

# **VOTE: 005 Ministry of Public Service**

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## **I. VOTE MISSION STATEMENT**

To provide Human Resource Policies, management systems and structures for an effective and efficient public service that facilitates national development.

## **II. STRATEGIC OBJECTIVE**

To foster accountability for results across Government and responsiveness to citizens needs in the public service performance management system.

To streamline Government structures and systems for efficient and effective service delivery to facilitate attainment of the national development agenda.

To strengthen the Human Resource Management Function across Government institutions for improved talent management in the Public Service.

To improve operational efficiency and effectiveness of the Ministry of Public Service

## **III. MAJOR ACHIEVEMENTS IN 2023/24**

- 1 Service Delivery Standards developed and disseminated in 12 DLGs of Bukedea Butebo Ngora Oyam Apac Kwanja, Kazo Kiruhura Lwengo Pallisa Kibuku and Budaka
- 2 Comprehensive restructuring of 2 Ministries 5 Agencies and 8 LGs customized These included Ministry of Internal Affairs, Aircraft Accident and Incident Investigations Unit in MoWT Civil Aviation Appeals Tribunal, The East African Civil Aviation Academy Soroti Hoima School of Nursing and Midwifery Capital Markets Authority KCCA Kapelebyong DLG Bukedea DLG Sembabule DLG Napak DLG ,Kalenga DLG Otuke DLG Bundibugyo DLG and Moroto DLG
- 3 Compliance Inspections to assess compliance to Service Delivery Standards undertaken in 3 MDAs and 28 LGs
- 4 Investigative inspections undertaken in 2 public institutions
- 5 Compliance to RIM standards assessed and technical support was provided to address the identified gaps in 11 MDAs and 134LGs
- 6 Three RIM regulatory framework developed including Records Management Procedures Manual for Judiciary Retention and Disposal Schedule for Uganda Management Institute and RIA report for the NRAM Policy
- 7 PDM Structures for 25 TCs reviewed and supported in implementation in 8 DLGs namely Kapyelabyong DLG 5TC Bukedea DLG 1 TC Sembabule DLG 1 TC Napak DLG 4 TCs Kalenga DLG 4 TCs Otuke DLG 5 TCs Bundibugyo DLG 6TCs and Moroto
- 8 Draft Public Service Pension Fund Bill prepared the Ministry reviewed the Public Service Pension Fund Bill 2023 in light of the proposals from Parliament and benchmarking reports
- 9 Balance scored strategy disseminated to 4 LGs of Namayingo, Kamuli MC Kira MC and Iganga DLG.
- 10 Finalised Human Capital Management HCM roll out in the 49 phase 2 sites.

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## IV. MEDIUM TERM BUDGET ALLOCATIONS

Table 4.1: Overview of Vote Expenditure (Ushs Billion)

	2023/24		2024/25	MTEF Budget Projections				
	Approved Budget	Spent by End Dec	Budget Estimates	2025/26	2026/27	2027/28	2028/29	
<b>Recurrent</b>	Wage	4.576	1.769	4.278	4.492	4.716	4.952	5.447
	Non-Wage	25.756	9.729	29.024	29.605	34.637	39.833	44.297
<b>Devt.</b>	GoU	3.200	0.196	3.200	3.360	3.864	4.250	5.100
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>		<b>33.531</b>	<b>11.694</b>	<b>36.502</b>	<b>37.456</b>	<b>43.218</b>	<b>49.036</b>	<b>54.844</b>
<b>Total GoU+Ext Fin (MTEF)</b>		<b>33.531</b>	<b>11.694</b>	<b>36.502</b>	<b>37.456</b>	<b>43.218</b>	<b>49.036</b>	<b>54.844</b>
Arrears		0.055	0.000	0.056	0.000	0.000	0.000	0.000
<b>Total Budget</b>		<b>33.586</b>	<b>11.694</b>	<b>36.558</b>	<b>37.456</b>	<b>43.218</b>	<b>49.036</b>	<b>54.844</b>
<b>Total Vote Budget Excluding Arrears</b>		<b>33.531</b>	<b>11.694</b>	<b>36.502</b>	<b>37.456</b>	<b>43.218</b>	<b>49.036</b>	<b>54.844</b>

