



THE REPUBLIC OF UGANDA

MINISTERIAL POLICY STATEMENT

MINISTRY OF TOURISM, WILDLIFE AND ANTIQUITIES

VOTES: 022 & 117

Uganda: The Pearl of Africa



"The Country gifted by nature"

**Presented to the Parliament of the Republic of Uganda for
the debate on the budget estimates for the Financial Year
2017/18**

**By: Prof. Ephraim Kamuntu (MP)
Minister of Tourism, Wildlife and Antiquities**

MPS: Tourism Wildlife and Antiquities

Foreword

The Rt. Hon. Speaker and the Hon. Members of Parliament; to comply with the Public Finance Management Act 2015, Section 13, I wish to present to the house, the Ministerial Policy Statement (MPS) of the Ministry of Tourism, Wildlife and Antiquities for the fiscal year 2017/2018 for your consideration, debate and eventual approval. The policy statement has been prepared in line with the format and structure prescribed by Ministry of Finance, Planning and Economic Development and gives a comprehensive coverage of the budget performance for the fiscal year just ending, the planned outputs for the FY2017/18, budget allocations as well as cross cutting issues.

Rt. Hon. Speaker, the Ministry and its agencies regard tourism as a priority sector for Uganda and are committed to position Uganda as a “Must- Visit” destination for all tourists to Africa. Rough Guides, a UK based leading travel publisher has ranked Uganda as the best country to visit in Africa and the fourth best country to visit in the world in 2017. This is in addition to Lonely Planet ranking Uganda as the best country to visit in 2012, National Geographic picking Uganda as one of the best destinations plus countless accolades highlighting Uganda as “Pearl of Africa”.

The Ministry’s target is to attract four (4) million tourists by 2020 compared to the total tourist arrivals in 2015 which were 1.3 million; progressively increase the contribution of tourism to GDP; generate employment for Ugandans and earn foreign exchange for the country.

In order to achieve the above objectives the following strategies have been proposed:

- i) Aggressive promotion and marketing of Uganda to unlock the country’s tourism potential
- ii) Diversifying tourism product range
- iii) Improving tourism and hospitality skills along the tourism value chain
- iv) Strengthening conservation of natural and cultural heritage assets

Rt. Hon Speaker and Hon Members of Parliament, I now wish to present the financial outlays for the FY 2017/18 for your consideration and approval. GOU: Vote 022 Ministry of Tourism, Wildlife and Antiquities, Shs. 16.136bn and Vote 117 Uganda Tourism Board Shs. 11.21bn; and Non Tax Revenue for Uganda Wildlife Authority (Shs. 66.49bn), Uganda Wildlife Conservation Education Centre (Shs. 3.08bn), Uganda Hotel and Training Institute (Shs. 1.65bn) and Uganda Wildlife Research Training Institute (Shs. 0.48bn) and Uganda Tourism Board (Shs. 0.3bn).

For God and My Country



Prof. Ephraim Kamuntu (MP)

Minister of Tourism, Wildlife and Antiquities

MPS: Tourism Wildlife and Antiquities

Table of contents

PRELIMINARY

Foreword

Abbreviations and Acronymsiii

Executive Summary1

Vote: 022 Ministry of Tourism, Wildlife and Antiquities

Vote Overview9

Major Achievements in 2016/179

Vote Performance for FY 2016/17 and Planned Outputs for FY 2017/189

Medium Term Plans10

Summary of Past Performance and Medium Term Budget Allocations12

Programme Outcome and Outcome Indicators14

Vote Cross Cutting Policy and Other Budgetary Issues21

AIA collections23

Vote Personnel Information23

Annual Workplan Outputs for 2016/17 and 2017/1825

Annexes

Summary of Vote Budget Estimates by Programme and Sub-Programme47

Vote Organogram61

Costed Staff list for Staff in post62

Vote Pensions list65

Vote: 117 Uganda Tourism Board67

Vote Overview67

Major Achievements in 2016/1767

Medium Term Plans67

Summary of Past Performance and Medium Term Budget Allocations69

MPS: Tourism Wildlife and Antiquities

Table of contents

Programme Outcome and Outcome Indicators.....	69
Vote Cross Cutting Policy and Other Budgetary Issues.....	71
AIA collections.....	71
Annual Workplan Outputs for 2016/17 and 2017/18.....	72

Annexes

Summary of Vote 117 Budget Estimates by Programme and Sub-Programme.....	77
Uganda Wildlife Authority.....	83
Uganda Wildlife Conservation Education Centre.....	100
Uganda Hotel and Tourism Training Institute.....	117
Uganda Wildlife Training Institute.....	127
Stafflists, gratuity and recruitment plans for Agencies.....	137
Procurement plans for Agencies.....	173
THE COMPETITIVENESS ENTERPRISES DEVELOPMENT PROJECT (CEDP).....	181

MPS: Tourism Wildlife and Antiquities

Abbreviations and Acronyms

AABF	Asia Africa Business Forum on Tourism
AGM	Annual General Meeting
ATA	African Travel Association
AUTO	Association of Uganda Tour Operators
BFP	Budget Framework Paper
BINP	Bwindi Impenetrable National Park
BOQs	Bills of Quantities
CAA	Civil Aviation Authority
CEDP	Competitive Enterprises Development Project
CICS	Competitive Investment Climate
CITES	Convention of International Trade in Endangered Species of wild fauna and flora
CoP	Conference of Parties
CSO	Civil Society Organisation
CSWCT	Chimpanzee Sanctuary Wildlife Conservation Trust
DCO	District Commercial Officer
EAC	East African Community
GDP	Gross Domestic Product
IAS	Invasive Alien Species
IATA	International Air Travel Agency
IGAD	Inter Government Agency for Development
IGP	Inspector General of Police
KCCA	Kampala City Council Authority
KVNP	Kidepo Valley National Park
LG	Local Government
MDAs	Ministries, Departments and Agencies
MECA	Mount Elgon Conservation Area
MFNP	Murchison Falls National Park
MoPS	Ministry of Public Service
MPS	Ministerial Policy Statement
MTIC	Ministry of Trade Industry and Cooperatives
MTWA	Ministry of Tourism, Wildlife and Antiquities
NEMA	National Environmental Management Authority
NFA	National Forest Authority
NTR	Non Tax Revenue
PA	Protected Area
PAM	Problem Area Management

MPS: Tourism Wildlife and Antiquities

Abbreviations and Acronyms

PAMSU	Protected Areas Management and Sustainable Use
PRESTO	Presidential Initiative on Sustainable Tourism
QENP	Queen Elizabeth National Park
SMEs	Small and Medium Enterprises
TIMS	Tourism Information Management System
TORs	Terms of Reference
TSA	Tourism Satellite Account
UBOS	Uganda Bureau of Statistics
UCDA	Uganda Coffee Development Authority
UCOTA	Uganda Community Tourism Association
UHTTI	Uganda Hotel and Tourism Training Institute
UNDP	United Nations Development Programme
UNESCO	United Nations Educational and Scientific Cultural Organisation
UNRA	Uganda National Roads Authority
UNWTO	United Nations World Tourism Organisation
URSB	Uganda Registration Service Bureau
UTA	Uganda Tourism Association
UTB	Uganda Tourism Board
UWA	Uganda Wildlife Authority
UWEC	Uganda Wildlife Conservation Education Centre
UWRTI	Uganda Wildlife Research Training Institute
UWTI	Uganda Wildlife Training Institute
WAN	Wide Area Network
WB	World Bank
WCU	Wildlife Clubs of Uganda

MPS: Tourism Wildlife and Antiquities

Executive Summary

Rt. Hon Speaker and Honourable Members of Parliament, the preparation of the Ministerial Policy Statement (MPS) and detailed budget estimates for the FY 2017/18 is based on the Programme Based Budgeting Structure. The MPS has been prepared in conformity with guidelines issued by the Ministry of Finance Planning and Economic Development (MFPED), as the principal document for presenting details of the budget estimates to Parliament. The document has also been expanded to include inputs from the affiliated institutions that are not vote holders.

The MPS is a presentation of the past and future plans for the following Institutions; Ministry of Tourism Wildlife and Antiquities- vote 022 (MTWA), Uganda Tourism Board- vote 117 (UTB), Uganda Wildlife Authority (UWA), Uganda Wildlife Conservation Education Centre (UWEC), Uganda Hotel and Tourism Training Institute (UHTTI) and Uganda Wildlife Research and Training Institute (UWRTI).

Rt. Hon Speaker and Honourable Members of Parliament, The global Travel & Tourism continues to grow by 2.5% to 4% each year. The proportion of the population travelling has grown from just 6% of the population in 1980, and the World Tourism Organization estimates that by 2020, 18% of the population will be travelling. The growth of the Travel & Tourism sector in 2015 (2.8%) outpaced that of the global economy (2.3%) and a number of other major sectors such as manufacturing and retail. In total, Travel & Tourism generated US \$7.2 trillion (9.8% of global GDP) and supported 284 million jobs, equivalent to 1 in 11 jobs in the global economy.

Tourism is a driving force in propelling economic growth and continues to be the leading foreign exchange earner for Uganda generating US\$1.35bn (23.5% of total exports) in 2015 from US \$1,085m in 2013.

Tourism contributed UGX 7.27 trillion of Uganda's GDP (9.0% of GDP) in 2015 and is forecast to rise by 6.6% pa to UGX13.083 trillion (10.2% of GDP) in 2025 (WTTC, 2015). The tourism sector accounted for 1,172,000 jobs in 2015 (Direct and Indirect).

The country recorded a total of 1.3 million tourist arrivals in 2015 with annual growth rate of 9% since 2006 at 539,000. The arrivals for leisure, recreation and holidays decreased to about 208,000 in 2015 from 220,000 in 2014 (translating into 5.6 percent decline). Whereas the number of leisure and holiday visitors declined during the calendar year 2015, the number is expected to rise to 300,000 in 2016 and grow by 10% due to aggressive marketing campaigns.

Visitation to the National Parks grew by 14% in 2016 to reach 245,725 (July-December). The category of Foreign Non-residents contributed most to this performance having grown from 77,206 in 2015 to 95,949 visitors in 2016. This was a rebound compared to a drop registered between

MPS: Tourism Wildlife and Antiquities

Executive Summary

2014 and 2015 where Foreign Non Resident visitors to National parks dropped from 89,402 to 77,206.

OVERVIEW OF THE PHYSICAL PERFORMANCE FOR THE FY 2016/17 AND PLANNED OUTPUTS FOR THE FY 2017/18

Rt. Hon Speaker and Honourable Members of Parliament, the tourism sector will focus on the following areas in the next FY 2017/18:

Finalising the bills in the pipeline, improving the length of stay by the tourists by strengthening our marketing campaign, improving the quality of services in the industry, development of new tourism products, harnessing the conservation efforts by UWA, UWEC and UWRTI, promoting religious and cultural tourism and more importantly, promoting investments in the tourism industry.

Policies, regulations and governance

The Uganda Wildlife Bill 2016 that was approved by Cabinet is currently with Uganda Printing and Publishing Corporation (UPPC) for publication. The Ministry continues to carry out its oversight role through inspections and monitoring of tourists areas and tourist facilities.

In the **FY 2017/18**, the Ministry plans to submit the Museums and Monuments Bill to Parliament; undertake quarterly inspections of protected areas for compliance purposes; continue strengthening the management of affiliated institutions and increased oversight role for the entire tourism sector.

Through CEDP, the Ministry has completed an audit of the Tourism Information Management System (TIMS) where the report proposes the next steps. In the next FY 2017/18, the Ministry will work towards operationalising the TIMS.

Promotion and Marketing

Under CEDP funding, the country was represented by PR firms in Europe, Canada and North America, German speaking countries of German, Austria and Switzerland. Arising out of these firms, the Uganda received over 12 groups of media personalities to provide coverage for the country; Uganda's Gorilla featured on the public LCD screen at the busiest New York Street as well as at Trafalgar square, London where 330,000 people pass through daily, and 11 top media houses in UK covered it in their various media platforms. The London footages was viewed by over 500,000 people on social media.

PR firms have also been active in engaging top travel sellers during travel markets and roadshows. So far the North American group has met 300 North American tour operators and travel agents.

MPS: Tourism Wildlife and Antiquities

Executive Summary

Rough Guides, a UK based leading travel publisher has ranked Uganda as the best place to visit and Africa's number one travel destination of 2017 and the world's number four top best in the world. Rough Guides has a circulation of 2 million monthly sessions and 153,000 face book followers and 190,000 likes on Instagram.

Uganda Tourism Board carried out a number domestic marketing-activities including Pearl of Africa Tourism Expo 2015, Kampala adventure cycling, World Tourism Day, placing signage at strategic tourism sites, and activities for Buganda, Busoga, EETN and Kigezi clusters. All these activities have contributed majorly to the 14% increase in the arrivals to Uganda's national parks.

"Tulambule" a domestic promotional campaign also gained momentum while exposing tourism products to the nationals. Procured 5,000 branded promotional materials including pens, flash disks, coffee, and business card holders.

5 fifty two (52) seater domestic tour buses were procured and delivery is expected by end of this March 2017; 3 forty five seater motorized boats (launches) are already in Mombasa.

In the **FY 2017/18**, UTB plans to promote Uganda's tourist attractions through participation in 5 international, 3 regional events and consolidation of gains realised by PR representation in U.K and Ireland, Germany, Austria and Switzerland as well as the United States and Canada. Promote domestic tourism through events such as World Tourism day celebrations, Miss Tourism 2017 Competitions and Namugongo Martyrs day celebrations and also promote regional tourism cluster development. The sector will continue with domestic tourism awareness drives (Tulambule).

