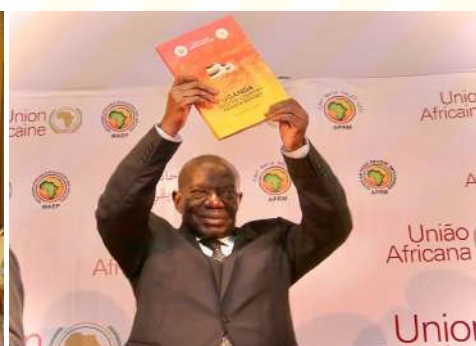


# NATIONAL PLANNING AUTHORITY

## ANNUAL PERFORMANCE REPORT

FY 2019/20





# NATIONAL PLANNING AUTHORITY

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FY 2019/20



# Executive Board and ED



Prof. Pamela Kasabiiti Mbabazi  
EXECUTIVE BOARD CHAIRPERSON



Prof. Obwoya Kinyera Sam  
DEPUTY CHAIRPERSON

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## Authority Members



Prof. Kiremire Enos Rwantale  
Masheija



Hon. Lydia Wanyoto



Dr. Ivan Lule



Dr. Joseph Muvawala  
EXECUTIVE DIRECTOR/SECRETARY TO THE BOARD:

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# Acronyms

<b>NPA</b>	National Planning Authority	<b>ISO</b>	Internal Security Organization
<b>MPS</b>	Ministerial Policy Statement	<b>ESO</b>	External Security Organization
<b>FY</b>	Financial Year	<b>UPDF</b>	Uganda People Defense Force
<b>LG</b>	Local Government	<b>MOWT</b>	Ministry of Works and Transport
<b>CoC</b>	Certificate of Compliance	<b>SGR</b>	Standard Gauge Railway
<b>NMR</b>	Neonatal Mortality Ratio	<b>PIM</b>	Public Investment Management PIMs
<b>APRM</b>	African Peer Review Mechanism	<b>CEDP</b>	Competitive Enterprise Development project
<b>NDPRA</b>	National Development Planning Research Agenda	<b>NOSP</b>	National Oil Seeds Project
<b>NDPIII</b>	National Development Plan, Three	<b>KIDP II</b>	Karamoja Infrastructure Development Project phase 2
<b>NDR</b>	National Development Plan	<b>IMF</b>	International Monetary Fund
<b>MDA</b>	Ministries, Departments & Agencies	<b>HDI</b>	Human Development Index
<b>SDP</b>	Sector Development Plan	<b>NHRDP</b>	National Human Resource Development Plan
<b>LGDP</b>	Local Government Development plan	<b>BUBU</b>	Buy Uganda Build Uganda
<b>M&amp;E</b>	Monitoring and Evaluation	<b>ECCE</b>	Early Childhood Care and Education
<b>NSDI</b>	National Spatial Data Infrastructure	<b>ECD</b>	Early Childhood Development
<b>DP</b>	Development Partners	<b>NBFP</b>	National Budget Framework Paper
<b>CBO</b>	Community Based Organization	<b>AGRILED</b>	Agro-industrialization for Local Economic Development
<b>FBO</b>	Faith Based Organization	<b>UPE</b>	Universal Primary Education
<b>PSO</b>	Private Sector Organizations	<b>APRM</b>	African Peer Review Mechanism
<b>PIP</b>	Public Investment Plan	<b>AU</b>	African Union
<b>MGLSD</b>	Ministry of Gender, Labor and Social Development	<b>NDPRA</b>	National Development Planning Research Agenda
<b>UIA</b>	Uganda Investment Authority		



# Foreword

Section 18(1) of the National Planning Authority (NPA) Act, 2002 mandates the Authority to submit an Annual Report of its activities and the performance to the Minister responsible for Planning upon which the Minister shall lay it before Parliament.

National Planning Authority has prepared its 5<sup>th</sup> annual report and the last in the 2015/16-2019/20 planning cycle. This report highlights the performance of the Authority against the NPA Strategic Plan (2015/16 – 2019/20) outputs and the Ministerial Policy Statement (MPS) for the FY of reporting. The FY 2019/20 focused on production of NDPIII. In addition, NPA achieved on the following milestones.

1. Produced the NDPIII Projects Investment Plan (PIP 2020/21-2024/25)
2. Conducted NDPIII Validation meetings with 157 MDAs, 176 Local Governments, Private sector and Civil Societies.
3. Finalized the NDPIII macroeconomic and human capital models
4. Developed a model for predicting and integrating weather aspects into planning
5. Established a functional GIS to support National development planning of the country
6. Finalized 1 Labor market situation analysis report for Uganda
7. Supported Review of loan proposals of;
  - i. Review of the project loan proposal for the Irrigation for Climate Resilience project (ICRP).
  - ii. Review of the project loan proposals for the Large Gravity Schemes and Solar Powered Water Supply Systems projects.
  - iii. Review of project loan proposal for additional financing for the Competitiveness and Enterprise Development Project (CEDP).
  - iv. Review of the loan proposal the establishment of regional Cancer Institute in Northern Uganda.
  - v. Review of the project loan proposal for the national oil seeds project (NOSP)
  - vi. Review of the project loan proposal to finance emergency desert locusts' response project.
  - vii. Review of the project loan proposal to Finance the construction of water and sanitation infrastructure and associated activities in Isingiro.
  - viii. Review of the project loan proposal for the capitalization of Uganda Development Bank (UDB).
  - ix. Review of the project loan proposal for Investing in Forests and Protected Areas for Climate-Smart Development Project.
  - x. Review of the project loan proposal for the Karamoja Infrastructure Development Project phase 2 (KIDP II).
  - xi. Review of the project loan proposal to finance the Development of Namagumba-Budadiri-Nalugugu (29.0km), Katuna-Muko-Kamuganguzi Road (104.0km) and Lalopi-Moyo-Afoji (Sudan Border) Road (37km)

- xii. Review of the project loan Proposal to finance the Kabale-Lake Bunyonyi/Kisoro-Mgahinga road upgrading projects
- xiii. Review of the loan proposal to provide sufficient financial resources to the health sector and mitigate the effects of COVID 19 on the Uganda economy.
- xiv. Review of the loan proposal for balance of payment and budget support to address the negative effects of COVID 19 in FY 2019/20
- xv. Review of the Uganda Development Bank (UDB) proposal to borrow from Kuwait fund and various financiers.
- 8. Supported the following feasibility studies;
  - i. Supported UCI in undertaking the feasibility study reports for the construction of a regional cancer institute at Mbarara regional referral hospital-completed.
  - ii. Supported UPDF in the preparation of the project concept note for the National Service project-completed.
  - iii. Supported MGLSD in profiling of the youth livelihood programme.
  - iv. Supported MGLSD in preparing a concept on improved productivity and opportunities-completed.
  - v. Supported MGLSD in undertaking a feasibility study on the establishment of industrial business shelters-on going.
  - vi. Supported UIA on the development of the Feasibility study for Orabo industrial park project (a field visit was conducted and a concept note including ToR's prepared)-on going.
  - vii. Supported MAAIF in undertaking the preparation the pre-feasibility and feasibility study for the restoration and preservation of the critically endangered fish species project-on going.
  - viii. Supported Naguru Hospital in undertaking a feasibility study for the National Trauma Centre-on going.
  - ix. Supported ISO in undertaking feasibilities for ISO infrastructure projects-on going.
  - x. Supported ESO in undertaking feasibilities for ESO infrastructure project-on going.
  - xi. Supported UPDF in undertaking a feasibility for the National Military Museum (project profile was finalized) -on going.
  - xii. Supported MOWT in undertaking the Para transit and street usage study-on going.
  - xiii. Supported the MoWT in undertaking of the feasibility study for the Standard Gauge Railway (SGR)-on going.
  - xiv. Supported the MoWT in undertaking of the feasibility study for Bukasa port-on going.
  - xv. Support the preparation of a project proposal for expansion of the Virika Hospital.
  - xvi. Kick started the process of conducting a feasibility study to guide public investment in the Banking Sector
  - xvii. Supporting the process of undertaking the sugar cane value chain analysis for Busoga sub region –project profile developed and engagements with UDC started.
- 9. Finalized the feasibility study for establishing a comprehensive iron and steel industry in Uganda

10. Conducted Survey on the energy demand for Uganda to inform the feasibility study for developing the natural gas pipeline from Tanzania to Uganda
11. Disseminated 1 Second Self Country Assessment report in the four regions of Uganda (South Western, Eastern and Central)
12. Produced 4 APRM thematic reports (Democracy and Political Governance, Social Economic Development, Corporate Governance and Economic management) for the annual progress report
13. Produced the NPA Annual Corporate Report for FY 2018/19
14. Produced the 4 NPA Quarterly progress reports for FY2019/20
15. Produced 3 PEC Papers; Towards Universal Health Coverage in Uganda, Unlocking the Economic Potential of Greater Kampala and Strengthening Cooperatives for Social Economic Transformation
16. Preparation of NPA Strategic plan for FY 2020/21-20204/25

I applaud the Ministry of Finance Planning and Economic Development, Development Partners, Sectors, MDAs, LGs, Private sector and Civil Society Organization for their guidance and support towards the execution of our mandate. My sincere appreciation goes to the Staff of NPA for their dedicated services towards making NPA deliver on its functions and making the Authority shine.

For God and My Country



**Prof. Pamela Kasabiiti Mbabazi**  
CHAIRPERSON

# Executive Summary

This report for FY2019/20 highlights the performance of the Authority drawn from the Corporate Strategic Plan (2015/16 – 2019/20) as implemented through the Ministerial Policy Statement (MPS) for FY19/20. It takes stock of progress made towards implementation of the strategic plan in fulfilment of its mandate and its statutory functions. In addition, it highlights the challenges encountered, the mitigation measures adopted and a conclusion.

The key achievements in the FY2019/20 include the following: production of NDPIII, Certificate of Compliance of the budget for FY19/20 was prepared and presented to Parliament; produced the Sector and LGs Development planning guidelines, prepared and reviewed 21 feasibility studies and 29 loan requests, Held the 10<sup>th</sup> National Development Public Forum, prepared 2 PEC papers on UPE and Universal Health Coverage, kick started the comprehensive evaluation of the decentralization policy, prepared NPA corporate report FY 2018/19, developed P3H COVID-19 modelling tools, provided support to African Peer Review Mechanism (APRM) activities, prepared the Import Substitution Action Plan (2020/21-2024/25), NDR FY 2018/19, recruited 6 contract staff, among other deliverables.

However, the a number of outputs were not achieved, these include; the 10-year NDP and NHRP, the popular versions of NDPII and the Information, Education and Communication (IEC) strategy, approval of the capacity building project, holding the annual planners' forum, development of the NDP research agenda, development of the Innovation Framework, Automation of the NDP M&E Framework, the development of a National Spatial Data Infrastructure Policy and commissioning of the New NPA House; thus the need for these to be prioritized in the 3<sup>rd</sup> Strategic plan.

The Authority despite achieving the outputs summarized above continues to face several challenges. These include inadequate office space, insufficient funding, and inadequate staff capacity to meet the increased demand for technical backstopping in development planning and budgeting.

## 1.0 Introduction

### 1.1 Background

The Constitution of the Republic of Uganda (1995) under Article 125 provides for the creation of National Planning Authority (NPA) as the principle body responsible for development planning. This is operationalized by the NPA Act 15, of 2002. The Authority's primary function is to produce comprehensive and integrated development plans for the country elaborated in terms of the National Vision Framework, the long-term perspective plans, and the medium-term plans.

In pursuance of its primary planning functions the Authority further;

- (a) Co-ordinates and harmonizes development planning in the country,
- (b) Monitors and Evaluates the effectiveness and impact of development programmes and the performance of the economy of Uganda,
- (c) Advises the President on policies and strategies for the development of Uganda,
- (d) Supports local capacity development for national planning by providing support and guidance to the national and local bodies responsible for the decentralized planning process,
- (e) Study and publish independent assessments of key economic and social policy issues and options to increase public understanding and participation in the economic and social policy debate,
- (f) Evaluates Government performance in liaison with the private sector and civil society and identifies and fills gaps in Government policies and programmes,
- (g) Reviews high priority development issues and needs, and makes recommendations,
- (h) Ensures that all national plans are gender and disability sensitive; and
- (i) Designs and implements programmes to develop planning capacity in local governments.

In the performance of its functions, the Authority; (a) studies and analyzes strategic economic and structural reform policies; (b) makes proposals for innovative programmes and policies taking into consideration the resource potential and comparative advantage of Uganda and its different districts and the need for effective poverty eradication measures; (c) monitors the performance of the decentralized system of development planning and finance and proposes such institutional innovations as is required for its improved operation; (d) conducts in-depth evaluation of the impact and cost of selected development programmes; and (e) performs such other functions relating to development planning as the President may direct.