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

<i>Billion Uganda Shillings</i>	Draft Budget Estimates FY 2024/25	
	Recurrent	Development
<b>Programme:08 Sustainable Energy Development</b>	<b>1.000</b>	<b>0.000</b>
<b>SubProgramme:01 Generation</b>	<b>1.000</b>	<b>0.000</b>
<b>Sub SubProgramme:01 Human Resources Management</b>	<b>1.000</b>	<b>0.000</b>
002 Human Resource Development	1.000	0.000
<b>Programme:14 Public Sector Transformation</b>	<b>29.802</b>	<b>3.200</b>
<b>SubProgramme:01 Strengthening Accountability</b>	<b>8.208</b>	<b>0.000</b>
<b>Sub SubProgramme:02 Inspection and Quality Assurance</b>	<b>0.933</b>	<b>0.000</b>
001 Public Service Inspection	0.933	0.000
<b>Sub SubProgramme:04 Policy, Planning and Support Services</b>	<b>7.276</b>	<b>0.000</b>
002 Finance and administration	6.069	0.000
003 Policy and Planning	1.206	0.000
<b>SubProgramme:02 Government Structures and Systems</b>	<b>5.680</b>	<b>0.000</b>
<b>Sub SubProgramme:02 Inspection and Quality Assurance</b>	<b>0.738</b>	<b>0.000</b>
002 Records and Information Management	0.738	0.000
<b>Sub SubProgramme:03 Management Services</b>	<b>4.941</b>	<b>0.000</b>
001 Institutional Assessment	4.542	0.000
002 Research and Standards	0.399	0.000
<b>SubProgramme:03 Human Resource Management</b>	<b>15.914</b>	<b>3.200</b>
<b>Sub SubProgramme:01 Human Resource Management</b>	<b>8.020</b>	<b>0.000</b>
001 Compensation	1.877	0.000
002 Human Resource Development	0.615	0.000
003 Human Resource Management Systems	3.927	0.000
004 Human Resource Policies and Procedures	0.811	0.000
005 Performance Management	0.791	0.000
<b>Sub SubProgramme:04 Policy, Planning and Support Services</b>	<b>7.894</b>	<b>3.200</b>
001 Civil Service College	1.755	0.000
002 Finance and administration	5.860	3.200
003 Policy and Planning	0.279	0.000

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<i>Billion Uganda Shillings</i>	Draft Budget Estimates FY 2024/25	
	Recurrent	Development
<b>Programme:18 Development Plan Implementation</b>	<b>2.500</b>	<b>0.000</b>
<b>SubProgramme:01 Development Planning, Research, Evaluation and Statistics</b>	<b>2.500</b>	<b>0.000</b>
<b>Sub SubProgramme:04 Policy, Planning and Support Services</b>	<b>2.500</b>	<b>0.000</b>
001 Civil Service College	2.500	0.000
<b>Total for the Vote</b>	<b>33.302</b>	<b>3.200</b>

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## V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

Programme: 08 Sustainable Energy Development

SubProgramme: 01 Generation

Sub SubProgramme: 01 Human Resources Management

Department: 002 Human Resource Development

Budget Output: 000005 Human Resource Management

PIAP Output: Approvals for construction of a nuclear power plant finalized

Programme Intervention: 080302 Seek approvals for construction of a nuclear power generation plant

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of approvals finalized	Number	2022	0	40%	1	1

Programme: 14 Public Sector Transformation

SubProgramme: 01 Strengthening Accountability

Sub SubProgramme: 01 Human Resource Management

Department: 005 Performance Management

Budget Output: 390017 Public Service Performance management

PIAP Output: Programme /Performance Budgeting integrated into the individual performance management framework

Programme Intervention: 140404 Strengthening public sector performance management

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Revised Performance management tools in place	Number			1	1	1

Sub SubProgramme: 02 Inspection and Quality Assurance

Department: 001 Public Service Inspection

Budget Output: 000024 Compliance and Enforcement Services

PIAP Output: Compliance Inspection undertaken in MDAs and LGs

Programme Intervention: 140401 Develop and enforce service and service delivery standards

**VOTE: 005 Ministry of Public Service****Sub SubProgramme: 02 Inspection and Quality Assurance****Department: 001 Public Service Inspection****Budget Output: 000024 Compliance and Enforcement Services****PIAP Output: Compliance Inspection undertaken in MDAs and LGs**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of MDAs and LGs inspected for compliance with SDS per annum	Number	2021	35	56	31	16