Conservation and sustainable utilization of wildlife resources

In the FY 2016/17 a number of gain were made and these include:

Resource conservation:

- i. 500 pillars were constructed around protected areas at Pabit MFNP, Kabwoya WR, Ajai WR.
- ii. 100ha of degraded area restored in protected areas in Lake Mburo National park and Murchison falls National park
- iii. Carried out 15,000 land and marine patrols

Human wildlife conflicts:

- i. 6 community groups in trained and equipped to implement community based mitigation measures;
- ii. 200 bee hives procured and installed
- iii. 10km Mauritius thorns maintained
- iv. Translocate 50 Buffaloes and 20 Topis to Pian Upe Wildlife Reserve, 10 zebras to katonga wildlife reserve

MPS: Tourism Wildlife and Antiquities

Executive Summary

UWEC held 6 hands on conservation education programs (Gulu, Mbale, Kabale, Soroti, Mengo and Jinja) and formed 45 new wildlife clubs across the country

In the next **FY 2017/18**, major activities will include routine patrols by rangers, reducing on human wildlife conflicts through excavating more 30km trenches in wildlife hotspots and marking sensitive Boundaries. The sector shall continue to engage the populations on heritage resources conservation and their sustainable utilisation.

The Ministry will undertake feasibility study for the expansion of Uganda Wildlife Research Training Institute (UWRTI) to undertake high quality research to better inform wildlife conservation and policy formulation.

Tourism Infrastructure and product development

Products are the very basis for the existence of tourism and it is recognized that Uganda has a lot of potential for improvement, and development of new tourism products. Achievements for **FY 2016/17** include:

A pre-feasibility study report towards the introduction of a Cable car in the Mt. Rwenzoris which recommends for detailed feasibility studies; Designs and BOQs for the rehabilitation of Mugaba palace; Soroti museum was fenced and its compound landscaped; Advert for the master plan of the redevelopment of the Source of the Nile placed in the newspapers; first floor of the pier restaurant furnished. UWA constructed Staff accommodation at Muhavura, Katebo outpost, Isunga, Veterinary Bio safety Laboratory used to manage disease surveillance of Wildlife; construction of the commercial building at Kamwokya is now 60% complete.

In the next **FY 2017/18**, the Ministry will focus on the following outputs:

Completing the Master plan for Source of the Nile; start on the refurbishment of Mugaba palace; constructing the second floor of the Pier Restaurant and rehabilitation of animal exhibits at UWEC; constructing Nyero Interpretation Centre in Kumi district; installing 2 stainless ropes on the final leg to Margherita peak; construct handrails as you approach the rock area of Elena camp; constructing 5 resting shades and toilets at Omuko Mujungu, Nyamuleju and Omwihembe, Fresh field pass and Kichuchu.

Complete student center in Murchison falls and Queen Elizabeth conservation areas, complete a visitor Information Center in Bwindi Mgahinga Bwindi conservation area, construct staff houses in Kidepo valley, Mount Elgon, Lake Mburo and Kibale conservation areas. Complete Kanjokya office building, carry out boundary marking in Matheniko Bokora Wild Reserve & Pian Wild Reserve.

MPS: Tourism Wildlife and Antiquities

Executive Summary

Capacity building, Accommodation and hospitality registration and Coordination:

In the **FY 2016/17**, 204 students were enrolled at UHTTI compared to the target of 200 students. There was also 95% completion of the students at UHTTI. In the next **FY 2017/18**, UHTTI plans to hold a graduation of 320 students, admit 200 students, place 100 students for internship/industrial training, renovate 25 guest rooms and increase its hotel room occupancy rate to 45%.

124 students were enrolled at UWRTI in FY 2016/17 and targets to enrol 130 students in FY 2017/18.

UTB sensitised 90 hotel owners, managers of accommodation facilities in around wildlife protected areas about classification in Mbarara, Kabale, Kasese, Masindi and Moroto; trained 38 chefs and 61 waiters of accommodation facilities in Kampala and Entebbe to enhance competences; registered 879 accommodation facilities in Kampala.

Under CEDP funding the following have been achieved:

- i. Feasibility study for the redevelopment and upgrade of HTTI and a business model to reposition the Institute were conducted, reports submitted to the IDA and approved. The revised designs will be ready by the end of March 2017.
- ii. A review of the curriculum was completed in November 2016, submitted to the National Council for Higher Education and approval is expected in March 2017

FINANCIAL PROJECTIONS FOR FY 2017/18

Overall, the budget for the sector has increased by 3% from Shs **96.51** bn to Shs. **99.03**Bn. This is majorly due to the projected increase of Shs. 3.75bn in UWA's revenue collections for FY 2017/18 resulting from increase in the number of visitors to the Protected Areas. On the other hand, the budget for the Ministry of Tourism Wildlife and Antiquities suffered a net reduction of Shs. 1.38bn majorly due to the budget cuts across MDAs.

Financial Projections for FY 2017/18

	Approved 2015/16	Approved 2016/17	Proposed 2017/18
Ministry of Tourism Wildlife and Antiquities	19.401	17.42	16.13
Uganda Tourism Board	11.40	11.81	11.21
TOTAL (GOU)	30.80	29.23	27.34
	AIA Actual	Approved	Proposed
Uganda Tourism Board	0.08	0.50	0.30

MPS: Tourism Wildlife and Antiquities

Executive Summary

Uganda Wildlife Authority	57.92	62.74	66.49
Uganda Wildlife Conservation Education Center	2.71	2.95	3.08
Uganda Hotel and Tourism Training Institute	0.86	1.38	1.65
Uganda Wildlife Research and Training Institute	0.26	0.21	0.48
TOTAL (AIA)	61.75	67.28	71.69
GRAND TOTAL (GOU + AIA)	92.55	96.51	99.03

Weakness and Challenges

The sector encountered the following challenges during the FY 2016/17

- i. Inadequate marketing, promotion and publicity of the country due to inadequate budgets and low staffing capacity.
- ii. Low levels of product development to keep the tourists much longer and spend more.
- iii. Inadequate release by MFPED
- iv. Political instabilities within the neighbouring countries of South Sudan and Democratic Republic of Congo (DRC)
- v. Inadequacies in data management and research
- vi. Inadequate staffing and skills across the sector. This problem exists both in the private and public sector
- vii. Invasive weeds in the wildlife protected areas due climate change
- viii. Increase of illegal activities in protected areas especially illegal trade in ivory, poaching wildlife for game meat, illegal grazing of cattle in the protected areas, logging down trees for timber and charcoal

CRITICAL UN/UNDER FUNDED PRIORITIES FOR FY 2017/18

	ISSUES	Funds required (Bn Ushs)	Funds allocated (Bn Ushs)	Funding gap (Bn Ushs)
A	Tourism Human Resource Capacity and development			
1	Inadequate wage provision (MTWA)	2.5	1.95	0.55
2	Inadequate skills across the tourism value chain:	2.5	0	2.5
3	Staff capacity gaps at UTB	2.9	1.9	1.0
	Sub Total	7.9	3.85	4.05
B	Tourism Management and Regulation			
1	Inadequate research to inform tourism planning	0.75	0.25	0.5
	Sub Total	0.75	0.25	0.5
C	Tourism Promotion and Marketing			
1	Domestic tourism promotion activities intensified:	2.26	0.46	1.8

MPS: Tourism Wildlife and Antiquities

Executive Summary

	ISSUES	Funds required (Bn Ushs)	Funds allocated (Bn Ushs)	Funding gap (Bn Ushs)
2	Support the media to play an effective positive role in the promotion and marketing of tourism within the country and abroad:	5.0	0.13	4.87
3	Quality Assurance framework implemented	0.5	0	0.5
4	Increase and enhance the country's presence in the new sources such as China. 4 PR firms deployed in SE Asia and Oceania (Japan, China, Australia, S. Korea) supported to intensify the marketing and promotional activities	5.0	0	5.0
5	Marketing collaterals (in English, Germany, Chinese, Russian, French and Latin) developed and distributed	2.5	0.2	2.3
6	Participation in international travel exhibitions intensified.	3.0	0.9	2.1
7	Develop a Uganda Tourism Brand and undertake branding:	1.0	0.1	0.9
8	Enhance commercial diplomacy to increase focus on tourism promotion and marketing by Uganda's missions abroad:	1.5	0	1.5
	Sub Total	21.26	1.79	19.37
D	Conservation and Sustainable Utilization of Wildlife Resources			
1	Helicopter to be used for Aerial surveillance of the Protected areas, Animal Counts, Emergency rescue, De- herding problem animal	7.0	0.0	7.0
2	Drones for Aerial surveillance and intelligence information	4.5	0.0	4.5
3	A feasibility study on electric fencing of L.Mburo, Queen Elizabeth and Murchison Falls	0.7	0	0.7
4	Valley dams for Wildlife in water stressed Areas.	2.0	0	2.0
5	Road Unit (Road equipment) to maintain the road network in the Savana parks and removal of invasive species	6.3	0	6.3
6	UWEC to strengthen rescue and rehabilitate captive animals	1.0	0	1.0
7	Infrastructure for Wildlife Research at UWRTI	0.6	0.1	0.5
8	Automated Revenue Management at UWA	2.0	0	2.0
9	Other implementation of Wildlife policy	1.0	0	1.0

MPS: Tourism Wildlife and Antiquities

Executive Summary

	ISSUES	Funds required (Bn Ushs)	Funds allocated (Bn Ushs)	Funding gap (Bn Ushs)
10	Human wildlife conflicts mitigated through interventions including Beehives, chilli, Mauritius thorns	3.1	2.1	1.0
11	Boundary pillars along opened boundaries	1.0	0	1.0
	Sub Total	29.2	2.2	27
E	Tourism Infrastructure and Investments			
1	Development of Namugongo Master Plan	2.8	0.02	2.78
2	Development of Namugongo Martyrs shrine	29.03	0	29.03
3	Undertaking detailed feasibility studies for the establishment of a cable car	4.0	0	4.2
4	Undertaking detailed feasibility studies for the establishment of canopy walk bridges in Kibale national park and Bwindi	1.8	0.0	1.8
5	A master plan for Namugongo Martyrs shrine	2.5	0.0	2.5
6	Undertaking Area development plans for Kalagala and Itanda tourism sites under PPP arrangements	0.8	0	0.8
7	Undertaking Feasibility Studies for the highlevel briedge at Murchison falls	0.2	0.0	0.2
8	Promote water sport on lakes and rivers to attract tourists: A master plan for the lake Victoria from Entebbe to Luzira drawn	4.0	0	4.0
9	Mugaba palace restored- Refurbishing the main building	1.5	0.5	1.0
10	Expansion of the National Museum: The Ministry has already secured designs and BOQs to the tune of Shs. 8.0bn to construct more galleries and a theatre.	8.0	0	8.0
11	Support the Uganda Wildlife Education Centre to establish a marina and operationalise a tourism circuit on Lake Victoria as part of the domestic and international tourism development:	1.8	0.3	1.5
	Sub Total	56.43	0.82	55.81
	TOTAL	115.54	8.91	106.7

Vote:022 Ministry of Tourism, Wildlife and Antiquities

V1: Vote Overview

I. Vote Mission Statement

To develop and promote tourism, wildlife and cultural heritage resources for enhancement of Uganda as a preferred tourist destination, with accelerated sector contribution to the national economy

II. Strategic Objective

- a. To enhance regulation, coordination and management of the tourism sector To develop and diversify the tourism products and services;
- b. To develop tourism infrastructure and facilities;
- c. To promote and market the destination in national, regional and international markets;
- d. To develop human resource and institutional capacity for the tourism sector;
- e. To promote community involvement and enterprise development in the tourism economy;
- f. Promote Sustainable Development of Uganda's Wildlife resources and Cultural Heritage;
- g. Promote safety and security of tourists and tourism assets; and
- h. Promote local, regional and global partnerships for tourism development.

III. Major Achievements in 2016/17

POLICIES, STRATEGIES AND MONITORING SERVICES

During the first half of the FY 2016/17, various stakeholders including MDAs and Civil Society Organisations were consulted on the Heritage Resources bill and the Principles of the Heritage Resources bill were submitted to Cabinet. The Uganda Wildlife Bill 2016 that was approved by Cabinet is currently with Uganda Printing and Publishing Corporation (UPPC) for publication.

The Ministry undertook quarterly inspection of Conservation Areas to oversee Government Policy implementation. The wildlife userights holders outside protected areas were inspected to ensure compliance with the Convention of International Trade in Endangered Species (CITES).

The 7th Annual Tourism Sector Review Conference was successfully held with the aim of providing timely and focused information to Tourism sector stakeholders on the performance of the sector during the FY 2015/16 and the recent past. The Ministry further hosted coordination meetings with various stakeholders to review progress on interventions including the renovation of Kasubi and Wamala Tombs.

PRODUCT DEVELOPMENT

Significant progress has been made towards the introduction of a Cable car in the Mt. Rwenzoris. A pre-feasibility study report was produced and it recommends for detailed feasibility studies. The Ministry is identifying and analyzing the options for the source of funding for the feasibility studies.

A consulting firm was procured to prepare designs and BOQs and to establish the structural integrity of the Mugaba palace physical structures with major focus on King's house. For the other cultural heritage products, three Rock arts sites of Mukongoro, Kakoro and Nyero have been protected with buffer zones to mitigate human encroachment. The newly constructed Soroti museum was fenced and its compound landscaped and the Ministry undertook consultative meetings with the Church of Uganda (COU), the family and Kitgum DLG to inform the MOU towards the construction of a museum in remembrance of the Late Archbishop Janan Luwum.

In regards to the development of the Source of the Nile to international standards, the scope was expanded from a mere feasibility study to having a Master plan (including BOQs and architectural designs for public infrastructure) and a strategic environment and social impact analysis (SEA) which is wider. The Final Terms of Reference (TORs) for the consultancy to develop Master plan and SEA analysis were prepared and cost estimates established. Procurement is ongoing for the consultant and the adverts were run in newspapers.

UWA introduced habitation as a tourism product: The product has been introduced at a cost of \$1500 per tourist. Additionally, UWA introduced hot air balloons in Murchison and Queen Elizabeth National Parks.