The Authority has the following bodies affiliated to it, with their heads being ex-officio members of the Authority. These advise the Authority on different policy issues given their professionalism and expertise in different fields. These include; (a) the Uganda Bureau of Statistics; (b) the Economic Policy Research Centre; (c) National Council for Science and Technology; (d) National Population Council Secretariat; (e) the Local Government Finance Commission; (f) the body responsible for human resource development planning; (g) Town and Country Planning Board; (h) the Non-

Governmental Organizations Forum; (i) The Uganda National Chamber of Commerce; (j) the Uganda National Farmers’ Association; (k) National Agricultural Research Organization; (l) the Treasury; (m) National Environmental Management Authority; (n) Uganda Manufacturers Association; and (o) the Equal Opportunities Commission.

The Authority’s organizational structure is composed of the Executive Authority and a Secretariat. The Executive Authority is full time comprising five (5) Authority Members that includes the; Chairperson, Deputy Chairperson and three (3) other Authority Members. The Secretariat is headed by the Executive Director, assisted by the Deputy Executive Director.

The Secretariat currently has two directorates, with several departments. The directorates are: Development Planning; and Research and Development Performance. The composition of the executive board and the affiliated bodies constitute the expanded board for the authority.

## 1.2 Objectives of the report

The Annual report is produced in accordance with Section 18(1) of the National Planning Authority (NPA) Act, 2002 mandates the Authority to submit an annual report of its activities and the performance to the Minister responsible for planning which the Minister lays before Parliament. The objective of this report therefore, is to review and report on the annual performance of NPA on the planned deliverables set out in its five-year strategic plan.

## 2.0 Vision, Mission, Objectives and Key Outputs of the Authority

The strategic plan (2015/16-2019/20) is anchored on “Consolidating Development Planning Capacity”. FY 2019/20 being the 5th and last year of implementing the 2nd NPA Strategic plan, the Authority will in next planning cycle (2020/21-2024/25) focus on “Attaining Excellence in Execution of NPA Mandate”. Below is the strategic direction for the Authority by 2030.

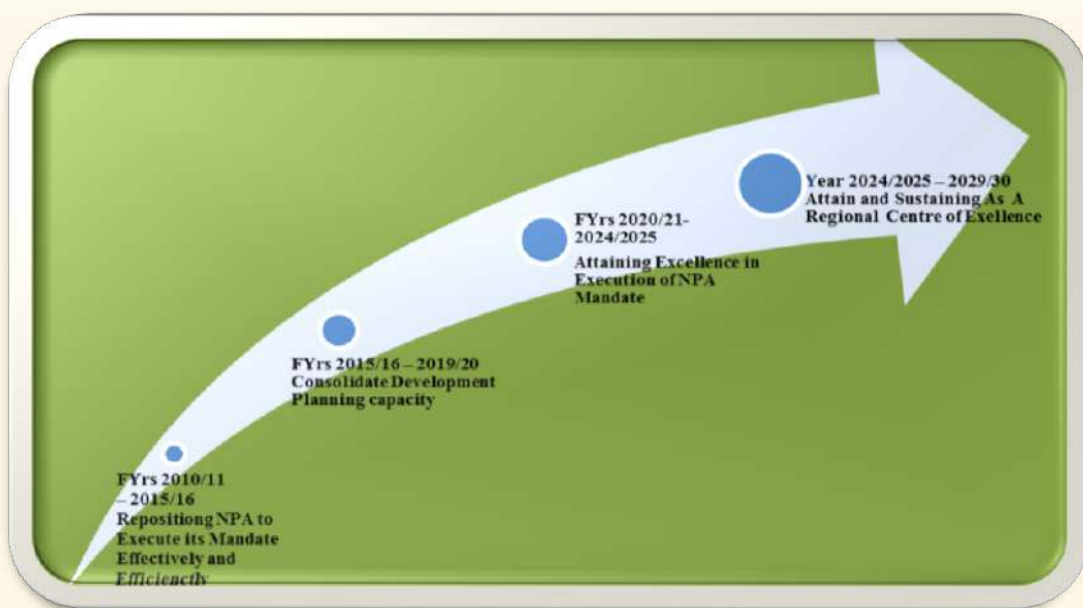


Figure 2.1: The NPA Strategic Focus

The Authority's Vision is: "To be a regional center of excellence for development planning propelling socio-economic transformation". The Authority's Mission is: "to produce comprehensive and integrated development plans and provide evidence based public policy guidance for Uganda".

The Authority's Goal in the medium term is to have: "Socio-economic transformation fostered through established development planning systems that produce comprehensive and integrated plans".

The NPA's corporate culture and conduct are grounded in five principal values of; Professionalism, Innovation, Team work, Partnership and Integrity.



Figure 2.2: NPA Core Values

## 3.0 Strategic Plan Objectives, FY 2019/20 Annual Outputs and Physical Performance

### 3.1 NPA Strategic Plan Objectives (2015/16-2019/20)

The strategic plan aimed at achieving five strategic objectives, namely:

- i) To strengthen and establish systems for production of comprehensive, participatory and inclusive integrated development planning and frameworks;
- ii) To strengthen research for provision of evidence-based public policy advice;
- iii) To monitor and evaluate the effectiveness and impact of development policies, plans, programmes, and performance of the economy;

- iv) To strengthen the capacity of the Authority to effectively and efficiently deliver its mandate;
- v) To develop and promote networks, collaboration, and partnerships for innovative development planning.

The strategic objectives outlined above were intended to be achieved under the following Key Result Areas (KRAs) and outputs over the Plan period.

- i) Functional and robust development planning system and frameworks
- ii) Efficient and effective development policy research framework
- iii) Functional development planning M&E system
- iv) Efficient and effective institutional performance
- v) Development planning strategic partnerships

### **3.2 Key Outputs of the Authority for FY2019/20**

The planned outputs for the FY2019/20 as outlined along KRAs in the strategic plan were as follows:

#### **KRA 1: Functional and robust development planning system and frameworks**

- i. Specific Action plans developed focusing on NDPII priority areas
- ii. SDPs, LGDPs and Public Institutional strategic plans and action plans developed
- iii. Popular version of plans produced (including their translation)
- iv. Capacity building project developed and implemented
- v. Sector/Agency development plans reviewed
- vi. Certificate of Compliance of the AB of previous year issued
- vii. LG development plans reviewed

#### **KRA 2: Efficient and effective development policy research framework**

- i) PEC papers produced and published.
- ii) NDP relevant policy papers produced
- iii) Public forums conducted
- iv) Partnerships for Research and publishing established.
- v) The Information Resource Centre upgraded.

#### **KRA 3: Functional development planning M&E system**

- i) Functional NDP M&E systems and frameworks delivered.
- ii) Development of Service and service delivery standards coordinated.
- iii) Baseline data for monitoring and evaluation of NDPII & III produced
- iv) Selected policies and programs evaluated.
- v) Impact assessment for selected policies and programs undertaken.
- vi) NDPI end evaluation and NDPII midterm evaluation are undertaken.
- vii) National Development Reports produced and disseminated.
- viii) Appraisal reports produced and shared with the development committee at MoFPED.



- ix) Five-year Public Investment Programme (PIP) and PIP progress reports produced.
- x) NDPII, sector and private sector annual review forums organised and held.

#### **KRA 4: Efficient and effective institutional performance**

- i) NPA Strategic Plan for the period (2020/21-2024/25) developed
- ii) Annual and quarterly departmental work plans, budgets and procurement plans produced.
- iii) NPA annual corporate report produced.
- iv) Ministerial Policy Statement, annual and quarterly progress reviews produced.
- v) Updated job descriptions, person specifications and competencies for all positions.
- vi) Additional staff recruited and NPA recruitment plan.
- vii) Performance management systems are made effective.
- viii) Professional and soft skills training undertaken.
- ix) NPA human resource policies developed and reviewed.
- x) Manuals in all key areas of NPA's operations (Finance, internal audit, administration etc) revised.
- xi) Internal communication guidelines developed.
- xii) Functional Information and Communication Technology (ICT) platform.
- xiii) Mail management policy is developed.
- xiv) Functional registry.
- xv) Financial audit reports, final accounts, asset register, board of survey report.
- xvi) Authority governance manual reviewed.
- xvii) Functional ICT network.
- xviii) A stable inverting system per floor.
- xix) Furniture and fittings, office equipment, furnishing and motor vehicles.
- xx) Functional fleet.

#### **KRA5: Development planning strategic partnerships**

- i) Development Planning Strategic Partnerships
- ii) Collaborative partnerships for research and capacity building
- iii) Development partners forum organised.
- iv) Country Self-Assessment Report
- v) Country review reports
- vi) APRM Programme of Action (POA) aligned to NDPIII
- vii) Collaboration frameworks on capacity building and development planning.
- viii) International development agenda integrated in SDPs, LGDPs.
- ix) Report on dialogues.

### **3.3 MPS Priorities for 2019/20**

As indicated in the Ministerial Policy Statement for the FY2019/20, NPA prioritized the following activities under the following programmes:

### Development Planning

- i. Formulation of the 3rd Five-Year National Development Plan
- ii. Supporting 17 sectors, 127 MDAs and 168 LGs to develop their development plans
- iii. Production and operationalization of the National Spatial Data Infrastructure Policy

### Research and Development performance

- i. Production of NDPIII Public Investment Plan (PIP 2020/21-2024/25)
- ii. Preparation of Certificate of Compliance (CoC) FY 2019/20
- iii. Commencement of the comprehensive evaluation of Decentralization policy
- iv. Support APRM Activities

### General Management, Administration and Corporate Planning

Enhancing the capacity of the Authority to deliver its mandate effectively and efficiently.

## 3.4 FY 2019/20 Physical Performance

The section is prepared in line with the Authority's programmes of Development Planning, Research and Development and General Management, Administration and Corporate Planning.

### 3.4.1 Development Planning

#### Produced NDPIII

Following the expiry of NDPII by 30<sup>th</sup> June 2020, NPA embarked on the preparation of the third five-year development plan (NDPIII). The authority in collaboration with other stakeholders first prepared the NDP III strategic direction as a guiding framework for sectors and local governments in developing their plans and as a tool to enable NPA engage the decentralized planning institutions (Sector, MDAs and Local governments) to identify priorities that eventually would be consolidated into NDPIII.

Based on the achievements, challenges and lessons learnt from implementing NDPI &II, NDPIII was built on the gains to provide the national strategic direction for the next 5 years. The goal of NDPIII is **“Increased Household Incomes and Improved Quality of Life”** and the theme is **“Sustainable Industrialization for Inclusive Growth, Employment and Wealth Creation.”** NDPIII has 5 objectives, 20 strategies and 18 programs, making it Programme based unlike NDPII which was Sector based.

#### Developed the sector and LG Development Planning Guidelines

As indicated in the National Planning Authority (NPA) Act Section 7 (2a, 2b and 2c), development planning in the country is to be undertaken in consultation with and under the guidance of NPA. To this end, the Authority produced the Sector and Local Government Development Planning Guidelines in 2020 to guide the sectors, MDAs and LGs in development of their plans. The overall aim of the guidelines is to provide guidance to sectors, MDAs and LGs to enable transition to the NDPIII Programme-Based Planning Approach and to further provide guidance for integrating emerging developments that have implications on the planning ecosystem.



Figure 3.1: NDPIII Breakfast Policy Series

Uniquely, the LG development planning is meant to operationalize the effective coordination between district departments and national sectors; coordination amongst the different departments within a local government; as well as between local government departments and other non-state development actors including Civil Society Organizations (CSOs) Faith-based Organizations (FBOs), Community Based Organizations (CBOs), Development Partners (DPs), and Private Sector Organizations (PSOs), among other stakeholder groups, and facilitating planning for inter-jurisdictional programs and services (i.e. programs and services between two or more Local Governments).

#### Produced the NDP III Public Investment Plan (PIP)

The National Planning Authority (NPA) is charged with project identification which is an initial stage of the project preparation cycle. Project identification includes; new projects identified by sectors; extension of already ongoing projects; revival of failed projects; among others. In particular, at project identification, NPA produces the National Development Plan (NDP) Public Investment Plan (PIP) containing projects as an annex to the NDP in line with the Comprehensive National Development Framework.

The 2020/21 – 2024/25 Public (Projects) Investment Plan (PIP) contains core/ flagship projects, sector projects and regional development projects to be implemented by Ministries, Departments and Agencies (MDAs) as well as Local Governments (LGs) within the medium term (or the NDPIII period: 2020/21 to 2024/25). These projects are aimed at contributing to the achievement of the Third National Development Plan (NDPIII) goal. These projects may be financed through various sources, including: Government of Uganda (domestic revenue and public debt - domestic and external), Grants, and or Public-Private Partnerships (PPPs).