**Sub SubProgramme: 04 Policy, Planning and Support Services****Department: 003 Policy and Planning****Budget Output: 000015 Monitoring and Evaluation****PIAP Output: Programme plans aligned to budget priorities and National planning framework****Programme Intervention: 140404 Strengthening public sector performance management**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Proportion of MDAs supported in the programme alignment	Percentage	2021	85%	100%	80%	100%

**SubProgramme: 02 Government Structures and Systems****Sub SubProgramme: 02 Inspection and Quality Assurance****Department: 002 Records and Information Management****Budget Output: 390007 National Records and Archives****PIAP Output: Records Management Systems set up in MDAs and LGs where they are lacking****Programme Intervention: 140303 Review and develop management and operational structures, systems and standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of MDAs and LGs supported to set up RIM Systems	Number	2021	3	40	1	60

**VOTE: 005 Ministry of Public Service****Sub SubProgramme: 03 Management Services****Department: 002 Research and Standards****Budget Output: 390011 Development and Review of Management and Operational Standards****PIAP Output: Job description and person specifications reviewed and developed****Programme Intervention: 140301 Rationalize and harmonize policies to support public service delivery**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
% of Jobs in the Public Service with valid Job descriptions and Person Specifications	Percentage	2020	50%	95%	5.8%	80%

**SubProgramme: 03 Human Resource Management****Sub SubProgramme: 01 Human Resource Management****Department: 001 Compensation****Budget Output: 000085 Management of the Public Service Wage Bill, Pension and Gratuity****PIAP Output: Decentralized management of salary, pension and gratuity strengthened to promote efficiency and transparency and eliminate graft****Programme Intervention: 140503 Empower MDAs to customize talent management (Attract, retain and motivate public servants)**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
% of MDAs & LGs supported on payroll management.	Percentage	2022/23	95%	90%	79%	100%
Quarterly Wage Bill performance for the whole of Government analysed and Reports produced	Text	2022/23	1	4	2	4

**Budget Output: 390012 Implementation of Pension Reforms****PIAP Output: The Public Service Pension Fund/ Scheme established and operationalized****Programme Intervention: 140503 Empower MDAs to customize talent management (Attract, retain and motivate public servants)**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of stakeholders trained to manage a funded Public Service Pension Fund	Number	2023/24	0	0	0	10

**VOTE: 005 Ministry of Public Service****Sub SubProgramme: 01 Human Resource Management****Department: 001 Compensation****Budget Output: 390012 Implementation of Pension Reforms****PIAP Output: The Public Service Pension Fund/ Scheme established and operationalized**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Public Service Pension Fund Legislations in place	Number	FY 2023/24	0			1

**Department: 002 Human Resource Development****Budget Output: 000005 Human Resource Management****PIAP Output: Human Resource Planning and Development Framework for the Public Service finalized and disseminated****Programme Intervention: 140503 Empower MDAs to customize talent management (Attract, retain and motivate public servants)**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
number of staff reained in human resource planning and development	Number	2022	300	350	137	360

**Department: 003 Human Resource Management Systems****Budget Output: 390014 Development and Operationalion of Human Resource System****PIAP Output: Human Capital Management (HCM) System Rolled out****Programme Intervention: 140505 Roll out the Human Resource Management System (Payroll management, productivity management, work leave, e-inspection)**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
% of Public Officers managing HR functions trained in use of the human resource information management systems ( ( Certification))	Percentage	2021	45%	60%	0%	80%
Number of MDAs and LGs where HCM is Rolled out	Number	2022	60			100



**VOTE: 005 Ministry of Public Service****Sub SubProgramme: 01 Human Resource Management****Department: 004 Human Resource Policies and Procedures****Budget Output: 390015 Development and Implementation of Human Resource Policies****PIAP Output: ( The Constitution, Public Service Act, Public Service Commission Act, Public Service Commission Regulations, Local Government Act on establishment of service commissions for local governments)****Programme Intervention: 140504 Review the existing legal, policy, regulatory and institutional frameworks to standardise regulation and benefits in the public service**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of legal and institutional frameworks standardized	Number	2021	1			1

**Budget Output: 390016 Negotiation and Dispute Settlement****PIAP Output: Institutional framework for implementation of “The Public Service (Negotiating, Consultative And Disputes Settlement Machinery) Act, 2008 established and operationalized****Programme Intervention: 140504 Review the existing legal, policy, regulatory and institutional frameworks to standardise regulation and benefits in the public service**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
% of employee grievances received and disposed off by the dispute settlement council	Percentage	2021	100%			100%