Vote:022 Ministry of Tourism, Wildlife and Antiquities

NATURAL AND CULTURAL RESOURCE CONSERVATION

Uganda was represented in world heritage conservation congresses to be part of the decision making bodies in matters of conservation. The fora include; IUCN World Conservation Congress 2016, the CITES Standing Committee, the 17th Conference of Parties and the CMS Standing Committee Meeting. The Ministry remitted annual contributions to AEWA for the triennium.

Created a Canine unit at UWA to enhance detection of ivory at ports and border posts. Revised UWA staff structure with canine unit approved by the Board of Trustees. The construction of the Veterinary Bio safety Laboratory is approximately 85% complete. Once established, the Lab will be used to manage disease surveillance of Wildlife.

In an effort to upgrade the exhibitions, the Ministry undertook research to enhance the storylines of Soroti and Moroto museums. The regional cultural sites of Patiko, Wedelai, Nyeru rock site continue to be maintained and the ToRs were drafted for the contractor to upgrade Barlonyo Memorial site.

In order to secure the integrity of cultural sites and museums, the titles were processed for sites under UNESCO reparations (Ntuusi and Bwogero) and deed plans were acquired for the proposed Fortportal Museum land.

The Ministry continued to enhance the involvement of the youth in wildlife conservation through activation of Wildlife Clubs in Schools in partnership with Wildlife Clubs of Uganda (WCU). Further involvement of youth was prioritized in the organization and celebration of the World Wildlife day 2017 where Ugandans were engaged in conservation education.

MARKETING AND PROMOTION

Domestic tourism promotion was intensified through Miss Tourism 2016 competitions, the World Tourism Day and tourism promotion campaigns dubbed Tulambule. GANTONE Tourism cluster was supported to develop and promote tourism products. The cluster was supported during the Tourism Week in Mbarara District. UWA contracted the filming and running of documentaries for promotion and sensitization on conservation on local TV channels.

Construction of a Visitor Information Centre at Buhoma is approximately 60% complete while the construction of the Education Centres in QENP and MFNP is approximately 40% complete.

TOURISM HUMAN RESOURCE DEVELOPMENT

Recruitment of 33 staff is ongoing to improve staffing levels of the Ministry.

TOURISM WILDLIFE AND ANTIQUITIES MANAGEMENT AND REGULATION

Process title deeds for UWA untitled land: 50% has so far been processed.

The construction of UWA's commercial building at Kanjokya is approximately 60% complete

Sector coordination improved through several meetings with various tourism sector stakeholders.

Accommodation (Bed & Room occupancy) study conducted on accommodation facilities

The preliminary designs report prepared for Designs and BOQs for Ministry HQs.

IV. Medium Term Plans

PRODUCT DEVELOPMENT

Redevelop the Source of the Nile as a world-class tourist attraction site and turn it into a modern international and domestic tourism centre

Develop infrastructure on Mt. Rwenzori by attracting investors to establish cable cars and zip lines. Conduct feasibility studies for the cable car.

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Develop new products, as part of the tourism diversification drive, including construction of canopy walk bridges in the and Kibaale national parks to ease animal viewing

Develop Kalagala and Itanda tourism sites under PPP arrangements

Expand and develop Namugongo Martyrs' shrine into an elaborate and inter-connected tourism centre and trail, under the Public Private Partnership (PPP) arrangements, with the view to make it an all-year round domestic and international tourists' destination.

Promote water sport on lakes and rivers to attract tourists.

Support the Uganda Wildlife Education Centre to establish a marina and operationalise a tourism circuit on Lake Victoria as part of the domestic and international tourism development

Support construction of additional accommodation infrastructure in the national parks

Design and construct a high-level bridge at Murchison Falls, as additional scenery for tourism promotion

NATURAL AND CULTURAL RESOURCE CONSERVATION

Continue with wildlife conservation and preservation of cultural heritage for sustainable tourism, environmental protection and sustainable use by communities neighboring protected areas.

Excavate about 30km of trenches every year in order to reduce the problem of human — wildlife conflicts and also erect an electrical fence in some sections as deemed appropriate.

TOURISM HUMAN RESOURCE DEVELOPMENT

Upgrade the Hotel Tourism Training Institute at Jinja to international standards to facilitate adequate Skilling in the hospitality industry

Provide skills and information to personnel along the value chain especially Ministries, Departments and Agencies, Private Sector (Foreign service, immigration, Customs, transporters, Local Governments, accommodation, security, guides.

Fill vacant positions in the Ministry structure (to move it from 54%) to boost implementation capacity

TOURISM MANAGEMENT AND REGULATION

Strengthen quality assurance and standards for tourism facilities

Strengthen Research, statistics and planning functions of MTWA

Vote:022 Ministry of Tourism, Wildlife and Antiquities

V. Summary of Past Performance and Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (US\$ Billion)

		2015/16 Outturn	2016/17		2017/18	MTEF Budget Projections			
			Approved Budget	Expenditure by End Dec		2018/19	2019/20	2020/21	2021/22
Recurrent	Wage	1.408	1.783	0.977	1.952	2.049	2.152	2.259	2.372
	Non Wage	6.381	9.872	3.733	8.651	10.382	11.420	13.133	13.133
Devt.	GoU	8.659	5.774	1.301	5.439	7.071	8.485	10.182	10.182
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total		16.448	17.429	6.011	16.042	19.502	22.057	25.574	25.687
Total GoU+Ext Fin (MTEF)		16.448	17.429	6.011	16.042	19.502	22.057	25.574	25.687
Arrears		0.000	0.000	0.000	0.093	0.000	0.000	0.000	0.000
Total Budget		16.448	17.429	6.011	16.136	19.502	22.057	25.574	25.687
A.I.A Total		61.759	67.281	31.783	71.692	72.851	76.136	80.406	84.104
Grand Total		78.206	84.710	37.793	87.828	92.353	98.192	105.981	109.791
Total Vote Budget Excluding Arrears		78.206	84.710	37.793	87.734	92.353	98.192	105.981	109.791

VI. Budget By Economic Classification

Table V6.1 2016/17 and 2017/18 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2016/17 Approved Budget				2017/18 Draft Estimates			
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	AIA	Total
Output Class : Outputs Provided	10.317	0.000	0.000	10.317	9.121	0.000	0.000	9.121
211 Wages and Salaries	2.765	0.000	0.000	2.765	2.688	0.000	0.000	2.688
212 Social Contributions	0.543	0.000	0.000	0.543	0.724	0.000	0.000	0.724
213 Other Employee Costs	0.296	0.000	0.000	0.296	0.283	0.000	0.000	0.283
221 General Expenses	1.790	0.000	0.000	1.790	1.322	0.000	0.000	1.322
222 Communications	0.093	0.000	0.000	0.093	0.107	0.000	0.000	0.107
223 Utility and Property Expenses	1.600	0.000	0.000	1.600	1.946	0.000	0.000	1.946
224 Supplies and Services	0.107	0.000	0.000	0.107	0.152	0.000	0.000	0.152
225 Professional Services	0.613	0.000	0.000	0.613	0.376	0.000	0.000	0.376
227 Travel and Transport	2.210	0.000	0.000	2.210	1.311	0.000	0.000	1.311
228 Maintenance	0.253	0.000	0.000	0.253	0.161	0.000	0.000	0.161
282 Miscellaneous Other Expenses	0.047	0.000	0.000	0.047	0.050	0.000	0.000	0.050
Output Class : Outputs Funded	2.393	0.000	67.281	69.674	2.037	0.000	71.692	73.729
262 To international organisations	0.161	0.000	0.000	0.161	0.000	0.000	0.000	0.000
263 To other general government units	0.595	0.000	67.281	67.876	0.400	0.000	71.692	72.092

Vote:022 Ministry of Tourism, Wildlife and Antiquities

264 To Resident Non-government units	1.637	0.000	0.000	1.637	1.637	0.000	0.000	1.637
Output Class : Capital Purchases	4.719	0.000	0.000	4.719	4.884	0.000	0.000	4.884
281 Property expenses other than interest	2.433	0.000	0.000	2.433	2.605	0.000	0.000	2.605
311 NON-PRODUCED ASSETS	0.022	0.000	0.000	0.022	0.000	0.000	0.000	0.000
312 FIXED ASSETS	2.168	0.000	0.000	2.168	2.259	0.000	0.000	2.259
314 INVENTORIES (STOCKS AND STORES)	0.096	0.000	0.000	0.096	0.020	0.000	0.000	0.020
Output Class : Arrears	0.000	0.000	0.000	0.000	0.093	0.000	0.000	0.093
321 DOMESTIC	0.000	0.000	0.000	0.000	0.093	0.000	0.000	0.093
Grand Total :	17.429	0.000	67.281	84.710	16.136	0.000	71.692	87.828
Total excluding Arrears	17.429	0.000	67.281	84.710	16.042	0.000	71.692	87.734

VII. Budget By Programme And Subprogramme

Table V7.1: Past Expenditure Outturns and Medium Term Projections by Programme and SubProgramme

Billion Uganda shillings	FY 2015/16 Outturn	FY 2016/17		2017-18 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2018-19	2019-20	2020-21	2021-22
03 Tourism , Wildlife conservation and Museums	10.757	77.213	2.796	80.285	84.354	89.893	97.361	100.919
09 Tourism	1.595	3.825	1.333	3.430	4.240	5.137	6.725	7.035
10 Museums and Monuments	0.506	0.715	0.053	0.563	0.900	1.060	1.460	1.460
11 Wildlife Conservation	1.146	55.591	0.337	71.492	72.971	76.055	79.839	83.087
1333 Mt. Rwenzori Tourism Infrastructure Development Project (MRTIDP)	0.849	13.425	0.166	1.152	2.931	2.000	2.607	2.000
1334 Development of Museums and Heritage Sites for Cultural Promotion	0.607	1.188	0.259	1.013	1.200	2.000	1.375	2.482
1335 Establishment of Lake Victoria Tourism Circuit	0.300	0.650	0.400	0.400	0.500	1.000	2.000	1.500
1336 Development of Source of the Nile	0.660	1.120	0.044	1.980	0.400	1.000	1.000	1.000
1337 Establishment of Regional Satellite Wildlife Conservation Education Centres in Uganda	5.040	0.495	0.175	0.150	1.040	1.385	2.000	2.000
14 Directorate of TWCM	0.055	0.204	0.028	0.106	0.172	0.255	0.355	0.355
49 General Administration, Policy and Planning	5.690	7.497	3.215	7.449	7.999	8.299	8.619	8.872
01 HQs and Administration	4.411	6.510	2.927	6.615	6.887	7.076	7.294	7.529
0248 Government Purchases and Taxes	1.204	0.896	0.258	0.744	1.000	1.100	1.200	1.200
15 Internal Audit	0.076	0.090	0.031	0.090	0.112	0.123	0.125	0.143
Total for the Vote	16.448	84.710	6.011	87.828	92.353	98.192	105.981	109.791
Total Excluding Arrears	16.448	84.710	6.011	87.734	92.353	98.192	105.981	109.791

VIII. Programme Performance and Medium Term Plans

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2017/18)

Programme :	03 Tourism , Wildlife conservation and Museums					
Programme Objective :	To promote tourism, wildlife and cultural heritage conservation for socio-economic development and transformation of the country					
Responsible Officer:	Director Tourism, Wildlife and Antiquities					
Programme Outcome:	Tourism Development, Natural and Cultural Heritage Conservation					
<i>Sector Outcomes contributed to by the Programme Outcome</i>						
1. Improved Heritage Conservation and Tourism Growth						
Outcome Indicators	Performance Targets					
	2015/16	2016/17		2017/18	2018/19	2019/20
	Actual	Target	Actual	Target	Projection	Projection
• Average tourist expenditure (USD)				1087	1142	1200
• Incidence of human-wildlife conflict (Number)				1000	950	900
• Number of Visitors to museums and monuments sites				124496	136946	150641
SubProgramme: 09 Tourism						
<i>Output: 01 Policies, strategies and monitoring services</i>						
Number of inspections undertaken on wildlife protected areas on implementation of UWA activities				8	8	8
Status of the Heritage Resources Bill				Submitted to Parliament	Approved by Parliament	Implementation plan drafted
Status of the Uganda Wildlife Bill 2015				Published, 500 copies of Uganda Wildlife Act	Wildlife Policy implemented	Wildlife Policy implemented
<i>Output: 06 Tourism Investment, Promotion and Marketing</i>						
No. of domestic events and fairs participated in				5	6	7
Number of tourism regional and international meetings attended				8	8	8
<i>Output: 54 Tourism and Hotel Training(HTTI)</i>						
Completing rate of students at HTTI				95%	95%	95%
No. of student placed and supervised on industrial training				100%	100%	100%
Number of students enrolling at HTTI				200	205	210
SubProgramme: 10 Museums and Monuments						
<i>Output: 01 Policies, strategies and monitoring services</i>						
Status of the Heritage Resources Bill				Submitted to Parliament	Approved by Parliament	Implementation plan drafted
<i>Output: 04 Museums Services</i>						
Land Title for Fortportal Museum acquired				Yes	Yes	Yes
Number of Exhibitions upgraded				4	4	4