#### Supported the preparation of the Feasibility Studies (FS) and Reviewed Project Loans

NPA together with different MDA supported the following 21 feasibility studies: MGLSD's establishment of industrial business shelters and improved productivity and opportunities, UIA's Orabo industrial park project, MAAIF's restoration and preservation of the critically endangered fish species project- on going, Naguru Hospital's National Trauma Centre-ongoing, ISO's infrastructure projects, ESO's infrastructure project, UPDF's National Military Museum; MOWT's Para transit and street usage study,

Standard Gauge Railway (SGR) and Bukasa port, Busoga sugar cane farmers' sugar cane value chain, Ministry of science and technology's Science Technology Parks, a feasibility study to guide public investment in the Banking Sector, a feasibility study for the Preservation and Restoration of Critically Endangered Fish Studies, Makerere University (School of Economics') mainstreaming Public Investment Management (PIMs) training in Uganda through a Centre Of Excellence (COE), Investment appraisal for Public investment in commercial banking in Uganda, and Production of the priority agricultural commodities in Uganda.

Additionally, the following 29 loans proposals reviewed: Kampala Jinja express way project, Solar powered water supply system project, Multipurpose water project in Kiruhura, Kampala city roads project; Irrigation for climate resilience project, Large gravity schemes; Power supply to industrial parks and enhancement of attendant transmission lines, Climate resilience project, Establishment of an oncology Centre in northern Uganda, National Oil Seeds Project (NOSP); Competitive Enterprise Development project (CEDP), Mbale Bulambuli- kapterol 132kv transmission and related substations project, SDR 72.2 million From International Fund for Agricultural Development and from fund for international development finance the National Oil Seeds Project (NOSP), USD 48 million from international development association of the World Bank group to finance emergency desert locusts' response project, SDR 145.9 from the IDA of the World Bank group to support the Uganda inter government fiscal transfer programme for results-strengthening local government service and infrastructure in education, health, water, environment and irrigation, Euro 69.0 million from Agence Francaise De Development to Finance the construction of water and sanitation infrastructure and associated activities in Isingiro, Investing in Forests and Protected Areas for Climate-Smart Development Project, Karamoja Infrastructure Development Project phase 2 (KIDP II), International development association of the World Bank group to finance emergency desert locusts' response project, USD 235.458 Million from the African Development Bank (ADB) to finance the Development of Namagumba-Budadiri-Nalugugu (29.0km), Katuna-Muko-Kamuganguzi Road (104.0km) and Lalopi-Moyo-Afoji (Sudan Border) Road (37km), UA 50 Million (USD 68.5 Million) from the African Development Fund (ADF) to Finance the Kabale-Lake Bunyonyi/Kisoro-Mgahinga road upgrading project, USD 30 million from Exim Bank of India for the supply and installation of solar powered water pumping systems project, SDR 145.9 to support the Uganda inter government fiscal transfer programme for results-strengthening local government service and infrastructure in education, health, water, environment and irrigation, USD 300 million for budget support for FY2019/20 from IDA to provide sufficient financial resources to the health sector and mitigate the effects of COVID 19 on the Uganda economy, SDR 361 million (USD 491.0 million) from IMF for balance of payment and budget support to address the negative effects of COVID 19, Uganda Development Bank's (UDB) proposal to borrow from Kuwait fund and various financiers (USD 96 million)

#### Developed P3H COVID-19 Modelling Tools

NPA through its P3H project committed resources and synergy into Corona virus epidemic modelling and control to contribute to the world's efforts to control this pandemic through new strategies for

disease data assimilation, optimal control, and use of satellite derived environmental variables as disease predictors. Researchers involved in this initiative are from the US and collaborating sites in the UK, Uganda, and Vietnam.

The project produced a surveillance tool for COVID-19 based on a data-driven auto-regressive model known as HHH4 originally developed by Leonard Held et al. in 2005. These modeling tools will help the responsible stakeholders understand what drives the new infections and identify the high-risk areas in the country. The model further covariates Population, HDI, Geographic region, Connectivity with neighbors, weather and existing COVID-19 control policies to correlate with new cases in different African countries.

#### Produced the draft 5-year Human Resource Development plan

This 5-year National Human Resource Development Plan (NHRDP) is an annex to NDPIII providing a roadmap for developing human resources that possess the right skills in line with the labor market needs. The 5-Year NHRDP aims at the *increased stock of educated, skilled and productive human resource to serve the country, the region, and the world at large*. This plan provides estimates of the human resource requirements in national programmes and sectors as a basis for the strategic interventions, policies and priority areas designed to provide nationals with the required education and skills to meet the current and future job demands. By end of FY 2019/20, NPA had produced a draft NHRDP with a theme *“Positioning Uganda’s Human Resources to take a Center Stage in the Industrialization Agenda for Inclusive Growth, Employment and Wealth Creation”* and its rationale is twofold i.e. to guide the country in the rationalization of education and skills needs in light of national, regional and global development trends and priorities, and to ensure that Ugandans are provided with the necessary skills to meet the current and future job demands at national, regional and global levels.

#### Developed the Import Substitution Action Plan (2020/21-2024/25)

Following His Excellency, the President of the republic of Uganda’s wise guidance on the real economy and the Buy Uganda Build Uganda (BUBU) Policy specifically adopting and embracing the Import Substitution strategy, NPA embarked on preparation of the Import Substitution Action Plan to operationalize the import substitution strategy of the NDPIII and the Industrialization Agenda. Specifically, the Action Plan: is meant *to identify and prioritize strategic commodities (goods and services), whose domestic production should be increased or created; analyses Uganda’s local industrial production capacities for the identified commodities; and identifies the implementable strategic actions along the value chain of these commodities*. The prioritized products are: Petroleum and petroleum products; iron and steel; medical and pharmaceutical products; and veterinary drugs and medicines; cereals; plastics; vegetable fats and oils; textiles; salt; fertilizer; and sugars and sugar preparations and the prioritized services are: Transport, Construction and Medical Services. All this is meant to boost domestic production of the priority commodities and services to meet local, regional and international demand.

### Finalized the Iron and steel feasibility study

This study was funded by the European Union on behalf of the Ugandan Government and undertaken by the National Planning Authority (NPA) from July 2019 to January 2020. The main objective was to support the sustainable development of the iron and steel value chain in Uganda; providing specific recommendations to ensure success in the development of the value chain. The project also included assessing the country's total demand for natural gas with an aim of providing information for the natural gas pipeline from Tanzania to Uganda, which gas would serve as a reductant for iron ore. The specific objectives were to; help bridge the gaps along Uganda's iron and steel value chain – from iron ore mining ("Phase 1") to iron ore smelting ("Phase 2"), to steelmaking and refining ("Phases 3 and 4"), to steel rolling and marketing ("Phase 5 and 6"); and Assess the country's total demand for natural gas, both for industrial – including, but not restricted to, iron ore-smelting – and domestic use. Overall, the study examined the viability of Uganda's commitment to build/develop an iron and steel (integrated) industry with capacity to meet the domestic and part of the regional and global market.

### Thematic Studies on Increased Access to Early Childhood Care and Education Undertaken

The National Planning Authority together with Ministry of Gender Labor and Social Development undertook a study to identify Early Childhood Care and Education (ECCE) priorities to inform the National Development Plan III (NDPIII). The study addressed three thematic areas of; Prospects for the establishment, management and administration of ECD centers at public primary schools; prospects for scaling up the training of ECCE caregivers at public primary teachers' colleges in Uganda; and support supervision and enforcement of the regulatory and quality assurance system for ECCE standards. The study was prompted by the fact that ECCE as one of the dimensions of ECD lagged and totally in the hands of the private sector with limited government participation. The study assessed the Impact of ECCE on primary school learning outcomes, ECCE center funding, Distance and access to ECCE, Registration status of ECCE centers, Establishment, management and administration of ECCE centers at public primary schools, Training of ECCE caregivers in public Primary Teachers' Colleges (PTCs) and Support Supervision and Enforcement of The Regulatory and Quality Assurance and recommended how the prevailing challenges could be addressed.

### The Uganda Spatial Data Infrastructure (UGSDI) Policy Reviewed

In FY 2019/20, NPA reviewed and incorporated the Regulatory Impact Assessment elements into the policy. A regulatory policy is developed to address the challenges of; Inconsistencies in Spatial Datasets among Public and Private Data Producers, Duplication of Efforts and Resources for Data Capture, Limited Capacity in GIS Utilization, Analogue Form of Spatial Data, Lack of Updated Spatial Datasets, Lack of Standards for Geo-coding of Spatial Data and Limited spatial Dimension in Monitoring and Evaluation of Government Programs. The Policy will also provide for well laid out procedures and regulations to guide generation, sharing and utilization of spatial data for integrated development planning in the country at both the national and decentralized level. Under the UGSDI, spatial data

generated by the various MDAs/LGs shall converge at NPA and using GIS tools and technologies, this data will be used to map institutions and resources for integrated planning. With the policy in place, the following positive effects are eminent;

- i. eliminate wastage of resources through duplication of data and promotes optimal use of data through re-use of standardized datasets across Government,
- ii. removal of parallel workings in production data and redundant data collection, editing and customization,
- iii. guarantee the availability of the data to the users from different agencies, reduced redundancy of the spatial data by ensuring that what is collected is actually needed,
- iv. enhanced optimal use of resources as government is able to monitor the implementation and progress of projects by visually representing their status through the generated maps,
- v. eased integration of different datasets from different sources with each other,
- vi. provide spatial data users with appropriate datasets among the existing ones,
- vii. support the economic development at different levels (national, provincial, and local) by providing a platform that has all needed maps by investors and private sectors,
- viii. promote geospatial technology for tourism,
- ix. increased transparency of government and decision-making,
- x. improved cooperation among agencies and different Government departments and
- xi. create and promote partnership between public and private sectors among other merits.

### **3.4.2 Under Research and Development sub-programme, the following achievements were registered**

#### **Certificate of Compliance for FY 2019/20 Issued**

The issuance of the Certificate of Compliance (CoC) is a requirement provided for by the Public Finance and Management Act (PFMA) 2015, Section 13 (6) and 13 (7). The CoC is aimed at entrenching the implementation of National Development Plans (NDPs) by the National Budget. In particular, the Sections 9(3) and 13(6) require that the National Budget Framework Paper (NBFP) and Annual Budget (AB) respectively be aligned to the NDPs. Section 13(6) requires that the Annual Budget (AB) shall be consistent with the NDP, the Charter of Fiscal Responsibility (CFR) and the NBFP.

Overall, the alignment of the FY 2019/20 AB was unsatisfactory at 59.7 percent below the score the previous FY2018/19 which was moderately satisfactory at 60 percent. In FY2019/20 assessment, Macro level compliance declined to 44.5 from 54.1 percent in FY2018/19, National level compliance improved to 72.3 from 62.8 percent in FY2018/19, Sector Level compliance remained nearly the same at 58.4 percent for both years, and Local Governments compliance declined to 64.8 percent from 66.4 percent in FY2018/19. The main reasons for the decline in compliance for FY2019/20 are: low absorption capacity of the released funds mainly at sector level; slow progress on project implementation and failure to attain the planned NDPII targets.

### Learning Visit to Fine Spinners Undertaken

As a way of focusing NDPIII and its theme of “Sustainable Industrialization for inclusive growth, employment and wealth”, NPA and Ministry of Finance undertook a learning visit to Fine Spinners to understand how a vertically integrated factory in textiles and apparels works and the economic potential of the industry and how to navigate through the challenges arising from low competitiveness due to underdeveloped transport and logistics infrastructure and services.



Figure 3.1.1: NPA & MoFPED Team visiting Fine Spinners Uganda Ltd.

### Evaluation of the Decentralization policy Kickstarted

In March, 2020, the National Planning Authority (NPA) in liaison with the Private sector and Civil Society Organizations (CSOs) commissioned a comprehensive and independent evaluation of the Decentralization Policy and Reform in Uganda as required under S7(2)(f) of the NPA Act, 2002. However, due to the outbreak of the COVID-19 pandemic that curtailed consultations, the process was halted till the next FY2020/21.

In FY2019/20, NPA engaged five independent consultants to kickstart the evaluation process. Four independent consultants were procured along the four themes of (i) decentralization policy, legal and regulatory frameworks; (ii) local government institutional frameworks and systems; (iii) democracy and people’s participation; and (iv) local government service delivery and financing. the fifth consultant being a statistician/ programmer.

The overall objective of the evaluation is to assess the progress made so far towards achievement of the decentralization policy and reform objectives and pick lessons for strengthening the policy reform. The evaluation results will therefore be critical in facilitating implementation of the Third National Development Plan (NDPIII) aspirations whose aim is to “increase household incomes and improve quality of life for all Ugandans”; generate evidence for implementation of the Parish model; and provide realistic recommendations for strengthening the delivery of devolved mandates, functions and services.



### A policy brief and a PEC Paper Prepared

NPA Prepared UPE policy Evaluation PEC paper under 3 thematic areas of; Financing and Costing of the UPE Policy and Education Modelling and Forecasting; Presented and the Universal Health Coverage (UHC) in Uganda.

