

MINISTERIAL POLICY STATEMENT

EXECUTIVE SUMMARY

- 1.0 The Government of Uganda is committed to the building of a strong Public Service that ensures good governance, transparency and accountability. The Ministry of Public Service is mandated to implement this commitment through the development of human resource policies, systems and structures.
- 2.0 The Public Service Sector Mission Statement is to “attract, recruit, select, develop and retain a competent and motivated workforce for the Public Service”.
- 3.0 During the last Financial Year 2004/05 the implementation of the Ministry’s programmes was guided by the priority intervention areas and the levels of funds released.
- 4.0 Parliament appropriated a total of Shs. 2,774,600,000/= under the recurrent budget of which 1,460,000,000/= was for Wage and Shs. 1,314,600,000/= was for Non-Wage. The Capital Development Budget was Shs.371,198,000/= and the Donor Project was Shs. 2,396,400,000/= while the Statutory budget provision was Shs. 81,326,800,000/=.
- 5.0 The releases were however made as stated below:

ACTUAL RELEASE	VARIANCE			
Wage	Shs.	1,097,996,260	-	362,003,740
Non-Wage	Shs.	1,412,821,648	+	98,221,648
Capital Development	Shs.	255,227,500	-	115,970,500
Donor Project	Shs.	500,000,000	-	1,896,400,000
Statutory	Shs.	85,590,000,000	+	4,263,200,000
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TOTAL	Shs.	88,856,045,408	+	2,887,047,408
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6.0 Achievements were registered in the areas of pay reform, pensions management, result oriented management and restructuring of the Local Government. Specific achievements registered were as follows:-

6.1 Office related supplies and facilities were procured timely according to specification and against available resources.

6.2 A comprehensive vision-led and affordable public pay policy was developed for Cabinet's consideration.

6.3 Salary circular was issued to reflect pay increases for FY 2004/05.

6.4 Payrolls for all Line Ministries and 25 Local Governments were monitored.

6.5 A strategy for converting the present pension system to a contributory scheme was developed and submitted to Cabinet for consideration.

6.9 The Restructuring Report for the Uganda Police Force was produced.

6.10 The Restructuring Report setting up the Co-operative Department in the Ministry of Tourism, Trade and Industry was produced.

6.11 A report reviewing the pensions management system was produced.

6.12 The reorganization of Kampala City Council was approved and the new Organizational Structure is due for implementation.

6.13 Customization of the model structures to the specific needs of each Local Government were completed.

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6.14 Nine out of the targeted twelve (75%) central Government institutions were inspected.

6.15 Eight out of the targeted ten (80%) Local Government institutions were inspected.

- 6.16 Payroll inspections on allegation of ghost workers existing on the payrolls of some Primary Schools in Mukono and Mubende Districts were carried out.
- 6.17 Technical support on various aspects of the ROM implementation was provided to Ministries, Departments and Local Governments.
- 6.18 The Search room at the National Archives was re-organized.
- 6.19 Technical support on records management was provided to 11 out of 12 Central Government Ministries and 4 Local Governments.
- 7.0 The budget ceiling under vote 005 in the new Financial Year 2005/06 is Shs. 3,549,715,000/= for the Recurrent Budget of which Shs. 1,611,804,000/= is for Wage and Shs. 1,937,911,000 is for Non-Wage. The Domestic Development Budget is Shs. 867,910,000/= while Shs. 7,988,025,000/= is for Donor Project Funds.
- 8.0 The Statutory budget under Vote 005 is Shs.100,619,800,000/= for Pension payments. There is also a provision under Statutory budget Vote 005 of Shs. 146,800,000/= for the emoluments of the former President and Vice President of Uganda.
- 9.0 The following planned activities and outputs will be carried out in the next Financial Year:-
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- 9.1 Office related supplies, facilities and services procured:-
- 9.2 Salaries paid by the 28th of every month in accordance with the Ministry of Public Service benchmark.
- 9.3 Single Spine Salary Grading Structure under the Pay Reform Strategy harmonised.
- 9.4 Monthly pensions promptly paid by the 28th of every month.
- 9.5 Gratuity claims accurately assessed and paid.
- 9.6 A Contributory Pension Scheme designed.

- 9.7 The new Public Service Reform Strategy disseminated to the key stakeholders.
 - 9.8 The HIV/AIDS workplace Policy for the Public Service printed and disseminated to the service.
 - 9.9 Annual Report on the Public Service Reform Programme produced and disseminated.
 - 9.10 Severance Packages to Local Government's staff who will be laid off due to the restructuring exercise promptly paid.
 - 9.11 Records acquired and processed by the Records Centres and Archives.
 - 9.12 Systems and procedures in government reviewed and disseminated to Ministries.
 - 9.13 Financial releases monitored through the Commitment Control System.
 - 9.14 Technical advice on Human Resource Policies, Systems and Structures provided.
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- 9.15 The various initiatives under the Public Service Reform Programme implemented.
 - 9.16 Performance and monitoring inspections of Ministries, Departments and the Local Governments conducted.
 - 9.17 Periodic monitoring of Ministries, Departments and the Local Governments payrolls carried out.
 - 9.18 The Code of Conduct and Ethics for the Public Service disseminated to all the Stakeholders.
 - 9.19 Performance Appraisal Instrument amended, printed and distributed to the service.
 - 9.20 A Capacity Building Policy for the Public Service developed.

- 9.21 Cost Effectiveness and Efficiency studies in three (3) selected Ministries, Departments and Agencies conducted and reports produced.
- 9.22 Technical support rendered during the implementation of the Local Governments Customized Structures.

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