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Status of upgrade of the Barlonyo Memorial site	Complete	Complete	Complete
SubProgramme: 11 Wildlife Conservation			
<i>Output: 01 Policies, strategies and monitoring services</i>			
Number of inspections undertaken on wildlife protected areas on implementation of UWA activities	8	8	8
Status of the Uganda Wildlife Bill 2015	Published, 500 copies of Uganda Wildlife Act printed	Wildlife Policy implemented	Wildlife Policy implemented
<i>Output: 03 Support to Tourism and Wildlife Associations</i>			
No. of Wildlife Clubs of Uganda (WCU) activated in schools	10	15	15
No. of Wildlife use rights holders outside protected areas inspected	12	14	16
<i>Output: 51 Management of National Parks and Game Reserves(UWA)</i>			
Length of trenches excavated (km) in MFNP	20	20	20
Number of patrols conducted by UWA to reduce illegal activities as a way of law enforcement	25234	25300	25300
Number of pillars installed as boundary markings	500	500	500
<i>Output: 52 Wildlife Conservation and Education Services(UWEC)</i>			
No. of conservation programs conducted in community areas	4	4	4
No. of visitors entering UWEC	320000	335000	350000
Pieces of Conservation Educational Materials distributed to educational institutions	1000	1000	1000
<i>Output: 53 Support to Uganda Wildlife Training Institute</i>			
No. of students completing at UWTI	110	120	120
No. of students enrolling at UWTI	140	140	140
No. of field Practical training exercises conducted	2	2	2
SubProgramme: 1333 Mt. Rwenzori Tourism Infrastructure Development Project (MRTIDP)			
<i>Output: 05 Capacity Building, Research and Coordination</i>			
No. of studies undertaken to inform tourism sector planning	4	4	4
<i>Output: 82 Tourism Infrastructure and Construction</i>			
Status of the Feasibility study for the cable car on Mt. Rwenzori	Identify source of funds for feasibility studies	Final feasibility study report	Implementation of recommendations
SubProgramme: 1334 Development of Museums and Heritage Sites for Cultural Promotion			
<i>Output: 82 Tourism Infrastructure and Construction</i>			
Status of Mugabe palace	Omugabe's house renovated	Other structures renovated	Compound landscaped

Vote:022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme: 1336 Development of Source of the Nile
Output: 82 Tourism Infrastructure and Construction

Status of development of the Source of the Nile	Master plan and Strategic & Environment analysis	BOQs for capital works produced	Capital works and investment
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SubProgramme: 14 Directorate of TWCM
Output: 05 Capacity Building, Research and Coordination

No. of engagement meetings held with sector stakeholders to discuss issues affecting the tourism sector	4	4	4
No. of studies undertaken to inform tourism sector planning	4	4	4

Programme : 49 General Administration, Policy and Planning

Programme Objective : To strengthen the Departments and Sector Agencies to implement sector policies, plans and strategies

Responsible Officer: Under Secretary , Finance and Administration

Programme Outcome: Enhanced Policy Guidance and Strategic Direction

Sector Outcomes contributed to by the Programme Outcome
1. Improved Heritage Conservation and Tourism Growth

Outcome Indicators	Performance Targets				
	2015/16	2016/17		2017/18	2018/19
	Actual	Target	Actual	Target	Projection
• Proportion of Tourism sector development Plan implemented				60%	80%
• Tourism data user satisfaction (%)				62%	65%

N/A

IX. Major Capital Investments And Changes In Resource Allocation

Table 9.1: Major Capital Investment (Capital Purchases outputs over 0.5Billion)

FY 2016/17		FY 2017/18
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs
Vote 022 Ministry of Tourism, Wildlife and Antiquities		
Program : 06 03 Tourism , Wildlife conservation and Museums		
Development Project : 1333 Mt. Rwenzori Tourism Infrastructure Development Project (MRTIDP)		
Output: 06 03 82 Tourism Infrastructure and Construction		

Vote:022 Ministry of Tourism, Wildlife and Antiquities

5 resting points constructed along the trail of Mt Rwenzori	-A contract signed with the consulting firm to undertake a pre-feasibility study.	Resting shades and toilets constructed at Omuko Mujungu, Nyamuleju and Omwihembe;	
2 bridges constructed in the Rwenzoris;	-100m of the climbing ladder installed at Karyarupiha.	4 fundable projects developed.	
700m Climbing ladders installed at Karyarupiha - Mt Rwenzori;		Monitoring and supervision conducted.	
Feasibility study for the Cable car on Mt. Rwenzori conducted;		Shelters constructed at Scot Elliot, Fresh field and Kichunchu	
Monitoring and supervisio		2 stainless ropes installed on the final leg to Margherita peak;	
		Handrails constructed as you approach the rock area of Elena camp;	
Total Output Cost(Ushs Thousand)	1,375,398	141,591	875,198
Gou Dev't:	1,375,398	141,591	875,198
Ext Fin:	0	0	0
A.I.A:	0	0	0
Development Project : 1334 Development of Museums and Heritage Sites for Cultural Promotion			
Output: 06 03 82 Tourism Infrastructure and Construction			
Land title for land in Fortpotal town council acquired; Land for the heritage centre surveyed and border mark trees planted;	Soroti Museum fenced and compound landscaped;	Civil works at Namugongo Matrys Shrines coordinated.	
Soroti museum fenced and compound landscaped; Exhibition materials, display exhibits mounted at Soroti museum; Soroti museum laun	Construction of Uganda museum Transport gallery is in progress;	Nyero Interpretation Centre constructed and launched;	
	Contract agreement signed for the contractor to prepare designs and BOQs and to establish the structural integrity of the Mugaba palace building. Consultant to complete assignment by 10th March 2017;	Omugabes House (Mugaba palace) at Kamukuzi refurbished;	
	3 Rock arts sites of Mukongoro, Kakoro and Nyero protected with buffer zones;	Designs and BoQs for Bigo Byamugenyi interpretation centres/toilets prepared	
		Monitoring and supervision conducted	
Total Output Cost(Ushs Thousand)	1,187,850	258,621	950,000
Gou Dev't:	1,187,850	258,621	950,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Development Project : 1335 Establishment of Lake Victoria Tourism Circuit			
Output: 06 03 82 Tourism Infrastructure and Construction			
Electrical fence for the Chimpanze at Ngamba Island constructed;	No progress		
Total Output Cost(Ushs Thousand)	150,000	0	0
Gou Dev't:	150,000	0	0
Ext Fin:	0	0	0
A.I.A:	0	0	0
Development Project : 1336 Development of Source of the Nile			
Output: 06 03 82 Tourism Infrastructure and Construction			

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Detailed Feasibility studies for the redesigning of the Source of the Nile Project prepared;		Final TORs for the consultancy to develop Master plan and SEA analysis completed. Cost estimates for both the consultancies done. The EOI are expected in Q3.		Master plan and Strategic social and Environment Analysis for Source of the Nile produced.	
A toilet constructed at Kagulu Hill;					
An information centre constructed at Pakwach;				Master plan and Strategic social and Environment Analysis for Source of the Nile validated.	
Total Output Cost(Ushs Thousand)	1,120,000	44,438	1,950,000		
Gou Dev't:	1,120,000	44,438	1,950,000		
Ext Fin:	0	0	0		
A.I.A:	0	0	0		
Development Project : 1337 Establishment of Regional Satelite Wildlife Conservation Education Centres in Uganda					
Output: 06 03 82 Tourism Infrastructure and Construction					
Detailed feasibility studies for the establishment of one wildlife satelite centre conducted;		Contract awarded to the consultant to undertake the feasibility studies.		Feasibility study report for one regional wildlife education center.	
Total Output Cost(Ushs Thousand)	200,000	0	150,000		
Gou Dev't:	200,000	0	150,000		
Ext Fin:	0	0	0		
A.I.A:	0	0	0		
Program : 06 49 General Administration, Policy and Planning					
Development Project : 0248 Government Purchases and Taxes					
Output: 06 49 72 Government Buildings and Administrative Infrastructure					
Designs and BOQs for Ministry HQs completed;		Preliminary designs completed (Engineering and Architectural designs for Office Building).		Enhancing Wildlife Research Capacity in Uganda Project: Pre-feasibility study report for Uganda Wildlife Research and Training Institute produced.	
Total Output Cost(Ushs Thousand)	300,438	120,744	120,000		
Gou Dev't:	300,438	120,744	120,000		
Ext Fin:	0	0	0		
A.I.A:	0	0	0		
Output: 06 49 75 Purchase of Motor Vehicles and Other Transport Equipment					
One Vehicle (double cabin pickup) purchased;		None		One (1) Station Wagon vehicle purchased for the Minister	
Total Output Cost(Ushs Thousand)	150,000	0	335,000		
Gou Dev't:	150,000	0	335,000		
Ext Fin:	0	0	0		
A.I.A:	0	0	0		
Output: 06 49 76 Purchase of Office and ICT Equipment, including Software					

Vote:022 Ministry of Tourism, Wildlife and Antiquities

15 Computers; 10 Printers; 90 Printer cartridges; Server hardware procured; 30 pieces of Operating system procured; Air condition for server room installed; Website redesigned; Cloud and Network storage system procured; Security Firewall system;	-10 Printers; -13 Computer sets; - Operating system (Payment to NITA-U made); -Air conditioner for the server room;	20 Un interruptible Power Supply (UPS). Redesigning Serverroom. 5 Computers. 1 Projector. 3 Laptops. Server hardware. 6 Printers. DSTV Upgrade. 6 IPADS.	
Total Output Cost(Ushs Thousand)	177,662	41,982	127,500
Gou Dev't:	177,662	41,982	127,500
Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 06 49 78 Purchase of Office and Residential Furniture and Fittings			
Office furniture and Fittings purchased; 10 Bookshelves 10 Slotted angle high-density racks 10 Filing cabinets 3 Desks 3 Chairs One Labelling toolkit One trolley (Stores) 2 Adjustable ladders 4 Metallic shelves (for stores) Fittings for Uganda Museums of	-3 Office Chairs -2 adjustable ladders -Bulk filer	10 Office chairs 8 Book shelves 10 Metallic cabinets 1 Notice Board	
Total Output Cost(Ushs Thousand)	57,900	20,000	41,562
Gou Dev't:	57,900	20,000	41,562
Ext Fin:	0	0	0
A.I.A:	0	0	0

Table 9.2: Key Changes in Vote Resource Allocation

Major changes in resource allocation over and above the previous financial year	Justification for proposed Changes in Expenditure and Outputs
Programme : 06 03 Tourism , Wildlife conservation and Museums	
Output: 06 0306 Tourism Investment, Promotion and Marketing	
<i>Change in Allocation (US\$ Bn) :</i>	-0.487
Budget cuts affected the areas of travel, advertising and printing.	
Output: 06 0353 Support to Uganda Wildlife Training Institute	
<i>Change in Allocation (US\$ Bn) :</i>	-0.175
Ushs 175m was allocated in FY 2016/17 for a bus. This was a one-off procurement.	
Programme : 06 49 General Administration, Policy and Planning	
Output: 06 4904 Policy, consultation, planning and monitoring services	

Vote:022 Ministry of Tourism, Wildlife and Antiquities

<i>Change in Allocation (US\$ Bn) :</i>	<i>-0.452</i>	The reduction resulted from budget cuts.
Output: 06 4906 Ministerial and Top Management Services		
<i>Change in Allocation (US\$ Bn) :</i>	<i>0.148</i>	This is due to increase in the provision of the salary item
Output: 06 4919 Human Resource Management Services		
<i>Change in Allocation (US\$ Bn) :</i>	<i>-0.146</i>	The reduction resulted from budget cuts
Output: 06 4972 Government Buildings and Administrative Infrastructure		
<i>Change in Allocation (US\$ Bn) :</i>	<i>-0.180</i>	BOQs and design were completed therefore less funds required for this item
Output: 06 4975 Purchase of Motor Vehicles and Other Transport Equipment		
<i>Change in Allocation (US\$ Bn) :</i>	<i>0.185</i>	Additional funds required for the purchase of the Ministers' vehicles
Output: 06 4976 Purchase of Office and ICT Equipment, including Software		
<i>Change in Allocation (US\$ Bn) :</i>	<i>-0.050</i>	Fewer Equipment is required in FY 2017/18.
Output: 06 4978 Purchase of Office and Residential Furniture and Fittings		
<i>Change in Allocation (US\$ Bn) :</i>	<i>-0.016</i>	Fewer furniture is required in FY 2017/18

X. Vote Narrative For Past And Medium Term Plans

Vote Challenges

The sector encountered the following challenges during the FY 2016/17

1. Inadequate marketing, promotion and publicity of the country due to inadequate budgets and low staffing capacity.
2. Low levels of product development to keep the tourists much longer and spend more.
3. Inadequate release by MFPED
4. Political instabilities within the neighbouring countries of South Sudan and DRC
5. Inadequacies in data management and research
6. Inadequate staffing and skills across the sector. This problem exists both in the private and public sector
7. Invasive weeds in the wildlife protected areas due climate change
8. Increase of illegal activities in protected areas especially illegal trade in ivory, poaching wildlife for game meat, illegal grazing of cattle in the protected areas, logging down trees for timber and charcoal

Plans to improve Vote Performance

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Fill vacant positions in the Ministry structure (to move it from 54%) to boost implementation capacity

Strengthen coordination with other supporting sectors such as Ministry of Works and Transport, Ministry of Energy, ICT, Water & Environment

XI. Vote Cross Cutting Policy And Other Budgetary Issues

Table 11.1: Cross- Cutting Policy Issues

Issue Type:	HIV/AIDS
Objective :	Sensitize Staff on HIV/AIDS matters
Issue of Concern :	Stigma that makes those who are sick fear to test and even reveal their status
Planned Interventions :	Direct involvement of the Human resource sections (MTWA, UWA) in awareness, counselling and encouragement of positive living among employees. Organize Aids and HIV sensitization activities at UHTTI activity Engage Counselors to address stigma at UWRTI
Budget Allocation (Billion) :	0.050
Performance Indicators:	No of Team building meetings featuring HIV/AIDS on Programme at MTWA(Target: 2) No of HIV/AIDS sensitisation activities held at UHTTI and UWRTI(Target: 2) No of workers participating and testing for HIV/AIDS at UWRTI (Target: 20)
Objective :	Operationalize the HIV workplace policy
Issue of Concern :	Inadequate sensitization on the work based HIV/AIDS Policy
Planned Interventions :	Sensitize staff on HIV/AIDS during MTWA Team building meetings Undertake sensitization training, testing and provision of treatment at UWA Print and distribute abridge copy of HIV Policy (both at UHTTI and UWRTI)
Budget Allocation (Billion) :	0.043
Performance Indicators:	Number of staff attending the sensitization engagements (Target: 200 members). No of policy copies given out to members (Target: 50)
Issue Type:	Gender
Objective :	Improve opportunities for females in the tourism sector
Issue of Concern :	Inadequate skills among female employees in the hospitality industry
Planned Interventions :	Recruitment of majority female employees in reservations and sales office. Inclusion of female officers in advanced training in wildlife management and intelligence. Recruitment of female rangers.
Budget Allocation (Billion) :	2.100