In addition, a policy brief on Uganda's Neonatal Mortality Ratio (NMR) using a case study of Mbale Regional Referral Hospital was prepared. The study showed that Uganda's Neonatal Mortality Ratio has not changed, remaining high at 27 deaths per 1000 live births with no decline, between 1995 and 2016 and besides above the global rate of 18 deaths per 1,000 live births. While the country has reduced the infant mortality rates from 85 per 1000 births in 1995 to 43 per 1000 births in 2016, the rate still remains high on account of neonatal mortality rate. However, despite the national average rate, Mbale Regional Referral Hospital Neonatal Unit has registered a significant drop-in neonatal mortality rates from 48% in 2014 to 11% in 2019 using a low-cost hospital-based intervention model/package within the existing healthcare system. This model/package involved simple changes in practice, greater involvement and training of mothers in Kangaroo Care, use of basic equipment, increased mentorship and training, together with allocation of trained and dedicated neonatal staff. The policy brief specifically recommended government to finance the infrastructure development of the Neonatal Unit at the hospital and also establish data collection and audit systems for neonatal admissions, and the National Council for Higher Education to develop a training Programme in Neonatology.

### Developed the Rwenzori Investment Expo (RIEX) 2020 Profiles

The (RIEX) was part of government's deliberate efforts to understand and tackle the root causes of poverty among the people of Rwenzori region, which is immensely endowed with natural resources. It was another strategy engineered by government to fight poverty using the locally available resources and infrastructure. More so, it aimed at helping our people to overcome the bottlenecks that have kept them in poverty and away from development. The Expo was organized under the theme of *"Investment for Local Economic Development"* with the intention of unveiling, investing and transforming the Rwenzori region and anchored on the Presidential Initiative of promoting Agro-industrialization for Local Economic Development (AGRILED). The key sectors that were highlighted during the Expo for prioritization included among others; agriculture and agro-industry, infrastructure, tourism, mining and energy, skills development, technology transfer, sustainable and inclusive development. The expo further stimulated discussions that are critical for regional investment ventures that enhance value addition and create more jobs and incomes for households, especially for the youth.



Figure 3.2: H.E. The President of the Republic of Uganda Officiating the Expo

The expo further led the process of the developing the Rwenzori Investment Expo (RIEX) profiles for the districts of Kyenjojo, Ntoroko, Bundibugyo, Kyegegwa, Kamwenge, Kitagwenda, Kasese, Kabarole and Bunyangabu. The profiling is meant to define the economic potentials of the above districts and how the government and private investors can support the economic transformation of the districts using the available natural resource of Fertile soils, abundant natural resources, tourism potentials and the favorable environment.

#### The National Development Policy Forum Held

On 24<sup>th</sup> October, 2019, National Planning Authority (NPA) organized its 10<sup>th</sup> National Development Planning Forum under theme **“Taking Stock of the gains, Challenges and Lessons Learnt from the Universal Primary Education (UPE) Policy”** given UPE’s main objective of increasing access to primary education with focus of improving the quality of education by improving the learning outcomes, numeracy, and soft skills. The purpose of the forum was to enable the public to discuss the findings and recommendations from NPA’s comprehensive evaluation of the UPE Policy. The forum had a panel accession which was guided by questions around the issues in the evaluation report, upon which the public reacted and made recommendations on what could be done better to improve the UPE programme:

- i. what is made of the continuing challenges in primary education and how they would be addressed over time,
- ii. why the learning outcomes still low and how they can be improved upon,
- iii. what could be done to solve the keys challenges highlighted in the reports, given that the report indicates better results from private schools in comparison to public schools,

- iv. What contributes to the differences in public and private schools, and what can be done better to improve the performance of rural schools



Figures 3.3: The Permanent Secretary of Ministry of Education and Pupils Entertaining participants at the 10<sup>th</sup> Forum

### NPA Covid-19 Paper

NPA prepared a position paper on the implications of Coronavirus on Uganda’s Economy and the possible interventions, meant to enlighten the country on the impact of the coronavirus pandemic, especially on Uganda’s economy and wellbeing; and how-to best tailor intervention measures. The paper mentioned that the coronavirus pandemic effects are two-fold, i.e. disruption in the way of life and disruptions in the supply chains. Further, the paper indicated that economic well-being operates through two distinct channels: the direct and indirect effects of the pandemic, and through the behavioral effects resulting from the fear of contagion. The paper concluded by suggesting mitigation measures and intervention on curbing the spread of Covid-19. The paper can be viewed on the NPA website using the link [www.npa.go.ug](http://www.npa.go.ug).

### Support to African Peer Review Mechanism (APRM) Activities continued

Uganda was the second AU member State to complete a second governance review under the African Peer Review Mechanism (APRM). On 21<sup>st</sup> November 2019, H.E. The Vice president of the republic of Uganda, the APRM Uganda Focal Point, the APRM CEO and other delegates launched Uganda’s Second Country Review Report at Speke Resort Hotel Munyonyo.

In addition, the NPA and the National Governing Council embarked on regional dissemination workshops for the APRM Second Country Review Report for Uganda. Specifically, in FY 2019/20, the dissemination was in the western and Eastern regions. The purpose of the dissemination was to provide feedback to Ugandans on the findings and recommendations from APRM under the 4 thematic areas of; Democracy and Political Governance, Economic Governance and Management, Corporate Governance and Socio-Economic Development of the report



Figures 3.4: Launch of Uganda’s Second Country Review Report.



Figures 3.5: Dissemination workshops in Central and Eastern Region of the APRM 2nd Country Review Report

### The NDR FY2018/19 Produced

Annually, NPA prepares the National Development Report (NDR) in accordance with the NPA Act, 2002, Sections (7) and (18). It is the 4th annual report under the 2nd NDP (2015/16-2019/20) and 9th consecutive under the national vision framework (Uganda Vision 2040). The report was prepared based on the recommendations of the mid-term review of the NDPII and NRM Manifesto and the third NDR for the FY2017/18. The report was produced after the issuance of a certificate of compliance of the annual budget, which required that the annual budget shall be consistent with the NDP and this is therefore intended to inform government oversight functions. The report provides an update to key stakeholders and the citizenry on the progress made towards the achievement of the 2nd NDP overarching goal of attaining middle-income status by 2020 and Uganda’s vision 2040 aspiration of transforming Uganda from a peasant to a modern and prosperous country with a period of 30 years with a per capita income of USD 9,500.

The objective of the National Development Report is to summarize key successes and problems, ideas for changing operations, review implications of the results framework, identification of lessons learned on implementation as well as making of adjustments. The report analyses the performance of the economy through an analysis of the macroeconomic framework indicators covering the monetary, fiscal, external and real sectors. The report gives a conclusion and recommends actions to be undertaken to improve performance of the plan.

### A Draft National Development Planning Research Agenda (NDPRA) developed

During the FY 2019/20, NPA developed a draft NDPRA. The overall objective of the National Development Planning Research Agenda is to guide and coordinate researchers, policy makers, program implementers, academic institutions, development partners and other stakeholders on the research priorities critical to inform the implementation and realization of the NDP. The National Development Planning Research Agenda (NDPRA) is also important in defining and engaging the research community in addressing the challenges towards achieving Vision 2040 and the NDPIII.

A research agenda further focuses, consolidates and coordinates all research activities towards the achievement of a specified goal through identifying and prioritizing development obstacles and subsequently engaging human and financial resources from academia, private sector, and other partners to search for innovative solutions that contribute to inclusive economic and social development. And as such, NDPRA will play a greater role in guiding research efforts and overall leverage the knowledge outputs from a growing number of research producers.

#### Development of a Web-Based M&E System for Tracking Progress of the 3rd National Development Plan (NDP3) initiated.

NPA with support from European Union embarked on the process of designing and development of a web-based integrated M&E in August 2019. The system is aimed at computerizing periodic reporting on the NDP implementation progress (monthly, quarterly and annually) to improve timeliness and data completeness and accuracy. The System is intended to be multi-layered i.e. with reports being submitted from sectors/Ministries and Local Governments to NPA, OPM and Ministry of Finance. The system will be directly linked to the budgeting tool and the Integrated Financial Management System (IFMIS). It is being designed jointly with the M&E system for the Public Finance Management strategy.

### **3.4.3 Deliverables achieved under General Management, Administration and Corporate Planning**

#### NPA Retooling Project Developed

NPA prepared a retooling project (Institutional Support to National Planning Authority) for the planning period 2020/21-2024/25. This project is aligned to NDPIII following the expiry of NDPII. The project is meant to contribute to the achievement of the Third National Development Plan (NDPIII) that will focus on the attainment of excellence in execution of NPA's mandate, specifically, strengthening the capacity of the authority to effectively and efficiently deliver its functions as well as implementation, monitoring and evaluation of NPA's deliverables.

The project is developed basing on the achievements and the challenges encountered during the implementation of the expired project and further informed the justification for the preparation of the new project. The project outlines the outputs to be delivered and the cost involved in the next 5 years.

#### Prepared NPA Corporate report FY 2018/19

NPA Act of 2002 Section 18(1) of the National Planning Authority (NPA) Act, 2002 requires the Authority to submit an Annual Report of its activities and the performance to the Minister responsible for Planning upon which the Minister shall lay it before Parliament. In that regard, the authority produced the FY 2018/19 annual corporate report. The report indicated that the authority had achieved at 82.4% of its target outputs in the strategic plan in the 4th year of implementation. The report further indicated the challenges the authority faces while executing its mandate.

### Staff Welfare needs including Medical Insurance, Health, wellness programmes and spiritual nourishment contributed to.

For the period July 2019 to June 2020, NPA continued to provide health and medical services to its staff and their beneficiaries and accordingly sourced a reputable and competent service provider to render 24-hour Comprehensive Medical Insurance Services for preventive and curable medical insurance services for improved staff productivity.

Additionally, NPA hired a wellness firm to for staff engage in health and wellness programs under the facilitation of health fitness experts on every Monday and Thursday of a week, The Office of the Chairperson initiated a prayer group where staff willingly converge every 1st Wednesday of the month for spiritual nourishment and provision of lunch for staff on working days all of which is meant to improve staff performance.

### Occupational Health and HIV/AIDS and COVID-19 Committees established and facilitated

Since the outbreak of COVID-19 the occupational health and safety committee with the assistance of GIZ and the department of HR and Administration put in place mechanisms to halt the spread of COVID within staff at work. The measures included installation of sanitation points, purchase of temperature guns, sanitizers and masks. A framework contract has been concluded and these will lead to instant availability of COVID 19 anti-spread materials.

### NPA House Painted, Office furniture and Equipment Procureed and Security Strengthened

The Authority in December 2019 and early January 2020 engaged a firm to paint the interior and exterior of NPA House, acquired new furniture and computers for selected officers and installed a CCTV Security system to enhance the safety and security of NPA properties and staff.

### Operational Fleet of Transport Vehicles Increased

During the year under review NPA purchased nine (9) new vehicles thus increasing the operational fleet to twenty-six (26) vehicles. Out of these 5 new vehicles were meant for the Executive Board members while 21 vehicles are supposed to be for use by NPA Secretariat. The vehicles were fully services and repaired accordingly.

S/N	MV REG NO & MAKE	MAKE	MV REG NO & MAKE	MAKE
NO	VEHICLES PURCHASED FY 2019/20			
01.	UBG353	Toyota Land Cruiser VXR Model 2020	14. UAR 605Y	Nissan D/C
02.	UBG366K	Nis Patrol	15. UBB 491N	Pajero D/C
03.	UBG235K	Nis Patrol	16. UAR 609Y	Nissan D/C
04.	UBG565N	Isuzu S/W	17. UAN 746N	Toyota D/C
05.	UBG234K	Nis Patrol	18. UAR573R	Pajero S/W
06.	UBG555K	Isuzu D/C	19. UBE499K	Pajero D/C
07.	UBG557N	Isuzu D/C	20. UBD 541F	Pajero D/C
08.	UBG236K	Nis Patrol	21. UBA809I	Pajero D/C

S/N	MV REG NO & MAKE	MAKE	MV REG NO & MAKE	MAKE
09.	UBG556N	Isuzu D/C	22.	UBD 508R Pajero D/C
NO	VEHICLES PREVIOUSLY AVAILABLE FY 2019/20		23.	UBD 889Q Pajero D/C
10.	UAX198Z	Toyota L/C	24.	UBA136C Pajero S/W
11.	UBA953A	Pajero S.W	25.	UAR097Y Toyota T/C, S/W
12.	UBD469K	Pajero D/C	26.	UAJ440X VAN
13.	UAR584Y	Pajero S/W		

**Table 3.1: NPA Operational Vehicles**

Improved Status of staffing levels (Staff recruitment and Turnover)

**(a) Contract Staff (Staff in post and Recruitment undertaken)**

At the beginning of FY 2019/20, the staffing levels stood at 55.2 percent, (i.e 100/181 x 100%) and this increased to 58.6 percent by the end of the year (i.e 106/181 x 100%).

