</p>
<p>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.</p>		
<p>URBRA CSR policy implemented. URBRA participates at pertinent community engagements and national commemorations (International Day of Older Persons, and International Labour Day).</p>	<p>URBRA CSR Implemented, and activity report prepared and presented to Management and Board. Donations to pertinent communities and events.</p>	<p>URBRA CSR Implemented, and activity report prepared and presented to Management and Board. Donations to pertinent communities and events.</p>
<p>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)</p>	<p>Branded corporate and promotional materials distributed to facilitate URBRA visibility (Executive Notebooks, Executive pens, Desk calendars, Wall Calendars, Mugs, Quarterly magazines, Gift bags @250)</p>	<p>Branded corporate and promotional materials distributed to facilitate URBRA visibility (Executive Notebooks, Executive pens, Desk calendars, Wall Calendars, Mugs, Quarterly magazines, Gift bags @250)</p>

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Annual Plans	Quarter's Plan	Revised Plans
<b>Budget Output:000011 Communication and Public Relations</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.
<b>Budget Output:000019 ICT Services</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
Pertinent Licenses acquired/renewed (antivirus Licenses, antispam, Grammarly, stock photography, etc), and URBRA software enhanced to facilitate operational efficiency and effective service delivery.	Pertinent Licenses acquired, and URBRA software enhanced to facilitate service delivery.	Pertinent Licenses acquired, and URBRA software enhanced to facilitate service delivery.
ICT equipment accessories acquired and allocated to URBRA Staff. Operational Digital Management System deployed to permit digitization of registry file/correspondence processes.		
Annual E-Risk Based Supervision System support and maintenance. Authority ICT hardware, internet connectivity and systems maintained to facilitate operational efficiency, and service delivery.	Annual E-Risk Based Supervision System support and maintenance conducted, and system operational efficiency enhanced. 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.	Annual E-Risk Based Supervision System support and maintenance conducted, and system operational efficiency enhanced. 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.
<i>Development Projects</i>		
N/A		
<b>Sub SubProgramme:02 Regulation and Supervision</b>		
<i>Departments</i>		
<b>Department:001 Board Affairs</b>		

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Annual Plans	Quarter's Plan	Revised Plans
<b>Budget Output:190001 Board Secretarial Services</b>		
<b>PIAP Output: 07050302 Retirement benefits sector coverage and scope increased</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
<p>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.</p>	<p>Q2 FY 2023/24 report on Management's implementation of Board directives/decisions prepared and presented to Management and Board. Q3 FY2023/24 timely quality Board Papers prepared to facilitate Board decision making. Q3 FY2023/24 Board meetings held, quality minutes prepared and filed.</p>	<p>Q2 FY 2023/24 report on Management's implementation of Board directives/decisions prepared and presented to Management and Board. Q3 FY2023/24 timely quality Board Papers prepared to facilitate Board decision making. Q3 FY2023/24 Board meetings held, quality minutes prepared and filed.</p>
<p>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.</p>	<p>FY2023/24 Annual Board Strategic Leadership Retreat review report prepared, and strategic leadership enhancement actions identified.</p>	<p>FY2023/24 Annual Board Strategic Leadership Retreat review report prepared, and strategic leadership enhancement actions identified.</p>
<p>Board members trained in Board Capacity Development Programs (governance &amp; strategic leadership).</p>	<p>Board members trained in Board Capacity Development Programs (governance &amp; strategic leadership).</p>	<p>Board members trained in Board Capacity Development Programs (governance &amp; strategic leadership).</p>
<b>Department:002 Legal Services</b>		
<b>Budget Output:190004 Regulation and Advisory Services</b>		
<b>PIAP Output: 07050302 Retirement benefits sector coverage and scope increased</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
<p>Stakeholders consulted on the draft URBRA (Access to Retirement Benefits for Medical Treatment) Regulations. Gazette publication of Regulations.</p>		
<p>100 members of the Uganda Law Society, and key stakeholders (policy makers) sensitized on URBRA Act &amp; Regulations, and pertinent policy reforms.  Scheme member sensitizations about their rights and obligations under the URBRA Act &amp; Regulations.</p>	<p>100 members of the Uganda Law Society sensitized about the Legal Framework governing retirement benefits sector. Report on virtual scheme member sensitizations about their rights and obligations under the URBRA Act &amp; Regulations &amp; other applicable laws.</p>	<p>100 members of the Uganda Law Society sensitized about the Legal Framework governing retirement benefits sector. Report on virtual scheme member sensitizations about their rights and obligations under the URBRA Act &amp; Regulations &amp; other applicable laws.</p>