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Performance Indicators:	Number of female students enrolled at HTTI Number of female students enrolled at UWRTI Proportion of female employees in Uganda Wildlife Authority
Objective :	Improve Gender Awareness in the sector
Issue of Concern :	Gender disparity
Planned Interventions :	Construction of easily accessed buildings, facilities for all to ensure equal opportunities for all
Budget Allocation (Billion) :	0.500
Performance Indicators:	Proportion of tourism facilities in at tourism sites sensitive to gender
Objective :	Equal opportunity for recruitment
Issue of Concern :	Male applicants outweigh female applicants for jobs especially for Jobs available at the Protected areas like the National Parks
Planned Interventions :	Affirmative action to include women in all recruitment made in UWA and UWEC
Budget Allocation (Billion) :	0.040
Performance Indicators:	Ratio of female to male employees in Uganda Wildlife Authority Ratio of female to male employees in UWEC

Issue Type: **Enviroment**

Objective :	Increase awareness among communities neighboring protected areas on the importance of wildlife
Issue of Concern :	Increased encroachment of protected areas due to degraded environment outside wildlife protected areas
Planned Interventions :	Creating awareness about the value of wildlife to the community members through talk shows, community outreach programmers, Crocodile cage construction, problem control rescue operations and support of alternative livelihood to communities
Budget Allocation (Billion) :	0.940
Performance Indicators:	Harmonious relationships and co-existence with communities Number of communities engaged through community outreach programmes
Objective :	Increase Wildlife in the protected areas
Issue of Concern :	Conserving Habitats for birds breeding
Planned Interventions :	Increased patrol activities in the wildlife ranges, transit routes and to the markets
Budget Allocation (Billion) :	2.450
Performance Indicators:	Wildlife stock (selected species) Number of patrols conducted in protected areas
Objective :	Mitigate negative impacts caused by activities of oil and Gas in the Wildlife protected areas
Issue of Concern :	Oil and gas activities affecting wildlife in the protected areas
Planned Interventions :	Compliance monitoring, EIA Review, Biodiversity offset guide lines, Capacity building, Developing monitoring tools, Payment of Ecosystem guidelines
Budget Allocation (Billion) :	0.450
Performance Indicators:	Number of compliance carried out annually. Number of staff trained in oil and gas. Number of EIA reviewed. Sensitivity atlas for Toro Semuliki Wildlife reserve in place.

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Table 11.2: AIA Collections

Source of AIA(Ush Bn)	2016/17 Budget	2016/17 Actual by Dec	2017/18 Projected
Park Fees	0.000	0.000	54,148
Educational/Instruction related levies	0.000	0.000	1,528
Market /Gate Charges	0.000	0.000	2,540
Miscellaneous receipts/income	0.000	0.000	13,476
Total	0.000	0.000	71,692

XII. Personnel Information

Table 12.1 : Vote Staffing Profile by Post

Post	Authorised Establishment	Filled Posts	Vacant Posts	Cleared for filling in 2017/18	Number of Posts Estimated for 2017/18	Scale	Gross Salary Rate per Month	Annual Cost of Filled Posts 2017/18	Annual Cost of Estimated Posts 2017/18
Askari		2	4	2	6	U8	209,859	419,718	2,518,308
Assistant Conservator		1	3	1	4	U6	416,617	416,617	4,999,404
Assistant Instructor		1	1	1	2	U6	386,972	386,972	4,643,664
Assistant records officer		0	1	1	1	U5	455,806	0	5,469,672
Commissioner Wildlife Conservation		0	1	1	1	U1SE	2,370,402	0	28,444,824
Cook		6	3	3	9	U8	209,859	1,259,154	2,518,308
Driver		1	4	2	5	U8	209,859	209,859	2,518,308
Drivers		1	2	1	3	U8	209,859	209,859	2,518,308
Instructor		5	7	7	12	U5	472,079	2,360,395	5,664,948
Museum Dancer		2	2	2	4	U8	209,859	419,718	2,518,308
Personal Secretary		0	1	1	1	U4	744,866	0	8,938,392
Personal Secretary		0	1	1	1	U4	532,160	0	6,385,920
Principal Instructor		0	4	2	4	U3	990,589	0	11,887,068
Procurement Officer		0	1	1	1	U4	706,785	0	8,481,420
Receptionist		1	2	2	3	U8	227,240	227,240	2,726,880
Senior Instructor		2	3	2	5	U4	706,785	1,413,570	8,481,420
Senior Research Officer		0	1	1	1	U3	902,612	0	10,831,344
Senior Wildlife Officer		2	1	1	3	U3	1,204,288	2,408,576	14,451,456
Site Attendant		4	8	4	12	U8	209,859	839,436	2,518,308
Stenographer Secretary		0	1	1	1	U5	447,080	0	5,364,960
Stenographer Secretary		0	1	1	1	U5	424,565	0	5,094,780
Tourism development Officer		3	1	1	4	U4	601,341	1,804,023	7,216,092

Vote:022 Ministry of Tourism, Wildlife and Antiquities

WildLife Officers		4	1	1	5	U4	1,089,533	4,358,132	13,074,396
Vote Total		35	54	40	89		13,938,874	419,718	167,266,488

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 03 Tourism , Wildlife conservation and Museums

Sub Programme:09 Tourism

Sub Program Profile

Responsible Officer: Mbabazi Mary Aulo- Commissioner Tourism Development

Objectives: Policy determination, formulation and implementation, coordination and development of strategies for sustainable tourism development in the country.

Workplan Outputs for 2016/17 and 2017/18

FY 2016/17		FY 2017/18	
Approved Budget, Planned Outputs (Quantity and Location)		Expenditure and Prel. Outputs by End Dec (Quantity and Location)	Proposed Budget, Planned Outputs (Quantity and Location)
Output: 01 Policies, strategies and monitoring services			
8 ongoing and 4 potential tourism projects monitored		Four potential tourism projects monitored (Sempaya, Kitagata, Hoima and the Muremure vent development in Kisoro	Tourism Development plans for two tourism sites (L. Victoria, one hotspring) developed; Guidelines for tourism product development (agro tourism, sports tourism) developed. Annual subscriptions to UNWTO and ATA paid
Total Output Cost(Us\$ Thousand):	100,000	169,474	472,428
Wage Recurrent	80,000	159,982	200,000
NonWage Recurrent	20,000	9,492	272,428
AIA	0	0	0
Output: 05 Capacity Building, Research and Coordination			
Publication of the Quality Assurance Framework and the Eating House Regulations		Over 100 Tourism training institutions documented in the central, northern and eastern regions.	
Sensitisation of Stakeholders on framework of the Eating House Guidelines		Stakeholders sensitised on the Quality Assurance Framework.	
Training of QA inspectors in 4 districts Monitoring of QA implementation Support Tourism traini			
Total Output Cost(Us\$ Thousand):	360,000	108,290	0
Wage Recurrent	0	0	0
NonWage Recurrent	360,000	108,290	0
AIA	0	0	0
Output: 06 Tourism Investment, Promotion and Marketing			

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 03 Tourism , Wildlife conservation and Museums

Tourism training institutes supported:Tourism training institutes documented;	Two domestic events held (Miss Tourism, World Tourism Day).	Uganda represented for trade agreements and destination visibility in Berlin, Indaba and London	
Trade Agreements secured;	Technical support given to the Tourism Clusters of GANTONE, Kinkiinzi and Busoga to develop and promote their tourism products.	Trade promotional programs conducted through promotional road shows in UK & USA markets	
Destination visibility in key source markets enhanced;			
Tourism clusters of Buganda, Busoga, Lango, West Nile, Acholi, Kigezi, Bunyoro, GANTONE, Rwen	Uganda’s interests represented in the 1st meeting of African Union Specialist Technical Committee Sector (Tourism) Uganda represented at ATA meetings; Bilateral meetings attended in Egypt, Turkey. A Joint Tourism Marketing Commitee meeting in Nairobi; A Northern Corridor meeting attended in Nairobi.	Uganda represented in UNWTO and ATA meetings Uganda Tourism sector represented at EAC sectoral meetings in Arusha and northern corridor cluster meetings Bilateral agreements implemented: Exchange programs to Russia and Egypt, turkey, Iran conducted World Tourism Day 2017 organised Four Domestic tourism awareness drives supported Promote Miss Tourism 2017 Competitions	
Total Output Cost(Ushs Thousand):	925,525	600,439	408,742
Wage Recurrent	286,172	306,824	166,172
NonWage Recurrent	639,353	293,615	242,570
AIA	0	0	0

Output: 54 Tourism and Hotel Training(HTTI)

Operations of HTTI supported; Wage subvention to HTTI paid; Skills training of HTTI students enhanced through industrial training, placements of students to industrial players, undertaking research in the hospitality field.	204 students enrolled at HTTI; 101 students were placed and supervised in 2016; 97% of students still progressing with studies and are likely to complete; Ushs 232,854,627/= generate from Hotel Services; 100% of all staff dressed with uniform; Training ongoing for Hospitality and tourism students; Classroom block painted; 3 Guestrooms furnished with TVs, curtains and beddings 10 mattresses procured for HTTI hotel	200 new students enrolled at UHTTI; 350 Students facilitated and assessed through exams, tests and courseworks; 10th Graduate ceremony organized and held; Students welfare managed; Industrial Training conducted Capacity of staff built through long course, internal/external workshops, Exchange programs UHTTI domestic arrears reduced by 20% Ushs 595,156,082 generated from HTTI hotel. 25 guest rooms rehabilitated;	
Sector effective represented			
Total Output Cost(Ushs Thousand):	2,439,879	1,256,443	2,548,495
Wage Recurrent	0	0	0
NonWage Recurrent	1,060,950	455,286	900,000

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 03 Tourism , Wildlife conservation and Museums

AIA	1,378,929	801,156	1,648,495
Grand Total Sub-program	3,825,404	2,134,645	3,429,664
Wage Recurrent	366,172	466,806	366,172
NonWage Recurrent	2,080,303	866,683	1,414,998
AIA	1,378,929	801,156	1,648,495

Sub Programme:10 Museums and Monuments

Sub Program Profile

Responsible Officer: Mwanja Rose Nkaale-Commissioner Museums and Monuments

Objectives: Develop and review all policies and legal and regulatory frameworks for the sector
Promote sustainable development for Uganda's cultural and historical heritage, increase the contribution of tourism to GDP and employment.

Workplan Outputs for 2016/17 and 2017/18

FY 2016/17		FY 2017/18	
Approved Budget, Planned Outputs (Quantity and Location)	Expenditure and Prel. Outputs by End Dec (Quantity and Location)	Proposed Budget, Planned Outputs (Quantity and Location)	
Output: 01 Policies, strategies and monitoring services			
Historical and Monument Act submitted to Cabinet;	-Held consultative meetings with stakeholders (MGLSD, MoPS, CSOs, MJCA & Top Management) on the Heritage Resource Bill-Drafted the Cabinet Memo and Principles submitted to Cabinet; -Two coordination meetings held to review progress on the renovation of Kasubi and Wamala Tombs	Museums and Monuments Bill submitted to Parliament;	
Reconstruction of Kasubi and Wamala tombs coordinated;		500 copies of the Museums and Monuments Bill printed;	
Sector represented at the UNESCO WHL conference;		Reconstruction of Kasubi & Wamala Tombs coordinated;	
Cultural Heritage sites in Uganda promoted and packaged;		Rock art nomination defended at UNESCO WHL conference;	
		Annual Contributions to AWHF paid;	
Total Output Cost(Ushs Thousand):	380,000	18,603	290,200
Wage Recurrent	220,000	0	205,000
NonWage Recurrent	160,000	18,603	85,200
AIA	0	0	0
Output: 04 Museums Services			

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 03 Tourism , Wildlife conservation and Museums

Regional sites of Patiko, Wedelai, Nyero maintained;Fortlugard, Kabale Museum, Sorot and Moroto exhibitions upgraded;	-Research conducted to enhance the storylines of Soroti and Moroto in an effort to upgrade the exhibitions	Ethnographic research and exhibitions Completed; Research and excations undertaken at Mukongoro and Kapir rock art sites, Kanungu Masacre and Buvuma Island; Natural History and paleontology completed; International Museum Day celebrated; Cultural heritage sites in eastern Uganda documented & packaged; Education outreaches done in schools around Kumi and Kampala; Management Plans for Chwezi cultrail Trail of Bigo, Ntuusi, Mubende and Munsa completed; Regional sites of Partiko, Nyero, Dolwe, Kabale, Wedelai, Soroti, fort lugard, Bweyorere and Moroto maintained;	
Titles for 3 sites under UNESCO reparations (Ntuusi, Bwogero and Kasonko) acquired;	-Deed plans acquired for Fortportal Museum land and Land title expected in March 2017;	Museum collections & cultural villages maintained and conserved;	
Museums and historical Sites monitored;	Titles secured for 2 sites under UNESCO reparations (Ntuusi and Bwogero) -Maintained Patiko, Wedelai, Nyero rock site	Activities on sites and museums monitored.	
Total Output Cost(Us\$ Thousand):	334,600	34,587	272,300
Wage Recurrent	190,000	0	205,000
NonWage Recurrent	144,600	34,587	67,300
AIA	0	0	0
Grand Total Sub-program	714,600	53,190	562,500
<i>Wage Recurrent</i>	<i>410,000</i>	<i>0</i>	<i>410,000</i>
<i>NonWage Recurrent</i>	<i>304,600</i>	<i>53,190</i>	<i>152,500</i>
<i>AIA</i>	<i>0</i>	<i>0</i>	<i>0</i>

Sub Programme:11 Wildlife Conservation

Sub Program Profile

Responsible Officer: Akankwasah Barirega-Ag. Commissioner Wildlife Conservation

- Objectives:*
1. Develop and implement wildlife conservation policies, legislation, plans and strategies
 2. Promote sustainable development of Uganda's wildlife resources.
 3. Increase the contribution of tourism to GDP and employment.