**STAFFING LEVELS 1<sup>st</sup> JULY 2019- 30<sup>th</sup> June 2020**

Salary scale	Number of Employees at the beginning of the year, 1st July 2019	New employees to the vote through internal and external recruitment	Number of employees retired or deceased transferred	Number of Employees at the end 2 <sup>nd</sup> quarter as at 30.06.2020
NPA-SS (i)	1	0	0	1
NPA- SS(ii)	1	0	0	1
NPA –SS(iii)	3	0	0	3
NPA-OS-1(i)	1	0	0	1
NPA-OS-1(ii)	1	0	1	0
NPA-OS-2	1	2	0	3
NPA-OS-3	13	0	2	9
NPA-OS-4	26	0	0	26
NPA-OS- 5	21	0	1	21
NPA-OS-6	11	0	0	11
NPA-OS-7	5	1	0	6
NPA-OS-8	16	8	0	24
Total	100			106

**Table 3.2: Contract Staff**

**(b) Seconded, Resident and Temporary appointments FY 2019/20**

To cover the staffing gap the following seconded, resident and temporary appointments were made during the period.

Name	JOB POSITION
1 Dr. Arigye Angelo Eugene	Liaison Expert Officer Defence Sec., PSM Admin.
2 Col. Bakirana Julius Akiiki	Seconded OWC Liaison Officer
3 Dr. Obwona Marios	Resident Technical Consultant
4 Ms. Nakigudde Esther	Research Officer on Temporary Terms



Name	JOB POSITION
5 Mr. Walubiri Moses	Comm. Public Relations Assistant on Temp Terms

**Table 3.3: Seconded, Resident and Temporary appointments FY 2019/20**

**(c) Positions advertised during FY 2019/20**

A number of positions were advertised during FY2019/20 although the recruitment process was affected by lockdown measures arising from COVID-19.

1 d	Position	Advert mode
	Manager Governance and Public Sector Planning	Internal
	Manager Policy Research and Innovation	Internal
	Manager Science Planning	Internal
	Manager Monitoring and Evaluation	Internal
	Manager Project Devt & Investment Planning	Internal
	Manager Population and Social Sector Planning	Internal
	Manager Strategic Planning	External
	Senior Planner Socioeconomic Development	External
	Senior Planner Democracy & Political Governance	External
	Senior Planner Econ Governance & Management	External
	Senior Planner Corporate Governance	External
	Senior Planner Science and Engineering	External
	Senior Legal Officer	Internal
	Planner Infrastructure (Energy)	External
	Administrative Secretary / Personal Assistant CP	External
	Administrative Secretary (No2) ED	External

**Table 3.4: Positions advertised during FY 2019/20**

**(d) Assignment of staff to higher positions for continuity of work.**

The duties and responsibilities of the following positions were assigned to senior staff pending finalization of the recruitment process during the new financial year.

SN	Name	Substantive designation	Assigned office and effective date(s)
1	Rogers Matte	Manager Macroeconomic Planning	Dep Exec Director
2	Abraham JB Muwanguzi	Senior Planner Technology & Industry	Manager Science Planning
3	Sebukeera Hennerly	Senior Planner Finance and Investment	Manager Project Development & Invest. Planning
4	Rosette Kuirwa N.	Senior Planner JLOS and Defence	Manager Governance and Public PSP
5	Mugendawala Hamis	Senior Planner Education and Skills Development	Manager Policy Research and Innovation
6	Olowo Patrick	Senior Macroeconomist	Manager Policy Research
7	Sarah Nahalamba	Senior Planner Health and Nutrition	Manager Social Sector Planning
8	Nabiddo Winnie	Sen Monitoring & Evaluation Officer	Manager Monitoring and Evaluation
9	Tatu Nakanjako	Planner JLOS and Defence	Senior Legal Officer
10	Operemo Vincent	Senior Planner Strategic Planning	Manager Strategic Planning
11	Nokrach Otim Chris	Senior Planner Local Government Development Planning	Manager Local Government Development Planning

SN	Name	Substantive designation	Assigned office and effective date(s)
12	Sulaiman Nyanzi Hassan	Senior Accountant	Manager Finance and Accounts
13	Mwanje Edward	Administrative Officer	Senior Administrative Officer
14	Tasha Balunywa	Planner Strategic Planning	Senior Planner Strategic Planning
15	Kasule Samuel	Planner Policy Research and Innovation	Senior Planner Economic Governance and Management
16	Kayongo Allan	Planner Policy Research and Innovation	Senior Planner Corporate Governance

**Table 3.5:** Staff in assigned positions

**(e) Graduate Trainees and UN Volunteers maintained during FY 2019/20**

NPA continued to embrace the Government Policy of Graduate Trainees through its localized arrangement and the Uganda Graduate. The following re-appointments and new appointments were made under the respective postings.

Name	Job Position	Qualifications
1 Lak Angela	Graduate Trainee ICT	Bachelors in Applied Technology, Isbat University Kampala, 2016
2 Tumuzigu Ivan	Graduate Trainee (NPA, APRM)	Bachelor of Statistics, Makerere University, 2018
3 Nanjovu Kaddu Diana	Graduate Trainee (NPA, APRM)	Master of Public Admin and Management, Makerere University, June 2009
4 Kyoshabire Winfred	Graduate Trainee (NPA, APRM)	Bachelor of social science and social Adm. Makerere University, June 2013
5 Diana Muhumuza R	Graduate Trainee (NPA, APRM)	Master of International Relations and Diplomatic studies, MUK, January 2014
6 Kebirungi Elizabeth	Graduate Trainee (NPA, APRM)	Master of Environment and Natural Resources, Makerere University
7 Nanono Rosette	Graduate Trainee Fin & Accounts	BBA (Accounting) MUBS, UACE 2011, UCE 2009
8 Achieng Immaculate	Graduate Trainee Stores	BBA-Retail Operations Sikkim Manipal University (2012) UACE, (2007) UCE (2005)
9 Asio Jennifer Rose	Graduate Trainee Soc Sector Planning	BA Social Sciences, 2015 MUK
10 Lilianne Cotter Nassango	Graduate Trainee Mon and Evaluation	Bachelor of Econ & Statistics, University of Nairobi (2014); UACE 2010, UCE 2008
11 Biira Rita Businge	G T Comm and Public Relations	Certificate in Public Admin 2016, BA Mass Communications, 2015
12 Mpagi James	GT Finance and Accounts	Bachelor of Science in Finance (MUK) 2015, UACE 2011, UCE 2009
13 Katooko Margaret	GT POP SOC SECTOR	Bachelor of Arts Development Studies, MUK, 2017
14 Cheptoek Sarah	Graduate Trainee Administration	Bachelor of Human Resource Management, KIU, 2014
15 Nekesa Sisco	GT ICT	PGD Mand E, UMI, 2016, Bachelor of Information Technology, KIU, 2013
16 Arnold Bugonga	Grad Trainee, Prod, Trade Tourism	Master of Arts in Economic Policy and Planning MUK, 2017
17 ISRAEL MUGEZI	G Trainee, Prod, Trade and Tourism	Bachelor of Veterinary Medicine MUK 2013
18 Rhodah Tusingwire	Graduate Trainee PDU	Bachelors of Procurement and Supplier Logistics
19 HANNINGTON MUSIMENTA	Graduate Trainee PDIP Dept	MA in Economics, MUK, 2018, BA Economics MUK 2015
20 Swaliki Isabirye	Volunteer Gov & PSP - NPA	MA Econ (CMAP), MUK, 2014, Bsc Education (Econ/Math), Kyambogo University, 2007

Name	Job Position	Qualifications
21 DEBORAH AYEBARE	Graduate Trainee, MPPD	MA Economics University of Dar-Es-Salaam, 2018, BA Economics MUK 2015
22 Derrick Mbalule	Graduate Trainee, MPPD	MA Economics MUK, BA Economics, MUK, 2016
23 Abbey Malwa Wadembere	UN-UGVS G T Project Devt	Undertaking MA Economics MUK, Bachelor of Arts In Economics, MUK, 2015
24 Kabirizi Mark Mwidu	UN-UGVS G T Project Devt	Master of Business Administration (Finance), Coventry University, 2018
25 Denis Mahebe	UN-UGVS G T LG Development	Master's Degree
26 Nambiro Racheal N	G T Policy Res and Innovation	1ST Class Hons Bachelor of Arts in Economics MUK 2017
27 Mulabiza Winnie	Graduate Trainee Resource Centre	Second Class Lower, Bsc Information Technology UCU July 2019

**Table 3.6: Graduate Trainees**

### 3.4 Staff Turnover

During the same year, the authority faced staff turnover as a result of new job opportunities outside NPA, expiry of contract and retirement in some instances.

Name	Former Designation	Destination
1 Edith Kateme Kasajja (Mrs)	Deputy Executive Director	Mandatory Retirement
2 Dr. Patrick Birungi	Director, Development Planning	Joined the Uganda Development Corporation as Executive Director.
3. Okitoi Paul	Manager Strategic Planning	Joined the Ministry of Finance Planning and Economic Development as Commissioner
4 Katungi David	Manager Local Government Development Planning	Joined Uganda Coffee Development Authority as Director
5 Eng Allen Tebugulwa	Planner Infrastructure (Energy)	Joined Uganda National Oil Company as Manager

**Table 3.7: Staff Turnover**

#### 3.4.6 Staff Training and Development

During the period under review the staff underwent a number of performance improvement training, capacity activities and career course as indicated in the following table.

N/o	NAME OF STAFF	TRAINING	COUNTRY	DATE
1	Sharon Chelangant APO	Industrial Exposure Dubai	DUBAI	7 <sup>TH</sup> -11 <sup>TH</sup> October, 2019
2.	i. Komakech Julu David ii. Otim Timothy Ochoo iii. Birungi Amisi iv. Bukenya Ronald v. Lwanga Zaid vi. Buyungo Uthman	Defensive Driving	Uganda by Prestige Driving School at Bugolobi Kampala	09 <sup>th</sup> – 18 <sup>th</sup> December 2020

N/o	NAME OF STAFF	TRAINING	COUNTRY	DATE
	vii. Batte Yusufu viii. Kasiko Joel Gallas ix. Wanyaka Hussein x. Yiga Peter xi. Musoke Abbed xii. Kato A Kitandwe xiii. Sagala Musa Ahmed			
3.	Katungi David Manager Local Government Development Planning	Project Formulation and feasibility Study Analysis	Pretoria South Africa	10 <sup>th</sup> – 30 <sup>th</sup> November, 2019
4.	Sebulime Kurayish Senior Planner Manpower Planning and Development	Labour Market Stastics and analysis	Labour Market Stastics and analysis Tlin Italy	18 <sup>th</sup> – 29 <sup>th</sup> Nov 2019
5.	Prof Obwoya Sam Kinyera, Deputy Chairperson	Leadership Planning and Management Programme	Dubai UAC and Istanbul Turkey	22 <sup>nd</sup> Dec 1 <sup>st</sup> Dec 2019
6	Robert Mukasa Senior Procurement Officer	CIPS UK Conference	Uganda	29 <sup>th</sup> October -7 <sup>th</sup> Nov 2019
7	New and existing staff (37)	Induction of new Employees and refresher of existing staff	Conference Hall Planning House	8 <sup>th</sup> – 9 <sup>th</sup> November, 2019
8	Ssenyange Godfrey Manager HR and Admin.	Professionalizing of HR Cadre-CPD, HR Analytics, Talent Management in the Public Service	Uganda Civil Service College Jinja	10 <sup>th</sup> – 14 <sup>th</sup> March, 2020
10	New and existing staff (37)	Induction of new Employees and refresher of existing staff	Conference Hall Planning House	8 <sup>th</sup> – 9 <sup>th</sup> November, 2019
11	Bakita Joyce Senior Human Resource Officer	Professionalizing of HR Cadre-CPD, HR Analytics, Talent Management in the Public Service	Uganda Civil Service College Jinja	10 <sup>th</sup> – 14 <sup>th</sup> March, 2020

**Table 3.8: Staff Training in Soft and Technical Skills**

**(a) Career – Long Term Trainings**

The following staff during the year under review continued to undertake career courses with and used part of their annual leave for examinations.