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Annual Plans	Quarter's Plan	Revised Plans
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**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.	Q3 FY2023/24 Complaints Management Report prepared and presented to Management. Civil servants (local and central) sensitized on complaints management and generic pension related issues.	Q3 FY2023/24 Complaints Management Report prepared and presented to Management. 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.	Q3 FY 2023/24 compliance analysis (contract management, statutory and corporate governance) undertaken, and a report presented to Management.	Q3 FY 2023/24 compliance analysis (contract management, statutory and corporate governance) undertaken, and a report presented to Management.
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. 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. Set of new volume of law books, and annual subscription to the Uganda Gazette acquired.

**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). Licensed entities published in 2 newspapers and Uganda Gazette as per statutory requirement. End September 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). Licensed entities published in 2 newspapers and Uganda Gazette as per statutory requirement. End September 2023 quarter licensing reporting card produced and disseminated to stakeholders. 5 prospective sponsors (employers) sensitized on scheme establishment.
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Annual Plans	Quarter's Plan	Revised Plans
<b>Budget Output:190003 Licensing and Compliance</b>		
<b>PIAP Output: 07050302 Retirement benefits sector coverage and scope increased</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
<p>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.</p>	<p>10 Trustees trained in the certification program under URBRA sponsorship. ITC Trustee Certification Program Curriculum review report. Q3 FY 2023/24 PEC meetings and ITC Training reports.</p>	<p>10 Trustees trained in the certification program under URBRA sponsorship. ITC Trustee Certification Program Curriculum review report. Q3 FY 2023/24 PEC meetings and ITC Training reports.</p>
<p>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.</p>	<p>Annual engagement with licensed service providers (administrators, custodians, fund managers and corporate trustees) on sector developments and market conduct issues. All targeted schemes' AGMs attended.</p>	<p>Annual engagement with licensed service providers (administrators, custodians, fund managers and corporate trustees) on sector developments and market conduct issues. All targeted schemes' AGMs attended.</p>
<b>Department:004 Prudential Supervision</b>		
<b>Budget Output:000023 Inspection and Monitoring</b>		
<b>PIAP Output: 07050302 Retirement benefits sector coverage and scope increased</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
<p>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.</p>	<p>Participation at the IOPS, EAC, EAPSA and ECASSA Technical Meetings.</p>	<p>Participation at the IOPS, EAC, EAPSA and ECASSA Technical Meetings.</p>
<p>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.</p>	<p>5 targeted Retirement Benefits Scheme onsite inspections, and reports. 1 Supervisory notice produced and disseminated to stakeholders. Quarter ending September 2023 contributions returns' analysis report produced and presented to Management.</p>	<p>5 targeted Retirement Benefits Scheme onsite inspections, and reports. 1 Supervisory notice produced and disseminated to stakeholders. Quarter ending September 2023 contributions returns' analysis report produced and presented to Management.</p>

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Quarter 2

Annual Plans	Quarter's Plan	Revised Plans
<b>Budget Output:000023 Inspection and Monitoring</b>		
<b>PIAP Output: 07050302 Retirement benefits sector coverage and scope increased</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.	Q3 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.	Q3 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.		
<b>Department:005 Risk and Investment Analysis</b>		
<b>Budget Output:190002 Investment Management</b>		
<b>PIAP Output: 07050302 Retirement benefits sector coverage and scope increased</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
Functional computerized risk-based supervision system deployed. 100 stakeholders trained on the Risk Based Supervision.	100 stakeholders trained on the Risk Based Supervision.	100 stakeholders trained on the Risk Based Supervision.
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 December 2023 Investment snapshot and custodial analysis report produced.	End December 2023 Investment snapshot and custodial analysis report produced.
<i>Development Projects</i>		
N/A		
<b>Sub SubProgramme:03 Research and Strategy</b>		
<i>Departments</i>		
<b>Department:001 Planning and Strategy</b>		