Workplan Outputs for 2016/17 and 2017/18

FY 2016/17	FY 2017/18
Approved Budget, Planned Outputs (Quantity and Location)	Proposed Budget, Planned Outputs (Quantity and Location)
Expenditure and Prel. Outputs by End Dec (Quantity and Location)	

Output: 01 Policies, strategies and monitoring services

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 03 Tourism , Wildlife conservation and Museums

National Action Plan for the Shoe Bill drawn;	Uganda Wildlife Bill 2016 submitted to UPPC for publication	500 copies of the revised Uganda Wildlife Act printed;
Revised Wildlife Act gazetted and printed;	Four (04) inspections carried out in Kidepo Valley National Park, Bwindi Forest National park, Mgahinga Gorilla National Park, Queen Elizabeth National Park, and Mt.Rwenzori National Park, Mathenikp-Bokora/Pian-Uppe Wildlife Reserves.	National Strategy to Combat poaching, illegal wildlife trade and trafficking published;
National report of annual wildlife conservation stakeholder forum prepared;	12 Wildlife Use Right holders including Uganda Crocs, Ssese Island Resort Beach, Lake Albert Safaris, S.S Breeding Farm, Hasena Breeding Farm, Great Lakes museum, Kyahugye Island in Lake Bunyonyi, Sanga Game ranching, King Ceaser Wealth Reserve Game ranch, and Game Trails-Lake Mburo and Katonga wildlife reserve blocks inspected for compliance.	Grey Crowned Crane National Action Plan published;
Uganda's interests effectively secured in global conservation agenda: Attend CBD COP 13	Uganda represented at CITES Standing Committee, 17th Conference of Parties and CMS Standing Committee Meeting.	100 Copies of Wildlife Policy Implementation Plan published
	Annual Contributions to AEWA paid for the triennium.	Uganda interests secured in global conservation agenda-Annual Contributions to CMS and CITES paid;
		-the 12th meeting of the CMS Conference of the Parties(CoP);
		-CMS, AEWA, GVTC, Lusaka Agreement, EAC Sectoral Council meetings on wildlife attended;
		World Wildlife Day celebrations held to raise awareness on the need to conserve wildlife;
		Protected Areas inspected to oversee Government Policy implementation;
		Wildlife userights holders outside protected Areas inspected to ensure compliance with CITES
Total Output Cost(Ushs Thousand):	904,397	90,939
Wage Recurrent	385,724	0
NonWage Recurrent	518,673	90,939
AIA	0	0

Output: 03 Support to Tourism and Wildlife Associations

8 Wildlife Clubs activated in Schools;	Funds transferred to UWEC to activate 4 Wildlife Clubs.	10 Wildlife Clubs activated in Schools
Total Output Cost(Ushs Thousand):	47,406	1,211
Wage Recurrent	0	0
NonWage Recurrent	47,406	1,211
AIA	0	0

Output: 51 Management of National Parks and Game Reserves(UWA)

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 03 Tourism , Wildlife conservation and Museums

National Parks (NP) and Wildlife Reserves effectively managed. They include; Murchison falls NP, Queen Elizabeth NP, Kidepo Valley NP, Mgahinga NP, Bwindi NP, Lake Mburo NP, Mount Elgon NP, Kibale NP, Rwenzori NP, Semliki NP, Semliki WR, Ajai WR, East Mad	National Parks (NP) and Wildlife Reserves effectively managed: Murchison falls NP, Queen Elizabeth NP, Kidepo Valley NP, Mgahinga NP, Bwindi NP, Lake Mburo NP, Mount Elgon NP, Kibale NP, Rwenzori NP, Semliki NP, Semliki WR, Ajai WR, East Madi WR, Kabwoya, Pian Upe, Matheniko Bokora, Katonga WR;	Complete Student & Visitor Centres (MFNP, QENP & BINP); Construction Unit fund (KVNP, MECA, LMCA & KCA); Invasive Species management fund; Single cabin pickups (7) procured; Boundary Marking in Matheniko & Pian Upe Wildlife Reserves;	
	157 Marine and 3947 land patrols in QENP, MFNP and LMNP; Maintained 91.4 Kms of the Boundary in Hima, 166.6 km in BINP, 11 km in MGNP; planted 7.2Kms of the boundary trees in Kamwenge and 2Kms of live markers in Kyenjojo districts; Under the collaborative boundary management arrangement 137.3km of the park boundary were planted with live markers of Pinus patula and Eucalyptus grandis in the 22 parishes; Field inspection of the restored sites within MFNP was done and off 6 wells including Jobi 3/6, Jobi 4, Jobi 5, Mpyo 1, Bbigeri 1 and Riil were signed off.	Human Wildlife Conflict Mitigation; Conservation Education and awareness; Product Development & Financial Sustainability ; Tourism Promotion and Marketing; Staff Capacity development; Governance, legal and corporate affairs;	
	3 meetings held with security officers and political leaders in Mbale region on demarcation of the MENP boundary; Awareness campaigns done in Apach and Namayingo districts on human wildlife conflict community based mitigation measures; Internet installed for Katonga Wildlife Reserve; 64 rangers of MFCA trained in Human Rights.	Protected Area Management and Field Operations; Invasive Species Management; Disease Surveillance and Management;	
	Introduce habituation as a tourism product at a cost of \$1500 per tourist. Introduced hot air balloons in MFNP & QENP. UWA had the contract signed and filming is in progress to run documentaries for promotion and sensitization on conservation on local TV channels Participated in world conservation congresses to be part of the decision making bodies in matters of conservation: Participated in the IUCN World Conservation Congress 2016. Participated in the Cop 17 congress. Created a Canine unit to enhance detection of ivory at ports and border posts: Revised UWA staff structure with canine unit approved by BOT. Constructed the Dog houses. Participated in Jinja Agricultural Show, Buganda Expo and UMA exhibition	Monitoring Impacts of Developments in Protected Areas; Wildlife Surveys and inventories; Wildlife translocation (Kidepo, Pian upe WR); Settle land claims in Karuma; Complete Road works in MFNP & QENP; Procure Crane Lorry for use in; Ferry repair, Launch Repair and Boat repair; Complete Kanjokya;	
Total Output Cost(Us\$ Thousand):	50,743,625	25,292,326	66,488,505
Wage Recurrent	0	0	0
NonWage Recurrent	0	0	0
AIA	50,743,625	25,292,326	66,488,505

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 03 Tourism , Wildlife conservation and Museums

EDUCATION AND INFORMATION Volunteer Guides Stipend and uniforms Climate change Challenge Bush meat Crisis program undertaken Educational Materials Developed Workshop Onsite & Communities Research Signage & Interpretation Outreach to schools and Communit	-288,241 visitors entering UWEC; -22,000 copies of Conservation Educational Materials produced and distributed to educational institutions. Include booklets, posters, signage, flyers, brochures. -Conservation education programs conducted in Gulu, Mbale, Kabale, Soroti, Mengo and Jinja. -Orgaised and conducted conservation education on 3 festivities of Iddi Aduha, Independence day celebrations and Zoofest. -45 new wildlife clubs formed across the country through partnership with wildlife clubs of Uganda, Kampala capital City and local governments. - Key species rescued:1 lion cub (aged about week),1 baby elephant (aged about year), 1 chimpanzee (aged about week), Colobus monkey at one week, reptiles and birds released back to the wild after successful rehabilitation -Research and observations of animals undertaken: Data collection on animal behavior undertaken on a routine basis -Veterinary services and animal health: Healthy checks undertaken (Preventive medication for Giraffes, Elands, cattle, and ostrich); fecal tests and treatment done for chimpanzees. Preventive medication and daily observation for all avian species conducted - Cheetah holding, storage and keeper room completed, Signage is still under design.	ANIMAL AND HORTICULTURE: Animal drugs purchased Animal rescue, rehabilitation & Release done Animal Staff health care and vaccinations done New animal species Acquired; Medicinal plant garden maintained. Animal training program conducted. Salaries paid by the 28th day; other welfare provided; Staff Training conducted; Cleaning and Sanitation; Maintenance and repairs; Transport provided; Utilities, Board facilitation, subscriptions, Insurance services, legal services, etc. paid WILDLIFE CONSERVATION EDUCATION: Outreaches, Onsite conservation education programs conducted; Environmental challenge, 4 special day celebrations, Environmental days celebrations conducted; Conservation Education materials produced and disseminated.	
Total Output Cost(Us\$ Thousand):	3,050,402	1,870,000	3,180,000
Wage Recurrent	0	0	0
NonWage Recurrent	100,000	40,000	100,000
AIA	2,950,402	1,830,000	3,080,000

Output: 53 Support to Uganda Wildlife Training Institute

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 03 Tourism , Wildlife conservation and Museums

UWTI supported to recruit and train students;	124 students enrolled at UWRTI; 88 students completed; One Practical training exercise conducted in Queen Elizabeth and Kibale National Parks; Industrial Training conducted to equip students with skills; 10 Staff attended two short course programmes in Higher education learning and economic valuation of Natural resources; The procurement of A 32 seater bus is at evaluation stage. UWTI Supported to; Pay wages; Undertake Industrial training; Undertake day to day operations; Pay Staff emoluments, Feed Student; Pay administration costs; Provide transport; Arrange and undertake In-service Trainings; Purchase Training materials; Pay library, Property and utility costs; Conduct field Training exercises	140 students enrolled at UWRTI. 110 students graduated at UWRTI. Three field trainings conducted 2 industrial trainings conducted Short courses to improve service delivery undertaken Students assessed through two semester final examinations. Students maintained and operational costs met. 4 water tanks (20,000 litres) installed. One generator installed 10 computers procured and installed. Participation in Tourism sector domestic events UWRTI land title secured	
Total Output Cost(Us\$ Thousand):	845,000	350,840	1,112,000
Wage Recurrent	0	0	0
NonWage Recurrent	637,000	205,000	637,000
AIA	208,000	145,840	475,000
Grand Total Sub-program	55,590,830	27,605,315	71,491,654
<i>Wage Recurrent</i>	<i>385,724</i>	<i>0</i>	<i>385,724</i>
<i>NonWage Recurrent</i>	<i>1,303,079</i>	<i>337,150</i>	<i>1,062,425</i>
<i>AIA</i>	<i>53,902,027</i>	<i>27,268,165</i>	<i>70,043,505</i>

Sub Programme:14 Directorate of TWCM

Sub Program Profile

Responsible Officer: Lutalo James -Director, Tourism Wildlife and Antiquities

Objectives:

- To coordinate formulation, implementation and evaluation of Government Policies, Plans and Strategies for sustainable development and growth of the Tourism, Wildlife and Antiquities
- To ensure coordination between the Ministry, and other MDAs, LGs, the private sector and Civil Society in the implementation of Tourism, Wildlife and Antiquities policies

Workplan Outputs for 2016/17 and 2017/18

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 03 Tourism , Wildlife conservation and Museums

FY 2016/17		FY 2017/18	
Approved Budget, Planned Outputs (Quantity and Location)	Expenditure and Prel. Outputs by End Dec (Quantity and Location)	Proposed Budget, Planned Outputs (Quantity and Location)	
Output: 01 Policies, strategies and monitoring services			
Sector represented in Regional and International meetings;	Sector represented at the CITES Conference of the Parties (CoP), 17;		
Ministry strengthened internally;	Implementation of policies monitored; Ministry strengthened internally.		
Implementation of policies monitored;	Departments and Agencies engaged on performance improvement.		
	The sector held a meeting with HE the President of the Republic of Uganda.		
Total Output Cost(Us\$ Thousand):	76,935		
Wage Recurrent	0	0	0
NonWage Recurrent	76,935	12,190	0
AIA	0	0	0
Output: 05 Capacity Building, Research and Coordination			
A report on coordination among Tourism Sector stakeholders prepared;	Three meeting held with stakeholders including UHOA, USAGA, PIRT TWGs to discuss issues affecting the tourism sector.	-Quarterly meetings held in coordination of Tourism Sector stakeholders;	
Communication between Tourism Sector and Sessional Committee of Parliament: A report on retreat of Top Management and Sessional Committee prepared;	Four (4) Top Management meetings held;	-Implementation of Tourism Sector policies monitored.	
A report on coordination and regulat	Conducted a Heads of Departments training in writing Cabinet papers;	Investment in Uganda’s protected areas promoted at the Giants’ Club Summit meeting;	
		Tourism sector represented in Regional and International meetings: 1 EAC Sectoral Council meeting; 1 CITES Standing Committee;	
Total Output Cost(Us\$ Thousand):	127,341	15,943	
Wage Recurrent	39,276	0	39,276
NonWage Recurrent	88,065	15,943	66,691
AIA	0	0	0
Grand Total Sub-program	204,276	28,133	105,968
Wage Recurrent	39,276	0	39,276
NonWage Recurrent	165,000	28,133	66,691
AIA	0	0	0

Project:1333 Mt. Rwenzori Tourism Infrastructure Development Project (MRTIDP)

Sub Program Profile

Responsible Officer: Asiimwe Alex - Principal Policy Analyst

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 03 Tourism , Wildlife conservation and Museums