No	Name	Designation	Course	Institution	Start date	End date
1	Ssebulime Kurayish	Senior Planner Manpower Planning and Development	Doctor of Philosophy in Economics	MUK	August 2018	June 2022
2	Nahalamba Sarah	Senior Planner Health and Nutrition	Ph.D. Health Services - Healthy Policy	Walden University USA	Dec 2013	August 2019
3	Sebukeera Henny	Senior Planner Project Development	Ph.D. Economics	MUK	October 2017	October 2021
4	Okitoi Paul	Manager Strategic Planning	Ph.D. Economics	MUK	October 2017	October 2021

No	Name	Designation	Course	Institution	Start date	End date
5	Winnie Nabiddo	Senior Monitoring and Evaluation Officer	Ph.D Economics	MUK	October 2017	October 2021
6	Operemo Vincent	Senior Planner Strategic Planning	Ph.D Education Planning	MUK	October 2017	October 2021
7	Katende Dennis	Administrative Assistant Records	Bach of Records & Archives Management	MUK	June 2017	June 2020
8	Khainza Betty Janet	Administrative Secretary	MMS Public Administration and Management	Uganda Management Institute	Aug 2015	Graduated 31 <sup>st</sup> May 2019
9	Kabagambe Sufian	Monitoring and Evaluation Officer	Master of Statistics	Makerere University	Aug 2015	Graduated 16 <sup>th</sup> Jan 2019
10	Michael Lwanga	Procurement Officer	Master's in Business Administration	Uganda Management Institute	Sept 2015	April, 2020
11	Chellangat Sharon	Assistant Procurement Officer	Master's in Business Administration	Uganda Management Institute	Sept 2015	Graduated 31 <sup>st</sup> May 2019
12	Matovu Ronald	Front Desk Officer	Master in Management Studies (Business Studies)	Uganda Management Institute	May 2018	Interrupted by COVID lockdown
14	Simon Peter Sebulime	Planner Project Development	Certified Financial Analyst (CFA)	CFA Institute	August 2018	June 2022
15	Werikhe Aaron	Planner Environment and Natural Resources	MA Economic Policy	Makerere University	Sept 2014 –	April 2020
16	Wandera Muhammed	Administrative Assistant Security	Bachelor Degree in Public Administration	Kampala International University	24/8/2016	Interrupted by COVID lockdown
17	Mpagi James	Graduate Trainee Accounts	CPA	Mgt Study Accountancy Tech Institute Ind. area	Feb 2017 –	Feb 2021
18	Nanono Rosette	Graduate Trainee	ACCA	Mgt Study Accountancy Training Inst. Ind. Area	June 2016	Interrupted by COVID lockdown
19		Graduate Trainee	Master's in Business Administration	MUBS	June 2017	Interrupted by COVID lockdown
20	Achieng Immaculate	Graduate Trainee	MBA	Uganda Management Institute	4 <sup>th</sup> Feb 2018	April 2020
			CIPS	British Council coordinating Centre	May 2016	Course pended by staff
21	Omara Isaac	Internal Auditor	CPAU	ICPAU Bukoto	Jan 2017	Jan 2021

No	Name	Designation	Course	Institution	Start date	End date
22	Kagolo Ronald	Graduate Trainee, Corporate Planning	MSC Economic Policy and Planning	MUK	Sept 2017 –	Interrupted by COVID lockdown
23	Mbajja Sophie	Assistant Records Officer	Master's in Business Administration	MUBS	Sept 2017	Interrupted by COVID lockdown
24	Cotter Nassango Lilianne	Graduate Trainee Monitoring and Evaluation	MSC Economic Policy and Planning	MUK	Sept 2017 –	Jan 2021
25	Cheptoek Sarah	Graduate Trainee Administration Unit	Master of Arts in Human Resource Management	KIU	19 <sup>th</sup> Jan 2019	Interrupted by COVID lockdown
26	Philip O.Opio	Research Assistant P3H Project	Master of Science in Information Systems	MUK	August 2018	Jan 2021`
27	Mbalule Derrick	UNDP Graduate Volunteer Manpower Planning and Development	Master of Arts in Economics	MUK	Sept 2017	Graduated
28	Israel Magezi	UNDP Graduate Volunteer Production Tourism and Trade Planning	Master of Agribusiness Management	MUK	2017/18	2021/22

**Table 3.9: Table Staff who either completed and still attending school**

Annual and quarterly departmental work plans, budgets and procurement plans Ministerial policy statement, annual and quarterly progress reports prepared

NPA under the corporate planning Unit, Finance and Accounts department and the Audit Unit produced both the statutory and budget progress reports. The statutory reports included; Account, Audit and NPA Annual Corporate Report whereas the budget instruments included; the Ministerial Policy Statement (MPS), the Budget Framework Paper (BFP) and the quarterly progress reports. The different reports aim at promoting accountability and transparency in the use of government resources so as to ensure value for money.

### 3.5 Financial Performance in FY 2019/20

	Approved Budget	Released by End Q 4	Spent by End Q4	% Budget Released	% Budget Spent	% Releases Spent
Recurrent Wage	8.911	8.911	8.911	100.0%	100.0%	100.0%
Non-Wage	20.242	20.241	20.227	100.0%	99.9%	99.9%
Devt. GoU	4.414	3.133	3.126	71.0%	70.8%	99.8%
Ext. Fin.	0.000	0.000	0.000	0.0%	0.0%	0.0%
GoU Total	33.567	32.285	32.263	96.2%	96.1%	99.9%
Total GoU+Ext Fin (MTEF)	33.567	32.285	32.263	96.2%	96.1%	99.9%
Arrears	0.000	0.000	0.000	0.0%	0.0%	0.0%
Total Budget	33.567	32.285	32.263	96.2%	96.1%	99.9%
A.I.A Total	0.000	0.000	0.000	0.0%	0.0%	0.0%
Grand Total	33.567	32.285	32.263	96.2%	96.1%	99.9%
Total Vote Budget Excluding Arrears	33.567	32.285	32.263	96.2%	96.1%	99.9%

In the FY NPA's approved budget was Ugx 33.567bn out of which Ugx 8.911bn was wage, Ugx 20.241bn non-wage and Ugx 4.414 was development budget. The recurrent budget was released 100% while 71% was the release for the development budget.

Overall, the release for NPA in FY 2019/20 was Ugx 32.262bn (96.2%) out of the Ugx 33.567bn and spent Ugx 32.263bn (96.1%).

### 3.6 Summary performance of NPA Strategic Plan (2015/16-2019/20) in the 5th year

OBJECTIVE OUTPUTS ASSESSMENT AGAINST TARGETS										
		% Achieved		Likely to be Achieved		% Not Achieved		No Assessment	Denominator 1	Denominator 2
Objectives (Overall Strategic plan performance)	66	69.5%	9	9.5%	11	11.6%	9	9.5%	86	95
To Establish and strengthen Functional Systems for Comprehensive, Participatory and Inclusive Integrated Development Plans and Frameworks	15	63%	3	13%	6	25%	0	0%	24	24
To strengthen research for provision of evidence-based public policy advice	8	80%	0	0%	2	20%	0	0%	10	10
To monitor and evaluate the effectiveness and impact of development policies, plans and programmes, and performance of the economy of Uganda	11	79%	2	14%	1	7%	0	0%	14	14
To Strengthen the capacity of the Authority to efficiently and effectively deliver its Mandate	24	71%	2	6%	1	3%	7	21%	27	34
To Develop and Promote Networks, Collaborations and Partnerships for Innovative Development Planning	8	62%	2	15%	1	8%	2	15%	11	13
Objectives (Overall FY2019/20 performance)	66	76.7%	9	10.5%	11	12.8%	9	10.5	86	95

The NPA strategic plan (2015/16-2019/20) was structured on 5 strategic objectives, these include;

- 1) To Establish and strengthen Functional Systems for Comprehensive, Participatory and Inclusive Integrated Development Plans and Frameworks,
- 2) To strengthen research for provision of evidence-based public policy advice,
- 3) To monitor and evaluate the effectiveness and impact of development policies, plans and programmes, and performance of the economy of Uganda,
- 4) To Strengthen the capacity of the Authority to efficiently and effectively deliver its Mandate and,
- 5) To Develop and Promote Networks, Collaborations and Partnerships for Innovative Development Planning.



Over the 5 years of implementing the strategic plan, NPA has registered progressive improvement in delivery of its plan with 47% performance in the 1st year, 59% 2nd year, 64% in the 3rd year, 82% in the 4th year and 77% in the 5th year.

On average, 66% of the planned outputs have been delivered, 9.3% outputs were delivered upon though not conclusively achieved and 25.6% outputs were not delivered. Among the outputs not achieved include; 10-year NDP and NHRP, Popular versions of NDPII and Information, Education and Communication (IEC) strategy, Approved capacity building project, Annual planners' forum, NDP Research Agenda, Innovation Framework, Automated NDP M&E Framework, New NPA House commissioned.

### 3.7 Summary % performance the strategic Plan over the 5 years

S/N	% Output Achieved	% Output likely to be achieved	% Output not achieved
Year 1. Performance	47	11.1	42.4
Year 2. Performance	59	3.3	37.7
Year 3. Performance	64	12.7	23.6
Year 4. Performance	82	8.8	8.8
Year 5. Performance	77	10.5	12.8
Total performance	329	46.4	125.3
Average Performance	66	9.28	25.06

### 3.8 The planned outputs for the FY2020/21 are outlined below:

- i) **Development Planning:**
  - a) **Popularization of NDPIII and attendant Plans, Uganda Vision 2040 and NDR 2019/20.** This will involve national dissemination of NDPIII, Certificate of Compliance (2019), UPE Evaluation reports, NDR 2019/20 and APRM Second Country Review Report for Uganda.
  - b) **Development of the National Human Resource Plan** – the Plan will help to harmonize the labor market framework as a basis for comprehensive education and training planning linked to employment and employability.
  - c) **Support 20 Sectors, 159 MDAs and 175 LGs to develop their Development Plans.** This process will involve Quality assurance of Sectors, MDAs, LGDPs to ensure alignment to NDPIII, Training LGs on the use and application of the revised planning guidelines and providing hands on technical support to 42 Local Governments.
  - d) **Production of the NDP III Project Investment Plan (PIP, 2020/21-2024/25).** This will comprise all development projects planned to be implemented by Ministries, Departments and Agencies (MDAs) over a period of 5 years of NDP III. The PIP will be prepared based on the interventions of NDP III in order to operationalize the priorities of the plan.
  - e) **Undertaking Feasibility studies for:** Strengthening public commercial banking system for Uganda; Determination of priority commodities for Uganda; Investment in Sugar value chain;

Public investment in affordable housing; Support to other Sector proposals and feasibility studies and Private Sector Investment proposals.

- f) **Coordination of Global, Regional and National Planning agenda.** This will involve tracking the progress of integrating global agenda reports (SDG performance Reports among others) in development planning
  - g) **Operationalization of the National Spatial Data Infrastructure Policy (UGSDI).** The policy will spell out standards and custodianship of Spatial Data, compel institutions to share information for the purpose of integrated planning and minimize duplication in data collection.
- ii) **Development Performance**
- a) **Evaluation of Selected Government policies;** This aims at reviewing the performance of policies over years and ensuring improved service delivery for citizens of the country. This undertaking will include finalization of the Decentralization Policy and Commencement of evaluation of Youth Livelihood programme (YLP)
  - b) **Certificate of Compliance (CoC).** In line with the Public Finance Management Act (PFMA, 2015), the Charter of Fiscal Responsibility and the Budget Framework Paper, NPA will prepare the Certificate of Compliance for FY 2020/21 through assessment of the extent of alignment of NDPII to Central and Local Government planning instruments, budget and reporting instruments. This is an annual activity and will continue to be undertaken.
  - c) **Preparation of Development Performance Reports:** This involves preparing the National Development Report 2019/20, the Pulse of the Economy Report, Monthly Economic Updates among others
  - d) **Provision of Development Planning and Policy Guidance:** This is to be done through preparation of 2 Presidential Economic Policy Papers (PEC) and holding 2 National Development Policy Fora (NDPFs)
  - e) **Development and Update of National Development Planning Models;** This will involve among others Macroeconomic model updates, development of iSDGs and Human Resource models.
  - f) **Support to APRM programme of Action and activities.** This will involve production of Annual APRM Progress Report 2019/20 on the implementation of the Programme of Action, participation in the 2 statutory APRM summits alongside the African Union summit and dissemination of Second APRM Country Review Report 2019.
- iii) **General Management and Administration:**
- The outputs under General Management and Administration are aimed at enhancing capacity of the Authority to effectively and efficiently deliver its mandate in a participatory, equitable and gender responsive manner.
- iv) **Development Budget**
- The Development Budget for FY2020/21 will be allocated towards; the retooling of National Planning Authority to support; development of planning frameworks and models, procurement of vehicles, Office equipment and furniture, ICT and communication equipment occupational health and safety equipment among others.

## 4.0 Key Challenges, Mitigation Measures and Lessons Learnt During FY 2019/20

### 4.1 Challenges

- (i) Limited office space to accommodate the staff.
- (ii) Inadequate funding to fully support the implementation of the NPA Strategic Plan; especially conducting evaluations of selected programs, Formulation of the 10 year and 5 development plans, construction of offices, Operationalization of new departments and Secretariat among others.
- (iii) Emerging demands and stakeholders' expectations beyond the current capacity of NPA, outstretching both the budget and existing human resource capacities.