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Annual Plans	Quarter's Plan	Revised Plans
<b>Budget Output:000006 Planning and Budgeting services</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.	Q2 FY2023/24 URBRA Performance/workplan implementation reports prepared submitted to MoFPED.	Q2 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.	URBRA Ministerial Policy Statement for FY 2024/25 prepared and submitted to MoFPED. URBRA Background to the Budget for FY2024/25 prepared and submitted to BoU and MoFPED.	URBRA Ministerial Policy Statement for FY 2024/25 prepared and submitted to MoFPED. URBRA Background to the Budget for FY2024/25 prepared and submitted to BoU and MoFPED.
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.	FY 2023/24 Half-year 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.	FY 2023/24 Half-year 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.
<b>Department:002 Research and Quality Assurance</b>		
<b>Budget Output:000022 Research and Development</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.	Annual Pension Symposium held and stakeholder sensitized on sector developments and pertinent reform proposals.	Annual Pension Symposium held and stakeholder sensitized on sector developments and pertinent reform proposals.

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Annual Plans	Quarter's Plan	Revised Plans
<b>Budget Output:000022 Research and Development</b>		
<b>PIAP Output: 07050301 Increased coverage and growth of the Retirement Benefits Sector</b>		
<b>Programme Intervention: 070503 Increase access to long-term finance</b>		
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.	Updated & operational URBRA Corporate Resource Centre. Responses to data requests prepared and submitted to targeted/requesting stakeholders.	Updated & operational URBRA Corporate Resource Centre. Responses to data requests prepared and submitted to targeted/requesting stakeholders.
<i>Development Projects</i>		
N/A		



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**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 Q2
114526	Other licenses	0.119	0.045
<b>Total</b>		<b>0.119</b>	<b>0.045</b>

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**Table 4.2: Off-Budget Expenditure By Department and Project**

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Table 4.3: Vote Crosscutting Issues

**i) Gender and Equity**

<b>Objective:</b>	Increase coverage of women in the Retirement Benefits Sector.
<b>Issue of Concern:</b>	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.
<b>Planned Interventions:</b>	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.
<b>Budget Allocation (Billion):</b>	0.003
<b>Performance Indicators:</b>	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)
<b>Actual Expenditure By End Q2</b>	0.000625
<b>Performance as of End of Q2</b>	137 informal sector employees sensitised about saving for retirement and ensuring adequacy of retirement benefits. conducted to sensitize employees about retirement savings.
<b>Reasons for Variations</b>	N/A

**ii) HIV/AIDS**

<b>Objective:</b>	Mitigate the spread, stigmatization, and other negative effects of HIV/AIDS amongst URBRA staff.
<b>Issue of Concern:</b>	HIV/AIDS negative effects could hinder the Authority's effective and efficient service delivery.
<b>Planned Interventions:</b>	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.
<b>Budget Allocation (Billion):</b>	0.007
<b>Performance Indicators:</b>	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)
<b>Actual Expenditure By End Q2</b>	0.001825

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<b>Performance as of End of Q2</b>	65 packets of condoms distributed; A designated counselor facilitated
<b>Reasons for Variations</b>	Procurement process for posters ongoing.

**iii) Environment**

<b>Objective:</b>	Integrate Environment, Social and Governance (ESG) factors in the sector investments and risk-management Process.
<b>Issue of Concern:</b>	Lack of clarity of how to integrate Environmental, Social and Governance (ESG) factors in the sector investments and risk-management process.
<b>Planned Interventions:</b>	Conduct a Trustee training (targeting 100 participants) on sector developments and Evaluation of ESG factors.
<b>Budget Allocation (Billion):</b>	0.018
<b>Performance Indicators:</b>	No. of Retirement Benefits Sector trustees, and service providers trained on evaluation of ESG factors. (Target of 100)
<b>Actual Expenditure By End Q2</b>	0
<b>Performance as of End of Q2</b>	N/A
<b>Reasons for Variations</b>	Training of trustees is scheduled for Q3 according to the ITC calendar

**iv) Covid**