Objectives: To Increase the number of visitors to the Park- by 150% by 2020

Workplan Outputs for 2016/17 and 2017/18

FY 2016/17		FY 2017/18	
Approved Budget, Planned Outputs (Quantity and Location)	Expenditure and Prel. Outputs by End Dec (Quantity and Location)	Proposed Budget, Planned Outputs (Quantity and Location)	
Output: 01 Policies, strategies and monitoring services			
Sector supported in compilation of tourism statistics;	Tourism sector statistics compiled and the draft Statistical Abstract 2016 produced; Project monitoring and supervision conducted; A study report on Accommodation industry produced; A study report on Tourism Data user satisfaction produced;		
Total Output Cost(Us\$ Thousand):	50,000	24,120	0
GoU Development	50,000	24,120	0
External Financing	0	0	0
AIA	0	0	0
Output: 05 Capacity Building, Research and Coordination			
		Quarterly surveys undertaken; Tourism Sector Statistical Abstract Produced; Production of monthly statistical bulletins; Three contract staff paid.	
Total Output Cost(Us\$ Thousand):	0	0	276,700
GoU Development	0	0	276,700
External Financing	0	0	0
AIA	0	0	0
Output: 51 Management of National Parks and Game Reserves(UWA)			

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 03 Tourism , Wildlife conservation and Museums

Murchison Falls National Park New power generator for the training wing Self loading crane lorry 2 land cruisers Construct new guest house Construct 1 six unit block at Kololo Construct 2 six unit blocks at Chobe Construct 2 six unit blocks at Paraa south	CONSTRUCT STAFF UNIT BLOCKS IN VARIOUS PAS: MFNP: 2 blocks at North bank completed RMNP: 1 block at Katebwa Ranger outpost completed; QENP: 1 block at Ishasha at completion stage: 1 block ; construction commenced KAWR: 1 Contact signed for construction of Kataraza outpost, construction commenced The construction work for the students’ hostel at the education center in QENP is at roofing stage. The construction works of the veterinary bio safety laboratory in Queen Elizabeth National Park still ongoing with interior finishes Construction of a Visitor Information Centre at Buhoma is at least 60% complete Process title deeds for UWA untitled land: 50% has so far been processed. The construct of UWA’s commercial building at Kanjokya is at least 60% complete The procurement of one land cruiser pickup for Semuliki NP is at evaluation stage The procurement process for purchasing an engine for UWA aircraft in ongoing; the quotations were sent to UK; 1 outboard engine was bought for the tourism and Marine operations in MFNP.		
Total Output Cost(Us\$ Thousand):	12,000,000	3,713,273	0
GoU Development	0	0	0
External Financing	0	0	0
AIA	12,000,000	3,713,273	0
Output: 82 Tourism Infrastructure and Construction			
5 resting points constructed along the trail of Mt Rwenzori 2 bridges constructed in the Rwenzoris; 700m Climbing ladders installed at Karyarupiha - Mt Rwenzori; Feasibility study for the Cable car on Mt. Rwenzori conducted; Monitoring and supervisio	-A contract signed with the consulting firm to undertake a pre-feasibility study. -100m of the climbing ladder installed at Karyarupiha.	Resting shades and toilets constructed at Omuko Mujungu, Nyamuleju and Omwihembe; 4 fundable projects developed. Monitoring and supervision conducted. Shelters constructed at Scot Elliot, Fresh field and Kichunchu 2 stainless ropes installed on the final leg to Margherita peak; Handrails constructed as you approach the rock area of Elena camp;	
Total Output Cost(Us\$ Thousand):	1,375,398	141,591	875,198
GoU Development	1,375,398	141,591	875,198
External Financing	0	0	0

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 03 Tourism , Wildlife conservation and Museums

AIA	0	0	0
Grand Total Sub-program	13,425,398	3,878,984	1,151,898
<i>GoU Development</i>	<i>1,425,398</i>	<i>165,711</i>	<i>1,151,898</i>
<i>External Financing</i>	<i>0</i>	<i>0</i>	<i>0</i>
AIA	12,000,000	3,713,273	0

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 03 Tourism , Wildlife conservation and Museums

Project:1334 Development of Museums and Heritage Sites for Cultural Promotion

Sub Program Profile

Responsible Officer:

Objectives:

Workplan Outputs for 2016/17 and 2017/18

FY 2016/17		FY 2017/18
Approved Budget, Planned Outputs (Quantity and Location)	Expenditure and Prel. Outputs by End Dec (Quantity and Location)	Proposed Budget, Planned Outputs (Quantity and Location)
Output: 04 Museums Services		
		Nomination dossier for Rock Art sites in eastern Uganda resubmitted to UNESCO World Heritage Centre
Total Output Cost(Us\$ Thousand):	0	0 63,288
GoU Development	0	0 63,288
External Financing	0	0 0
AIA	0	0 0
Output: 82 Tourism Infrastructure and Construction		
Land title for land in Fortportal town council acquired; Land for the heritage centre surveyed and border mark trees planted;	Soroti Museum fenced and compound landscaped; Construction of Uganda museum Transport gallery is in progress; Contract agreement signed for the contractor to prepare designs and BOQs and to establish the structural integrity of the Mugaba palace building. Consultant to complete assignment by 10th March 2017; 3 Rock arts sites of Mukongoro, Kakoro and Nyero protected with buffer zones;	Civil works at Namugongo Matrys Shrines coordinated. Nyero Interpretation Centre constructed and launched; Omugabes House (Mugaba palace) at Kamukuzi refurbished; Designs and BoQs for Bigo Byamugenyi interpretation centres/toilets prepared Monitoring and supervision conducted
Total Output Cost(Us\$ Thousand):	1,187,850	258,621 950,000
GoU Development	1,187,850	258,621 950,000
External Financing	0	0 0
AIA	0	0 0
Grand Total Sub-program	1,187,850	258,621 1,013,288
<i>GoU Development</i>	<i>1,187,850</i>	<i>258,621 1,013,288</i>
<i>External Financing</i>	<i>0</i>	<i>0 0</i>
<i>AIA</i>	<i>0</i>	<i>0 0</i>

Project:1335 Establishment of Lake Victoria Tourism Circuit

Sub Program Profile

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 03 Tourism , Wildlife conservation and Museums

Responsible Officer:

Objectives:

Workplan Outputs for 2016/17 and 2017/18

FY 2016/17		FY 2017/18	
Approved Budget, Planned Outputs (Quantity and Location)	Expenditure and Prel. Outputs by End Dec (Quantity and Location)	Proposed Budget, Planned Outputs (Quantity and Location)	
Output: 01 Policies, strategies and monitoring services			
Tourism development master plan for Entebbe-Jinja Lake victoria tourism circuit developed;	None		
Total Output Cost(Ushs Thousand):	200,000	200,000	0
GoU Development	200,000	200,000	0
External Financing	0	0	0
AIA	0	0	0
Output: 52 Wildlife Conservation and Education Services(UWEC)			
First floor of the Pier restaurant furnished and ready for occupation;	Contract awarded to the contractor to complete the first floor of pier restaurant	Second floor of the Pier Restaurant constructed (up to slab level); Chimpanzee exhibit; Lion/carnival complex; Reptile house; Kidepo/giraffe; Rhino exhibit repaired	
Total Output Cost(Ushs Thousand):	300,000	200,000	400,000
GoU Development	300,000	200,000	400,000
External Financing	0	0	0
AIA	0	0	0
Output: 82 Tourism Infrastructure and Construction			
Electrical fence for the Chimpanze at Ngamba Island constructed;	No progress		
Total Output Cost(Ushs Thousand):	150,000	0	0
GoU Development	150,000	0	0
External Financing	0	0	0
AIA	0	0	0
Grand Total Sub-program	650,000	400,000	400,000
GoU Development	650,000	400,000	400,000
External Financing	0	0	0
AIA	0	0	0

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 03 Tourism , Wildlife conservation and Museums

Project:1336 Development of Source of the Nile

Sub Program Profile

Responsible Officer: Jimmy Kigozi- Senior Tourism Officer

Objectives: To improve visitor experience and increase numbers at the source of the Nile in 5 years

Workplan Outputs for 2016/17 and 2017/18

FY 2016/17		FY 2017/18
Approved Budget, Planned Outputs (Quantity and Location)	Expenditure and Prel. Outputs by End Dec (Quantity and Location)	Proposed Budget, Planned Outputs (Quantity and Location)
Output: 06 Tourism Investment, Promotion and Marketing		
		Guidelines for establishing tourist stop-overs developed
Total Output Cost(Ushs Thousand):	0	0
GoU Development	0	0
External Financing	0	0
AIA	0	0
Output: 82 Tourism Infrastructure and Construction		
Detailed Feasibility studies for the redesigning of the Source of the Nile Project prepared;	Final TORs for the consultancy to develop Master plan and SEA analysis completed. Cost estimates for both the consultancies done. The EOI are expected in Q3.	Master plan and Strategic social and Environment Analysis for Source of the Nile produced.
A toilet constructed at Kagulu Hill;		
An information centre constructed at Pakwach;		Master plan and Strategic social and Environment Analysis for Source of the Nile validated.
Total Output Cost(Ushs Thousand):	1,120,000	44,438
GoU Development	1,120,000	44,438
External Financing	0	0
AIA	0	0
Grand Total Sub-program	1,120,000	44,438
<i>GoU Development</i>	<i>1,120,000</i>	<i>44,438</i>
<i>External Financing</i>	<i>0</i>	<i>0</i>
<i>AIA</i>	<i>0</i>	<i>0</i>

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 49 General Administration, Policy and Planning

Project:1337 Establishment of Regional Satellite Wildlife Conservation Education Centres in Uganda

Sub Program Profile

Responsible Officer: Executive Director

Objectives: To establish and operate two Regional Satellite Wildlife Conservation Education Centres in Western and Eastern Uganda by year 2020.

Workplan Outputs for 2016/17 and 2017/18			FY 2017/18
Approved Budget, Planned Outputs (Quantity and Location)	Expenditure and Prel. Outputs by End Dec (Quantity and Location)	Proposed Budget, Planned Outputs (Quantity and Location)	
Output: 52 Wildlife Conservation and Education Services(UWEC)			
One double cabin pickup purchased for UWEC;	None		
Total Output Cost(Us\$ Thousand):	120,000	0	0
GoU Development	120,000	0	0
External Financing	0	0	0
AIA	0	0	0
Output: 53 Support to Uganda Wildlife Training Institute			
24 seater bus purchased for UWTI;	Funds transferred to UWRTI to procure a 24 seater bus.		
	Bids evaluated;		
Total Output Cost(Us\$ Thousand):	175,000	175,000	0
GoU Development	175,000	175,000	0
External Financing	0	0	0
AIA	0	0	0
Output: 82 Tourism Infrastructure and Construction			
Detailed feasibility studies for the establishment of one wildlife satellite centre conducted;	Contract awarded to the consultant to undertake the feasibility studies.	Feasibility study report for one regional wildlife education center.	
Total Output Cost(Us\$ Thousand):	200,000	0	150,000
GoU Development	200,000	0	150,000
External Financing	0	0	0
AIA	0	0	0
Grand Total Sub-program	495,000	175,000	150,000
GoU Development	495,000	175,000	150,000
External Financing	0	0	0
AIA	0	0	0

Sub Programme:01 HQs and Administration

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 49 General Administration, Policy and Planning

Sub Program Profile

Responsible Officer: Akiiri Kenneth- Principal Assistant Secretary

Objectives:

- To facilitate other departments with the necessary resources to deliver the Ministry's mandate
- Initiate, coordinate, support, oversee and where applicable, facilitate implementation of strategies and programmes aimed at enhancing the development and promotion of tourism, conservation and preservation of natural and cultural heritage;
- Inspect, monitor and evaluate the progress, standards, and efficiency of the various departments, under its mandate for quality assurance, policy direction and guidance;
- Promote and coordinate the research activities and initiatives of the Sector, with a view to ensure, that results are utilized and are beneficial to the country and all stakeholders;
- Collect, process, analyze, and disseminate national and international information the respective sectors hence providing vital input necessary to improve rational decision-making.

Workplan Outputs for 2016/17 and 2017/18

	FY 2016/17	FY 2017/18
Approved Budget, Planned Outputs (Quantity and Location)	Expenditure and Prel. Outputs by End Dec (Quantity and Location)	Proposed Budget, Planned Outputs (Quantity and Location)
Output: 04 Policy, consultation, planning and monitoring services		
Budget framework paper (BFP) for FY 2017/18 prepared;	2 studies [-Accommodation (Bed & Room occupancy) study conducted on accommodation facilities-Tourism statistics user satisfaction study]	An annual Tourism, Wildlife and Antiquities sector review held and report prepared;
300 copies of the Ministerial Policy Statement (MPS) for 2017/18 produced;	Budget framework paper (BFP) for FY 2017/18 prepared;	The 2017 Annual Tourism Sector Statistical Abstract produced and disseminated;
4 Research Study reports on sector issues prepared;	An annual Tourism Wildlife and Heritage sector review held and report prepared;	4 Research Study reports on sector issues prepared;
4 Activity monitoring reports prepared to guide further interventions	Two activity monitoring reports prepared;	5 sector project concepts developed;
	Six sector project concepts developed;	Budget framework paper (BFP) for FY 2018/19 prepared;
		100 copies of the Ministerial Policy Statement (MPS) for 2017/18 produced;
		4 Activity monitoring reports prepared;
		Annual Tourism, Wildlife and Antiquities Sector performance report produced.
Total Output Cost(Us\$ Thousand):	729,372	323,686
Wage Recurrent	85,070	83,960
NonWage Recurrent	644,302	239,726
AIA	0	0

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 49 General Administration, Policy and Planning

Output: 05 Ministry Support Services (Finance and Administration)