### 4.2 Mitigation Measures to the challenges

- (i) The authority constructed 5 offices in the parking yard and refurbished the basement to house the registry as away of increasing on the office space
- (ii) The authority has on different occasions continued engaging government and development partners for additional funding for it to fully execute its mandate and functions.
- (iii) On the staffing levels, the authority engaged the services of graduate trainees, liaison officers, temporary staff and continued with recruitment given the availability of funds.

### 4.3 Conclusion

The Authority in the 3<sup>rd</sup> 5-year strategic plan should assess and prioritize the outputs which were not delivered in the 2<sup>nd</sup> 5-year strategic plan, embrace the lesson learnt especially on outputs which were satisfactory achieved and ensure that all outputs have annual targets for better assessment of performance.

## APPENDIX 1

### APPENDIX STAFFING ESTABLISHMENT AND LEVELS AT START OF FY AND AT THE END OF FY 2019/2020

SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
GENERAL MANAGEMENT ADMIN CORP SERVICES								
Headquarters (Gen)	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
1	Pamela Kasabiti Mbabazi	Chairperson	CPNPA	1	1	1	0	NPA-SS (i)
2	Obwoya Kinyera Sam	Deputy Chairperson	DCPNPA	1	1	1	0	NPA-SS (ii)
3	Kiremire Enos Rwantale Mashejja	Authority member	AUTHMEMNPA	1	1	1	0	NPA-SS (iii)
4	Ivan Lule	Authority Member	AUTHMEMNPA	1	1	1	0	NPA-SS (iii)
5	Lydia Wanyoto	Authority Member	AUTHMEMNPA	1	1	1	0	NPA-SS (iii)
6	Muvawala Joseph	Executive Director	EDNPA	1	1	1	0	NPA-OS-1(1)
7	Vacant	Deputy Executive Director	DEDNPA	1	1	0	1	NPA-OS1(2)
8	Dhizaala S. Moses	Director, Research and Development Performance	DPRINPA	1	1	1	0	NPA-OS-2
9	Guloba Asuman	Director Development Planning	NPADIRDEVPLAN	1	1	1	0	NPA-OS-2
10	Vacant	Technical Advisor (Board)	TADVNPA	1	0	0	1	NPA-OS-3
11	Mukasa Robert	Senior Procurement Officer	SPROCONNPA	1	1	0	0	NPA-OS-4
12	Vacant	Senior Legal Officer	SLEGONPA	1	0	0	1	NPA-OS-4
13	Vacant	Senior Communications Officer and Public Relations Officer	SCPRNPA	1	0	0	1	NPA-OS-4
14	Chelangat Emily	Communications Officer / Public Relations Officer	PRCONPA	1	1	0	0	NPA-OS-5
15	Lwanga Micheal	Procurement Officer	PRONPA	1	1	0	0	NPA-OS-5
16	Chelangat Sharon	Assistant Procurement Officer	ASSPROCOFFNPA	1	1	0	0	NPA-OS-6
17	Ms. Allen Zawedde	Senior Administrative Secretary -	SENADMSECNP	1	1	0	0	NPA-OS-5
19	Nakintu Margaret	Administrative Secretary	ADMINSECNPA	1	1	0	0	NPA-OS-6

SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
20	Khainza Janet betty	Administrative Secretary	ADMINSECNPA	1	1	0	0	NPA-OS-6
21	Nakatudde Fatuma	Administrative Secretary	ADMINSECNPA	1	1	0	0	NPA-OS-6
22	Nambuusi Stella	Administrative Secretary	ADMINSECNPA	1	1	0	0	NPA-OS-6
23	vacant	Administrative Secretary	ADMINSECNPA	1	0	1	1	NPA-OS-6
	SubTotal			22	18	17	5	
SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
1	Angely Silvia Ufoyuru	Coordinator (African Peer Review Mechanisms and Partnerships)	CORDNPA	1	1	1	-	NPA-OS-2
2	Gidudu Tom	Assistant (Coordinator African Peer Review Mechanisms and Partnerships)	ACORDNPA	1	1	1	-	NPA-OS-3
3	vacant	Senior Planner Democracy and Political Governance	SPLNAPNPA	1	-	0	1	NPA-OS-4
4	vacant	Senior Planner Social Economic Development	SPLNSEDNPA	1	-	0	1	NPA-OS-4
5	vacant	Senior Planner Corporate Governance	SPLNCGNPA	1	-	0	1	NPA-OS-4
6	vacant	Senior Planner Economic Governance and Management	SPLNEGMPNPA	1	-	0	1	NPA-OS-4
7	vacant	Administrative Secretary	ADMNSASNPA	1	-	0	1	NPA-OS-6
8	vacant	Driver	DRIVNPA	1	-	0	1	NPA-OS-8
	Sub-Total			8	2	2	6	
				30	20	19	11	
SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
1	Sempijja Thadeus	Manager Internal Audit	HEADIANPA	1	1	1	0	NPA-OS-3
2	vacant	Senior Internal Auditor	SIANPA	1	0	0	1	NPA-OS-4
3	Omara Isaac	Internal Auditor	INTAUDNPA	1	1	1	0	NPA-OS-4
B.3.2	SubTotal			3	2	2	1	
	Total Head Quarters							
	Internal Audit							

SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
1	Kansiime Edmond	Senior Corporate Planner	SCPNPA	1	1	0	0	NPA-OS-4
2	Vacant	Corporate Planner	CORPNPA	1	0	1	1	NPA-OS-5
		Sub-Total		2	1	1	1	
SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
1	Tayebwa M Herbert	Manager Finance and Accounts	HFRMNPA	1	1	1	0	NPA-OS-3
2	Nyanzi Hassan Sulaiman	Senior Accountant	SANPA	1	1	1	0	NPA-OS-4
3	vacant	Accountant	ACCOFFNPA	1	0	0	1	NPA-OS-5
4	vacant	Accountant	ACCOFFNPA	1	0	0	1	NPA-OS-5
6	K Katerrega Geoffrey	Senior Accounts Assistant / Cashier	ACCASSNPA	1	1	1	0	NPA-OS-6
7	Bagaga Percy Habumugisha	Senior Accounts Assistant / Cashier	ACCASSNPA	1	1	1	0	NPA-OS-6
		SubTotal		6	4	4	2	
SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
1	Ssenyange Godfrey	Manager Human Resource & Admin	HHRANPA	1	1	1	0	NPA-OS-3
2	Ms Joyce Bakita	Senior Human Resource Officer	SENHONPA	1	1	1	0	NPA-OS-4
3	Wambede Seth Kizangi	Senior Administration Officer	SENADMFNPA	1	1	1	0	NPA-OS-4
4	vacant	Human Resource Officer	HONPA	1	0	0	1	NPA-OS-5
5	Vacant	Human Resource Officer	HONPA	1	0	0	1	NPA-OS-5
6	Ssettema Daniel	Records Management Officer	RMONPA	1	1	1	0	NPA-OS-5
7	Mwanje Edward	Administrative Officer	ADMINOFNOA	1	1	1	0	NPA-OS-5
8	Acer Anthony	Administrative Officer	ADMINOFNOA	1	1	1	0	NPA-OS-5

SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
9	Mbajja Sophie	Records Assistant	ARDONPA	1	1	1	0	NPA-OS-7
10	Aidah Nakabugo Kasule	Administrative Secretary (Pool)	SECNPA	1	1	1	0	NPA-OS-6
11	vacant	Administrative Secretary (Pool)	SECNPA	1	0	0	1	NPA-OS-6
12	vacant	Administrative Secretary (Pool)	SECNPA	1	0	0	1	NPA-OS-6
13	Matovu Ronald	Front Desk Officer (Reception)	ASSADMINSECRNPA	1	1	1	0	NPA-OS-6
14	Nassaka Mariah	Front Desk Officer (Reception)	ASSADMINSECRNPA	1	1	1	0	NPA-OS-6
15	Dennis Katende	Administrative Assistant (Records)	ADMINASSRNPA	1	1	1	0	NPA-OS-7
16	Kamukama Bambaiba David	Assistant Inventory Officer	ADMINASSNPA	1	1	1	0	NPA-OS-7
17	Wandera Muhammed	Administrative Assistant (Security)	ADMINASSNPA	1	1	1	0	NPA-OS-7
18	vacant	Administrative Assistant (Transport)	ADMINASSRNPA	1	0	0	1	NPA-OS-7
19	Vacant	Driver	DRIVNPA	1	0	0	1	NPA-OS-8
20	OTIM TIMOTHY OCHOO	Driver	DRIVNPA	1	1	1	0	NPA-OS-8
21	Kakoolwa Samuel	Driver	DRIVNPA	1	1	1	0	NPA-OS-8
22	Buyungo Uthman	Driver	DRIVNPA	1	1	1	0	NPA-OS-8
23	Komakech Julu D	Driver	DRIVNPA	1	1	1	0	NPA-OS-8
24	Kato Abubaker Kitandwe	Driver	DRIVNPA	1	1	1	0	NPA-OS-8
25	Bukenya Ronald	Driver	DRIVNPA	1	1	1	0	NPA-OS-8
26	Batte Yusufu	Driver	DRIVNPA	1	1	1	0	NPA-OS-8
27	Yiga Peter	Driver	DRIVNPA	1	1	1	0	NPA-OS-8
28	Musoke Abbed	Driver	DRIVNPA	1	1	1	0	NPA-OS-8
20	Sagala Musa A	Driver	DRIVNPA	1	1	1	0	NPA-OS-8
21	Nuwabiine Vicent	Driver	DRIVNPA	1	1	1	0	NPA-OS-8
22	Vacant	Driver	DRIVNPA	1	0	0	1	NPA-OS-8
23	Buyinza Wilberforce	Driver	DRI	1	1	1	0	NPA-OS-8
24	Lwanga Zaid	Driver	DRIVNPA	1	1	1	0	NPA-OS-8
25	KASIKO JOEL G	Driver	DRIVNPA	1	1	1	0	NPA-OS-8
26	WANYAKA HUSSEIN	Driver	DRIVNPA	1	1	1	0	NPA-OS-8

SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
27	vacant	Driver	DRIVNPA	1	0	0	1	NPA-OS-8
28	Vacant	Office Attendant	OANPA	1	0	0	1	NPA-OS-8
29	Mudondo Olivia	Office Attendant	OANPA	1	1	1	0	NPA-OS-8
30	Kulabako Jackie	Office Attendant	OANPA	1	1	1	0	NPA-OS-8
31	Vacant	Office Attendant	OANPA	1	0	0	1	NPA-OS-8
32	Mafabi Swaleh	Office Attendant	OANPA	1	1	1	0	NPA-OS-8
		SUB TOTAL		41	31	31	10	
	GENERAL MANAGEMENT ADMIN AND CORPORATE SERVICES	TOTAL PROGRAMME CODE 27		82	58	57	25	

DEVELOPMENT PLANNING	SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2020	Filled 30.6.2020	Vacant 30.6.2020	Scale
NATIONAL PLANNING A1: Strategic Planning Department	1	Okitoi Paul	Manager Strategic Planning	HESPMPA	1	1	0	1	NPA-OS-3
	2	Operemo Vincent	Senior Planner Strategic Planning	SPLDNPA	1	1	1	0	NPA-OS-4
	3	Tasha Balunywa	Planner Strategic Planning	PSPNPA	1	1	1	0	NPA-OS-5
	4	vacant	Planner Strategic Planning	PSPNPA	1	0	0	1	NPA-OS-5
	5	vacant	Planner Strategic Planning	PSPNPA	1	0	0	1	NPA-OS-5
		Sub-Total SP Department			5	3	2	3	
A2: Manpower Planning & Development Department		Name of Employee	POST / TITTLE	Employee Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
	1	Norah Nalule Katumba Wandera	Manager Manpower Planning & Development	HHRPDCBNPA	1	1	1	0	NPA-OS-3
	2	Sebulime Kulayish	Senior Planner, Manpower Planning and Development	SPHRPDNPA	1	1	1	0	NPA-OS-4
	3	Vacant	Planner Manpower Planning & Development	PLNHRPD	1	0	0	1	NPA-OS-5