**Sub SubProgramme: 04 Policy, Planning and Support Services****Department: 002 Finance and administration****Budget Output: 390018 Statutory Services****PIAP Output: Decentralized management of salary, pension and gratuity strengthened to promote efficiency and transparency and eliminate graft****Programme Intervention: 140503 Empower MDAs to customize talent management (Attract, retain and motivate public servants)**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Quarterly Wage Bill performance for the whole of Government analysed and Reports produced	Text	2021	4	4	2	4

**VOTE: 005 Ministry of Public Service****Sub SubProgramme: 04 Policy, Planning and Support Services****Department: 003 Policy and Planning****Budget Output: 390019 Policy Analysis****PIAP Output: Existing legal, policy, regulatory and institutional frameworks which require standardization reviewed****Programme Intervention: 140504 Review the existing legal, policy, regulatory and institutional frameworks to standardise regulation and benefits in the public service**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of existing legal, policy, regulatory and institutional frameworks which require standardization reviewed	Number	2021	4	4	1	4

**Project: 1682 Retooling of Public Service****Budget Output: 000003 Facilities and Equipment Management****PIAP Output: Decentralized management of salary, pension and gratuity strengthened to promote efficiency and transparency and eliminate graft****Programme Intervention: 140503 Empower MDAs to customize talent management (Attract, retain and motivate public servants)**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Proportion of MDAs supported in the programme alignment	Percentage	2021	85%	100%	80%	100%
Quarterly Wage Bill performance for the whole of Government analysed and Reports produced	Text	2021	4			4

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## VI. VOTE NARRATIVE

### Vote Challenges

- 1 Limited funding to facilitate implementation of the reforms and interventions
- 2 Limited implementations of the reviewed systems by the votes after review and reengineering
- 3 Inadequate wage provisions to facilitate full implementation of the approved structures
- 4 Indiscipline in implementation of structures leading to overstaffing and understaffing in some cases.

### Plans to improve Vote Performance

- 1 Lobby for additional resources from MFPED and Parliament
- 2 Undertake rigorous sensitization on Business Process Re-engineering (BPR) and Fast track the Policy on BPR
- 3 Curb the indiscipline on structural implementation through strengthening the Government Establishment control
- 4 Prepare bankable projects proposals for the Ministry.
- 5 Prudent budgeting and expenditure

## VII. Off Budget Support and NTR Projections

**Table 7.1: Off Budget Support by Project and Department**

<i>Billion Uganda Shillings</i>	<b>2024/25 Draft Estimates</b>
<b>Programme : 14 Public Sector Transformation</b>	<b>0.100</b>
<b>SubProgramme: 03 Human Resource Management</b>	<b>0.100</b>
<b>Sub SubProgramme : 04 Policy, Planning and Support Services</b>	<b>0.100</b>
Department: 001 Civil Service College	0.100
<b>Total For The Vote</b>	<b>0.100</b>

**VOTE: 005 Ministry of Public Service****Table 7.2: NTR Projections(Uganda Shillings Billions)**

<b>Revenue Code</b>	<b>Revenue Name</b>	<b>FY2023/24</b>	<b>Projection FY2024/25</b>
142212	Educational/Instruction related levies	0.000	0.000
<b>Total</b>		<b>0.000</b>	<b>0.000</b>