DEVELOPMENT PLANNING	SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2020	Filled 30.6.2020	Vacant 30.6.2020	Scale
	4	Vacant	Planner Manpower Planning & Development	PLNHRPD	1	0	0	1	NPA-OS-5
	5	vacant	Planner Manpower Planning & Development	PLNHRPD	1	0	0	1	NPA-OS-5
			Sub-Total MPP Dept		5	2	2	3	
			TOTAL NATIONAL PLANNING SP.07		10	5	5	5	
			Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020
Sectoral Planning A4: Infrastructure, Industry and Physical Planning Department	1	Bwanga W George	Manager Infrastructure, Industry and Physical Planning	HEAD IPPNPA	1	1	1	0	NPA-OS-3
	2	Ahabyona M Evelyn	Senior Planner - Works and Transport (Senior Engineer)	SEIDNPA	1	1	1	0	NPA-OS-4
	3	Tugume Denis	Senior Planner Physical and Spatial Planning	SENPNNPA	1	1	1	0	NPA-OS-4
	4	Vacant	Senior Planner Infrastructure, Energy, Minerals and Gas	SENPLAINFRNPA	1	0	0	1	NPA-OS-4
	5	Vacant	Planner Physical and Spatial Planning	PHYNNPA	1	0	0	1	NPA-OS-4
	6	Vacant	Planner - Works and Transport (Engineer)	PLNRWTNPA	1	0	0	1	NPA-OS-5
	7	Allen Tebugulwa	Planner Infrastructure (Energy)	PLNRNPA	1	1	0	1	NPA-OS-5
	8	Arineitwe Justine	Planner - Urban Development and Housing	PLNRUDHNPA	1	1	1	0	NPA-OS-5
	9	Vacant	Info Systems Assistant (Data Base Mgt)	GISADNPA	1	0	0	1	NPA-OS-7
Sectoral Planning			Sub-Total IIPP Dept		10	5	5	5	
		Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale

DEVELOPMENT PLANNING	SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2020	Filled 30.6.2020	Vacant 30.6.2020	Scale
A5: Production Trade and Tourism Planning Department	1	Kaggwa Ronald	Manager Prod, Trade & Tourism Planning	HEADPTNPA	1	1	1	0	NPA-OS-3
	2	Odoi L Ool Othieno	Senior Planner - Trade & Tourism	SNPPTNPA SPPPTNPA	1	1	1	0	NPA-OS-4
	3	Ollen Wanda	Senior Planner - Agriculture	SPANPA	1	1	1	0	NPA-OS-4
	4	Vacant	Senior Planner - Env and Natural Resources	SPNRENPA	1	0	0	1	NPA-OS-4
	5	Bwengye Grace Bunanukye	Planner, Agriculture	PLNRAAGRICNPA	1	1	1	0	NPA-OS-5
	6	Welikhe Aaron	Planner - Natural Resources and Environment	PNRENPA	1	1	1	0	NPA-OS-5
	7	Vacant	Planner - Natural Resources and Environment	PNRENPA	1	0	0	1	NPA-OS-5
	8	vacant	Planner, Trade and Tourism	PTTNPA	1	0	0	1	NPA-OS-5
Sectoral Planning			Sub-Total PTPP Dept		8	5	5	3	
		Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
A6 Population and Social Sector Planning	1	Vacant	Manager Population and Social Sector Planning	HEADSSNPA	1	-	-	1	NPA-OS-3
	2	Nahalamba Sarah	Senior Planner, Health and Nutrition	SPHNPA	1	1	1	-	NPA-OS-4
	3	Mugendawala Hamis	Senior Planner Education and Skills Development	SPESDPA	1	1	1	-	NPA-OS-4
	4	Judith Mutabazi Karungi	Senior Planner- Pop, Gender & Social Development	SENPPGSDNPA	1	1	1	-	NPA-OS-4
	5	Vacant	Planner, Gender Population and Social Development	PLNRPSDPA	1	-	-	1	NPA-OS-5
	6	Twesigye Patrick	Planner, Health and Nutrition Planning	PLNRHNPA	1	1	1	-	NPA-OS-5
	7	Odong Maxwell	Planner Education and Skills Development	PLNRESDPA	1	1	1	-	NPA-OS-5
Sectoral Planning			Sub Total SSP Dept		7	5	5	2	
		Name of Employee	POST / TITTLE	Employee Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale

DEVELOPMENT PLANNING	SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2020	Filled 30.6.2020	Vacant 30.6.2020	Scale
A7: Science Planning Department	1	Vacant	Manager Science Planning	MAGSPNPA	1	0	0	1	NPA-OS-3
	2	Vacant	Senior Planner Mineral Development	SENPLNMDNPA	1	0	0	1	NPA-OS-4
	3	Vacant	Senior Planner Science and Engineering	SENPLANSINPA	1	0	0	1	NPA-OS-4
	4	Kandwanaho Jonan	Senior Planner Chemical Industry	SENPLANCHEMNPA	1	1	1	0	NPA-OS-4
	5	Abraham Judah B Muwanguzi	Senior Planner: Technology & Industry	SPTINPA	1	1	1	0	NPA-OS-4
	6	Vacant	Senior Planner Veterinary (Science Planning)	SPPLNAPVET	1	0	0	1	NPA-OS-4
	7	Vacant	Senior Planner Food Processing	PLNFPNPA	1	0	0	1	NPA-OS-4
	8	Vacant	Planner Mineral Development (Science Planning)	PLNRNPAMD	1	0	0	1	NPA-OS-5
	9	Vacant	Planner Chemical Industry (Science Planning)	NPAPLANER	1	0	0	1	NPA-OS-5
	10	Vacant	Planner Science Engineering	PLNENGNPA	1	0	0	1	NPA-OS-5
	11	Vacant	Planner Technology and Industry	PLNRTINPA	1	0	0	1	NPA-OS-5
	12	Vacant	Planner Veterinary	PLANRNPA	1	0	0	1	NPA-OS-5
	13	Vacant	Planner Food Processing	PLNRFPPNA	1	0	0	1	NPA-OS-5
Sectoral Planning			Sub-Total IIPP Dept		13	2	2	11	
		Name of Employee	POST / TITTLE	Employee Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
A8 Project Development and Investment Sector Planning Department	1	Vacant	Manager Project Devt and Investment Planning	MAGPPNPA	1	0	0	1	NPA-OS-3
	2	Vacant	Senior Planner (PPP and Contract Negotiation)	SPLPPCNPA	1	0	0	1	NPA-OS-4
	3	Vacant	Senior Planner (Mechanical Engineering)	SEPMENPA	1	0	0	1	NPA-OS-4
	4	Sebukeera Hennery	Senior Planner Finance and Investment	SPLFINPA	1	1	1	0	NPA-OS-4
	5	Vacant	Senior Planner Environment and Social Asses	SPLNESANPA	1	0	0	1	NPA-OS-4
	6	Vacant	Planner (PPP and Contract Negotiation)	PLNNRCNPA	1	0	0	1	NPA-OS-5

DEVELOPMENT PLANNING	SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2020	Filled 30.6.2020	Vacant 30.6.2020	Scale
	7	Vacant	Planner (Mech Engineering)	PNLNRNPA	1	0	0	1	NPA-OS-5
	8	Sebulime Simon Peter	Planner (Finance and Investment)	PNLFINPA	1	1	1	0	NPA-OS-5
	9	Vacant	Planner Env and Social Assess	PLNESANPA	2	0	0	2	NPA-OS-5
					10	2	2	8	
			TOTAL SEC PLANNING SP 08		48	19	17	34	
A9 Local Government Planning		Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
	1	Katungi David	Manager Local Government Development Planning	HLGDPNPA	1	1	0	1	NPA-OS-3
	2	Nokrach Chris Otim	Senior Planner - Local Government Development Planning	SENPLGNPA	1	1	1	-	NPA-OS-4
	3	Richard Wansambo	Senior Planner - Local Government Development Planning	SENPLGNPA	1	1	1	0	NPA-OS-4
	4	vacant	Planner Local Government Planning	PLGDPNPA	1	0	0	1	NPA-OS-5
	5	vacant	Planner Local Government Planning	PLGDPNPA	1	0	0	1	NPA-OS-5
	6	vacant	Planner Local Government Planning	PLGDPNPA	1	0	0	1	NPA-OS-5
	7	vacant	Planner Local Government Planning	PLGDPNPA	1	0	0	1	NPA-OS-5
	C3		Sub Total		7	3	3	4	
DEVELOPMENT PLANNING			TOTAL PROGRAMME CODE 25		17	27	26	42	
DEVELOPMENT PERFORMANCE									
Information Communication and Technology, Dept	SN	Name of Employee	POST / TITTLE	Employee Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
	1	Tenywa Joseph	Manager ICT	HICTNPA	1	1	1	0	NPA-OS-3
	2	Namyalo Jacqueline	Senior Planner - ICT	SENPLANICTNPA	1	1	1	0	NPA-OS-4
	3	vacant	Senior Planner GIS	SENPLANGISNPA	1	0	0	1	NPA-OS-4
	4	Vacant	Planner GIS	PGISNPA	1	0	0	1	NPA-OS-5
	5	Musanje N Andrew	Systems Administration Officer	SYSADMINNPA	1	1	1	0	NPA-OS-5

DEVELOPMENT PLANNING	SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2020	Filled 30.6.2020	Vacant 30.6.2020	Scale
Governance	6	vacant	Planner Information Communication Technology	PLNRICTNPA	1	0	0	1	NPA-OS-5
	7	Ajdiru Rita	Info Systems Ass (Mapping & Cartography)	GISAMCNPA	1	1	1	0	NPA-OS-7
	A5	Name of Employee	Sub-Total	Position Id	7	4	4	3	Scale
Governance and Public Sector Planning	SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
	1	Vacant	Manager Gov & P. SP	HEADGSPMNPA	1	-	-	1	NPA-OS-3
	2	Kuhirwa Rosette N	Senior Planner JLOS & Defence	SENGVNPNA	1	1	1	-	NPA-OS-4
	3	vacant	Sen Planner PSM and Public Admin	SPLNRPSMNPA	1	-	-	1	NPA-OS-4
	4	Nassaka Catherine Mayanja	Senior Planner Accountability and Legislature	SPLANPA	1	1	1	-	NPA-OS-4
	5	Tatu Nakanjako	Planner JLOS and Defence	PLNRJLONPA	1	1	1	-	NPA-OS-5
	7	Ejang Judith	Planner PSM & P Administration	PPSMNPA	1	1	1	-	NPA-OS-5
	8	vacant	Planner Accountability & Legislature	PLANPA	1	-	-	1	NPA-OS-5
A6	SubTotal	SubTotal		7	4	4	3		
Research and Innovation	SN	Name of Employee	POST / TITTLE	Employee Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
	1	vacant	Manager Policy, Research and Innovation	HPRINPA	1	-	-	1	NPA-OS-3
	2	vacant	Senior Planner Policy, Research and Innovation	SENPPRINPA	1	-	-	1	NPA-OS-4
	3	Vacant	Senior Planner Policy Res Innovation	SENPPRINPA	1	-	-	1	NPA-OS-4
	4	vacant	Senior Information Scientist	RCONPA	1	-	-	1	NPA-OS-4
	5	Ssali Andrew	Planner Policy Res and Innov	PLNRRNPA	1	1	1	-	NPA-OS-5
	6	Kasule Samuel	Planner Policy Res and Innov	PLNRRNPA	1	1	1	-	NPA-OS-5
	7	Kayongo Allan	Planner Policy Res & Innov	PLNRRNPA	1	1	1	-	NPA-OS-5
8	Vacant	Information Scientist	ARONPA	1	-	-	1	NPA-OS-5	
A2	Sub-Total	Sub-Total		8	3	3	5		

DEVELOPMENT PLANNING	SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
Monitoring and Evaluation	SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
	1	vacant	Manager, Mon and Eval	HEADMENPA	1	-	-	1	NPA-OS-3
	2	Epiaka William	Senior Mon and Eval Officer	SMEONPA	1	1	1	-	NPA-OS-4
	3	Nabiddo Winnie	Senior Planner Mon and Eval	SENPMENPA	1	1	1	-	NPA-OS-4
	4	Dhikusooka Gyaviira	Senior Planner M&E (Comp)	SENPMENPA	1	1	1	-	NPA-OS-4
	5	vacant	Senior Monitoring and Eval Officer	SMEONPA	1	-	-	1	NPA-OS-4
	6	Kabagambe Sufian	Mon and Eval Officer	MEONPA	1	1	1	-	NPA-OS-5
	7	vacant	Monitoring and Eval Officer	MEONPA	1	-	-	1	NPA-OS-5
8	vacant	Mon&Eval Officer	MEONPA	1	-	-	1	NPA-OS-5	
A3		Sub-Total		8	4	4	4		
Macroeconomic Planning	SN	Name of Employee	POST / TITTLE	Position Id	EST	Filled 1.7.2019	Filled 30.6.2020	Vacant 30.6.2020	Scale
	1	Matte Rogers	Manager Macro Econ Planning	HMEPNPA	1	1	1	-	NPA-OS-3
	2	Olowo Patrick	Senior Macro - Economist	SENPMENPA	1	1	1	-	NPA-OS-4
	3	vacant	Senior Macro - Economist	SENPMENPA	1	-	-	1	NPA-OS-4
	4	Babirye Daphne	Planner Macro - Economics	PLNRMENPA	1	1	1	-	NPA-OS-4
A4		Sub-Total		5	3		2		
DEVT PERFORMANCE			TOTAL PROG CODE 26		35	18	17		
GRAND TOTALS					181	103	106	75	





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