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## VIII. VOTE CROSS CUTTING POLICY AND OTHER BUDGETARY ISSUES

Table 8.1: Cross- Cutting Policy Issues

### i) Gender and Equity

<b>OBJECTIVE</b>	To foster accountability for results across Government and responsiveness to citizens needs in the public service performance management system.
<b>Issue of Concern</b>	Limited access to Pension and related information by public officers and elderly persons and pensioners in LGs
<b>Planned Interventions</b>	3SUCs established and operationalised, HCM rolled out to 100 Votes (50 phase 3 sites and additional 50 Votes in phase 4), Technical & Functional Support to 20 MDAs and 160 LGs on Wage, Pension & Gratuity provided, Technical support to SUCS
<b>Budget Allocation (Billion)</b>	3.786
<b>Performance Indicators</b>	No. of service Uganda centers established and operationalized by location-3 No. Entities where HCM has been rolled out and Go-live launched-100 No. of MDAs and LGs supported on Wage, Pension and Gratuity-20 MDAs and 160 LGs, No. of SUCS supported-5
<b>OBJECTIVE</b>	To strengthen gender and equity representation in human resource training
<b>Issue of Concern</b>	Mainstreaming Gender and Equity issues in the Training Curriculum Low documentation of G&E SDS and low level of compliance to the few in existence
<b>Planned Interventions</b>	50 Public officers trained in mainstreaming cross cutting issues including gender, equity, climate change, HIV and TB Support documentation of standards for Gender and Equity and Compliance Inspections undertaken in 16 MDAs and 48 LGs to assess complianc
<b>Budget Allocation (Billion)</b>	0.450
<b>Performance Indicators</b>	No. of officers trained in mainstreaming cross cutting issues including gender, equity, climate change, HIV&TB(50) No. of MDAs and LGs inspected for compliance to SDS(16 MDAs and 48)
<b>OBJECTIVE</b>	To strengthen the institutional framework for mainstreaming gender and equity in Ministry initiatives
<b>Issue of Concern</b>	Low integration of Gender Based Violence in performance management, Inadequate preparation of staff for retirement , Selective enhancement of staff salaries, Unfair work conditions and treatment at the workplace
<b>Planned Interventions</b>	Training to mainstream Gender in performance management undertaken in 10 LGs and 4 MDAs, 5Pre & post retirement engagements for pensioners andofficers conducted,National Emoluments Review Body operationalized,100% of Grievances and complaints handled
<b>Budget Allocation (Billion)</b>	1.300
<b>Performance Indicators</b>	No. of MDAs and LGs trained to mainstream Gender concerns in performance management(10LGs,4MDAs),No of Pre & post retirement engagements for pensioners & public officers conducted(5),National Emoluments Review Body operationalized(1), % of Grievances(100%

### ii) HIV/AIDS

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<b>OBJECTIVE</b>	To increase awareness in HIV&AIDS concerns
<b>Issue of Concern</b>	Unhealthy lifestyle resulting into various diseases , Loss of productivity and Man hours, Marginalizing HIV affected officers at the work place
<b>Planned Interventions</b>	Health week in the Ministry organized to cater for testing, counselling, guidance on HIV&AIDS and other health issues, Weekly Wellness activities coordinated, Incorporate work related HIV and TB concerns in the management of employee productivity
<b>Budget Allocation (Billion)</b>	0.140
<b>Performance Indicators</b>	Number of health weeks organized-2 , Weekly Wellness activities coordinated.-48,Number of issues identified and incorporated-4
<b>OBJECTIVE</b>	To reduce cases of new HIV&AIDS infection due to extra marital and cross generation sex
<b>Issue of Concern</b>	High risk of HIV&AIDS infection due to cross extra marital and cross generation sex
<b>Planned Interventions</b>	Ensuring availability of condoms in all places of convenience Review the Ministry HIV&AIDS policy
<b>Budget Allocation (Billion)</b>	0.070
<b>Performance Indicators</b>	Condom stock out rate - 0%, Ministry HIV&AIDS policy in place -1

### iii) Environment

<b>OBJECTIVE</b>	To Strengthen the institutional framework for mainstreaming environmental and climate change concerns in the Ministry
<b>Issue of Concern</b>	Inadequate knowledge about mainstreaming of environment and climate change concerns in Ministry initiatives, Increased stock and e-waste, Inspection of environment and climate change is not adequately provided for in the inspection tools
<b>Planned Interventions</b>	Ministry climate change committee constituted and operationalized, Curriculum for institutionalizing climate change interventions developed, EDRMS rolled out and operationalized in in 10 MDAs and 8 LGs.E-inspection tool rolled out in 8 MDAs and 8 LGs
<b>Budget Allocation (Billion)</b>	0.370
<b>Performance Indicators</b>	Environment and climate change committee and minutes in place-1, Curriculum for institutionalizing climate change interventions in place-1, No. of MDAs and LGs where EDRMS has been rolled out-10MDAs, 8LGs,No. of MDAs and LGs where E-inspection tool-16

### iv) Covid

N / A

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## IX. PERSONNEL INFORMATION

**Table 9.1: Staff Establishment Analysis**

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Askari	U8L	12	8
Ass. Inventory Management Officer	U5	2	0
Assistant Archivist	U5L	2	0
Assistant Commissioner	U1EL	1	0
Assistant Librarian	U5L	2	0
Assistant Records Officer	U5L	3	2
Asst. Commissioner (Current Records)	U1EL	1	0
Commissioner	U1SE	1	0
Driver	U8U	7	3
Front Desk Officer	U4	1	0
IT Officer	U4Sc	1	0
Network Administrator	U4	2	1
Office supervisor	U5L	1	0
Personal Secretary	U4L	1	0
Personal Secretary 1	U4L	1	0
Prin Human Re'se Off	U2L	14	10
Principal Archivist	U2L	1	0
Principal Internal Auditor	U2U	1	0
Principal IT Officer	U2Sc	3	0
Principal Magt Analyst	U2L	6	1
Principal Management Analyst	U2L	2	0
Records Officer/	U4L	4	3
Sen Human Res'e O	U3 LOWER	6	3
Sen. Economist	U3U	2	1
Senior Human Resource O	U3 LOWER	3	1
Senior IT Officer	U3Sc	2	1
Senior Management Analyst	U3L	10	5
Senior Policy Analyst	U3	2	1
Senior Records Officer	U3 LOWER	5	3

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Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Statistician.	U4	1	0
Steno/Sec.	U5L	11	0
Systems Administrator	U4U	3	2
Technical Supervisor	U4L	1	0



**VOTE: 005 Ministry of Public Service****Table 9.2: Staff Recruitment Plan**

Post Title	Salary Scale	No. Of Approved Posts	No. Of Filled Posts	No. Of Vacant Posts	No. Of Posts Cleared for Filling FY2024/25	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Askari	U8L	12	8	4	4	427,664	10,263,936
Ass. Inventory Management Officer	U5	2	0	2	2	598,822	14,371,728
Assistant Archivist	U5L	2	0	2	2	407,852	9,788,448
Assistant Commissioner	U1EL	1	0	1	1	1,624,934	19,499,208
Assistant Librarian	U5L	2	0	2	2	407,852	9,788,448
Assistant Records Officer	U5L	3	2	1	1	794,074	9,528,888
Asst. Commissioner (Current Records)	U1EL	1	0	1	1	1,624,934	19,499,208
Commissioner	U1SE	1	0	1	1	1,859,451	22,313,412
Driver	U8U	7	3	4	4	930,628	11,167,536
Front Desk Officer	U4	1	0	1	1	407,852	4,894,224
IT Officer	U4Sc	1	0	1	1	2,200,000	26,400,000
Network Administrator	U4	2	1	1	1	2,200,000	26,400,000
Office supervisor	U5L	1	0	1	1	426,265	5,115,180
Personal Secretary	U4L	1	0	1	1	601,341	7,216,092
Personal Secretary 1	U4L	1	0	1	1	902,612	10,831,344
Prin Human Re'se Off	U2L	14	10	4	4	5,167,520	62,010,240
Principal Archivist	U2L	1	0	1	1	1,282,315	15,387,780
Principal Internal Auditor	U2U	1	0	1	1	1,085,341	13,024,092
Principal IT Officer	U2Sc	3	0	3	3	2,400,000	86,400,000
Principal Magt Analyst	U2L	6	1	5	5	1,201,688	72,101,280
Principal Management Analyst	U2L	2	0	2	2	1,201,688	28,840,512
Records Officer/	U4L	4	3	1	1	644,785	7,737,420
Sen Human Res'e O	U3 LOWER	6	3	3	3	943,991	33,983,676
Senior Human Resource O	U3 LOWER	3	1	2	2	1,148,467	27,563,208
Senior IT Officer	U3Sc	2	1	1	1	2,300,000	27,600,000
Senior Management Analyst	U3L	10	5	5	5	1,981,178	59,435,340
Senior Policy Analyst	U3	2	1	1	1	990,589	11,887,068

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Post Title	Salary Scale	No. Of Approved Posts	No. Of Filled Posts	No. Of Vacant Posts	No. Of Posts Cleared for Filling FY2024/25	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Senior Records Officer	U3 LOWER	5	3	2	2	2,403,376	28,840,512
Steno/Sec.	U5L	11	0	11	1	455,804	5,469,648
Systems Administrator	U4U	3	2	1	1	2,200,000	26,400,000
Technical Supervisor	U4L	1	0	1	1	601,341	7,216,092
<b>Total</b>					<b>58</b>	<b>41,422,364</b>	<b>720,974,520</b>