Salary and pension paid by the 28th day of every month; More staff recruited and new staff facilitated to settle in; Allowances and Welfare provided; Media issues and advertising; Workshops and Seminars; HIV/AIDS policy implemented; Utilities: Electr	Salary and pension paid by 28th day of every month Allowances and welfare provided Media issues and advertising Utilities: water, electricity and telecommunications paid	3 Press Statements on national celebrations (Liberation, NRM, Independence, martyrs day) made; Monthly Press conferences; Postage and courier; 200 Calendars; 200 Year planners/diaries; Christmas cards;10,000 Books, Periodicals & Newspapers supplied; Electricity; Water; IFMS Recurrent Costs paid; Transport and Related Services and consumables provided; Office Imprest, general staff allowances and welfare provided; Top management meetings held; Printing, Stationery, photocopying provided; ICT Related services: Computer maintenance, Website and Email hosting and maintenance, Antivirus software, Subscription to DSTV, Windows 10 Operating system, Telecommunications, Network monitoring & helpdesk support services provided. Procurement: Contracts and evaluation Committees, PDU facilitated. Staff trained in procurement and disposal issues; Support supervision and staff training provided; awareness done on HIV/AIDS, Gender, Environmental and other crosscutting issues. Salaries and pensions paid by 28th of each month; Payroll validated & Pay slips distributed & Staff appraised; Office space, Security, cleaning services (Headquarters and Uganda Museum) provided; general repairs and civil maintenance done;	
Total Output Cost(Us\$ Thousand):	4,958,049	2,396,422	5,146,820
Wage Recurrent	473,972	415,428	352,934
NonWage Recurrent	4,484,077	1,980,995	4,793,886
AIA	0	0	0

Output: 06 Ministerial and Top Management Services

Strategic policy guidance provided; Inland and international meetings attended; Ministry events hosted; Emoluments provided for Ministers;	Draft Client charter developed; Ministry events hosted Inland and international meetings attended Emoluments provided for Ministers 4 Top management meetings held.	Travel inland: Official trips for Hon. MTWA, Hon. MSTWA, and PS; Travel abroad(Hon. Ministers & PS) ,EAC meetings Change Management (CM) and Client Charter implementation Responsibility Allowances for Hon. Ministers; Medical Allowances to Ministers andPS	
Change Management (CM) and Client Charter implemented			
Total Output Cost(Ushs Thousand):	400,000	101,187	548,156
Wage Recurrent	0	0	195,729
NonWage Recurrent	400,000	101,187	352,427
AIA	0	0	0

Output: 19 Human Resource Management Services

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 49 General Administration, Policy and Planning

HR related workshops held;		IPPS training Payroll monitoring and verification done Pension verification held	IPPS recurrent costs paid; Capacity building of MTWA staff ,Technical support training to affiliated Agencies;
HIV/AIDS interventions carried out;		Death benefits and funeral expenses settled;	Retirement of staff managed; staff wellness programs managed; Staff Pay roll monitored: Staff salaries paid by the 28th day of every month;
Incapacity, Death benefits and funeral expenses settled;		Staff Appraisals conducted	
Salaries, Pensions and Gratuities paid;			
Total Output Cost(Ushs Thousand):	422,733	105,238	277,134
Wage Recurrent	0	0	93,174
NonWage Recurrent	422,733	105,238	183,960
AIA	0	0	0

Output: 75 Purchase of Motor Vehicles and Other Transport Equipment

			One (1) Station Wagon vehicle purchased for the Minister
Total Output Cost(Ushs Thousand):	0	0	335,000
Wage Recurrent	0	0	0
NonWage Recurrent	0	0	335,000
AIA	0	0	0
Grand Total Sub-program	6,510,155	2,926,534	6,614,819
<i>Wage Recurrent</i>	<i>559,042</i>	<i>499,388</i>	<i>728,184</i>
<i>NonWage Recurrent</i>	<i>5,951,113</i>	<i>2,427,146</i>	<i>5,886,635</i>
<i>AIA</i>	<i>0</i>	<i>0</i>	<i>0</i>

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 49 General Administration, Policy and Planning

Sub Programme:15 Internal Audit

Sub Program Profile

Responsible Officer: Rogers Kyewalabye -Senior Internal Auditor

Objectives:

- To provide independent, objective assurance and consulting services designed to add value and improve MTWA operations on risk management, control and governance Processes.
- To provide reasonable assurance to senior management and the international relations audit committee that significant risks in MTWA are being appropriately managed, with an emphasis on the role of internal controls.

Workplan Outputs for 2016/17 and 2017/18

	FY 2016/17		FY 2017/18
Approved Budget, Planned Outputs (Quantity and Location)		Expenditure and Prel. Outputs by End Dec (Quantity and Location)	Proposed Budget, Planned Outputs (Quantity and Location)
Output: 04 Policy, consultation, planning and monitoring services			
Stores Management Reviewed; Museums and Historical sites management reviewed;		Salary & Pensions Payroll Reviewed & draft report submitted to management; Fleet Management reviewed & final report issued;	Quarterly Audit field inspections conducted; Risk Based Internal Audit plan for FY2017/18 developed;
Departmental programs and projects reviewed;		Financial Reports & Statements Reviewed;	80% of Audit Universe addressed in the annual internal audit plan;
Payroll and Human resource management reviewed;		Cash management, Advances and Accountability ongoing & continuous;	4 Payroll Internal Audit Reports;
Advances and accountabilities reviewed;		Fixed Assets Management review ongoing;	Meetings with International Relations Audit Committee & Senior Management attended;
Payment processes and control systems re		MTWA Development projects Review ongoing;	
Total Output Cost(Us\$ Thousand):	90,387	30,722	90,387
Wage Recurrent	22,369	10,317	22,369
NonWage Recurrent	68,018	20,405	68,018
AIA	0	0	0
Grand Total Sub-program	90,387	30,722	90,387
Wage Recurrent	22,369	10,317	22,369
NonWage Recurrent	68,018	20,405	68,018
AIA	0	0	0

Project:0248 Government Purchases and Taxes

Sub Program Profile

Responsible Officer:

Objectives:

Workplan Outputs for 2016/17 and 2017/18

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 49 General Administration, Policy and Planning

FY 2016/17		FY 2017/18	
Approved Budget, Planned Outputs (Quantity and Location)	Expenditure and Prel. Outputs by End Dec (Quantity and Location)	Proposed Budget, Planned Outputs (Quantity and Location)	
Output: 04 Policy, consultation, planning and monitoring services			
Sector monitoring and Inspection reports produced;	Sector Monitoring and Inspection report produced;	Quarterly monitoring and support supervision of development project.	
Total Output Cost(Ushs Thousand):	150,000	75,000	120,000
GoU Development	150,000	75,000	120,000
External Financing	0	0	0
AIA	0	0	0
Output: 05 Ministry Support Services (Finance and Administration)			
Small office equipment	None		
Total Output Cost(Ushs Thousand):	60,000	0	0
GoU Development	60,000	0	0
External Financing	0	0	0
AIA	0	0	0
Output: 72 Government Buildings and Administrative Infrastructure			
Designs and BOQs for Ministry HQs completed;	Preliminary designs completed (Engineering and Architectural designs for Office Building).	Enhancing Wildlife Research Capacity in Uganda Project: Pre-feasibility study report for Uganda Wildlife Research and Training Institute produced.	
Total Output Cost(Ushs Thousand):	300,438	120,744	120,000
GoU Development	300,438	120,744	120,000
External Financing	0	0	0
AIA	0	0	0
Output: 75 Purchase of Motor Vehicles and Other Transport Equipment			
One Vehicle (double cabin pickup) purchased;	None	One (1) Station Wagon vehicle purchased for the Minister	
Total Output Cost(Ushs Thousand):	150,000	0	335,000
GoU Development	150,000	0	335,000
External Financing	0	0	0
AIA	0	0	0
Output: 76 Purchase of Office and ICT Equipment, including Software			

Vote :022 Ministry of Tourism, Wildlife and Antiquities

SubProgramme Annual Workplan Outputs

Programme : 06 49 General Administration, Policy and Planning

15 Computers; 10 Printers; 90 Printer cartridges; Server hardware procured; 30 pieces of Operating system procured; Air condition for server room installed; Website redesigned; Cloud and Network storage system procured; Security Firewall system;	-10 Printers; -13 Computer sets; - Operating system (Payment to NITA-U made); -Air conditioner for the server room;	20 Un interruptible Power Supply (UPS). Redesigning Serverroom. 5 Computers. 1 Projector. 3 Laptops. Server hardware. 6 Printers. DSTV Upgrade. 6 IPADS.	
Total Output Cost(Us\$ Thousand):	177,662	41,982	127,500
GoU Development	177,662	41,982	127,500
External Financing	0	0	0
AIA	0	0	0
Output: 78 Purchase of Office and Residential Furniture and Fittings			
Office furniture and Fittings purchased; 10 Bookshelves 10 Slotted angle high-density racks 10 Filing cabinets 3 Desks 3 Chairs One Labelling toolkit One trolley (Stores) 2 Adjustable ladders 4 Metallic shelves (for stores) Fittings for Uganda Museums of	-3 Office Chairs -2 adjustable ladders -Bulk filer	10 Office chairs 8 Book shelves 10 Metallic cabinets 1 Notice Board	
Total Output Cost(Us\$ Thousand):	57,900	20,000	41,562
GoU Development	57,900	20,000	41,562
External Financing	0	0	0
AIA	0	0	0
Grand Total Sub-program	896,000	257,726	744,062
<i>GoU Development</i>	<i>896,000</i>	<i>257,726</i>	<i>744,062</i>
<i>External Financing</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>AIA</i>	<i>0</i>	<i>0</i>	<i>0</i>

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Table V1: Summary Of Vote Estimates by Programme and Sub-Programme

Thousand Uganda Shillings	2016/17 Approved Budget				2017/18 Draft Estimates			
Programme 03 Tourism , Wildlife conservation and Museums								
Recurrent Budget Estimates	Wage	Non-Wage	AIA	Total	Wage	Non-Wage	AIA	Total
09 Tourism	366,172	2,080,303	1,378,929	3,825,404	366,172	1,414,998	1,648,495	3,429,664
10 Museums and Monuments	410,000	304,600	0	714,600	410,000	152,500	0	562,500
11 Wildlife Conservation	385,724	1,303,079	53,902,027	55,590,830	385,724	1,062,425	70,043,505	71,491,654
14 Directorate of TWCM	39,276	165,000	0	204,276	39,276	66,691	0	105,968
Total Recurrent Budget Estimates for Programme	1,201,172	3,852,982	55,280,956	60,335,110	1,201,172	2,696,614	71,692,000	75,589,786
Development Budget Estimates	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total
1333 Mt. Rwenzori Tourism Infrastructure Development Project (MRTIDP)	1,425,398	0	12,000,000	13,425,398	1,151,898	0	0	1,151,898
1334 Development of Museums and Heritage Sites for Cultural Promotion	1,187,850	0	0	1,187,850	1,013,288	0	0	1,013,288
1335 Establishment of Lake Victoria Tourism Circuit	650,000	0	0	650,000	400,000	0	0	400,000
1336 Development of Source of the Nile	1,120,000	0	0	1,120,000	1,980,000	0	0	1,980,000
1337 Establishment of Regional Satelite Wildlife Conservation Education Centres in Uganda	495,000	0	0	495,000	150,000	0	0	150,000
Total Development Budget Estimates for Programme	4,878,248	0	12,000,000	16,878,248	4,695,186	0	0	4,695,186
	GoU	External Fin	AIA	Total	GoU	External Fin	AIA	Total
Total For Programme 03	9,932,401	0	67,280,956	77,213,357	8,592,972	0	71,692,000	80,284,972
Total Excluding Arrears	9,932,401	0	67,280,956	77,213,357	8,592,972	0	71,692,000	80,284,972
Programme 49 General Administration, Policy and Planning								
Recurrent Budget Estimates	Wage	Non-Wage	AIA	Total	Wage	Non-Wage	AIA	Total
01 HQs and Administration	559,042	5,951,113	0	6,510,155	728,184	5,979,990	0	6,708,173
15 Internal Audit	22,369	68,018	0	90,387	22,369	68,018	0	90,387
Total Recurrent Budget Estimates for Programme	581,411	6,019,131	0	6,600,542	750,553	6,048,008	0	6,798,561
Development Budget Estimates	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total
0248 Government Purchases and Taxes	896,000	0	0	896,000	744,062	0	0	744,062
Total Development Budget Estimates for Programme	896,000	0	0	896,000	744,062	0	0	744,062
	GoU	External Fin	AIA	Total	GoU	External Fin	AIA	Total
Total For Programme 49	7,496,542	0	0	7,496,542	7,542,623	0	0	7,542,623
Total Excluding Arrears	7,496,542	0	0	7,496,542	7,449,268	0	0	7,449,268
Total Vote 022	17,428,943	0	67,280,956	84,709,899	16,135,595	0	71,692,000	87,827,595
Total Excluding Arrears	17,428,943	0	67,280,956	84,709,899	16,042,240	0	71,692,000	87,734,240

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Table V2: Summary Vote Estimates by Item

Thousand Uganda Shillings	2016/17 Approved Budget				2017/18 Draft Estimates			
	GoU	External Fin	AIA	Total	GoU	External Fin	AIA	Total
Employees, Goods and Services (Outputs Provided)	10,316,746	0	0	10,316,746	9,120,980	0	0	9,120,980
211101 General Staff Salaries	1,782,583	0	0	1,782,583	1,951,725	0	0	1,951,725
211103 Allowances	982,210	0	0	982,210	735,780	0	0	735,780
212102 Pension for General Civil Service	535,179	0	0	535,179	721,573	0	0	721,573
212106 Validation of old Pensioners	8,000	0	0	8,000	2,500	0	0	2,500
213001 Medical expenses (To employees)	7,600	0	0	7,600	7,200	0	0	7,200
213002 Incapacity, death benefits and funeral expenses	54,000	0	0	54,000	41,000	0	0	41,000
213004 Gratuity Expenses	234,635	0	0	234,635	234,635	0	0	234,635
221001 Advertising and Public Relations	360,790	0	0	360,790	93,747	0	0	93,747
221002 Workshops and Seminars	317,787	0	0	317,787	77,350	0	0	77,350
221003 Staff Training	398,000	0	0	398,000	114,500	0	0	114,500
221004 Recruitment Expenses	10,000	0	0	10,000	5,000	0	0	5,000
221005 Hire of Venue (chairs, projector, etc)	26,100	0	0	26,100	123,505	0	0	123,505
221007 Books, Periodicals & Newspapers	91,250	0	0	91,250	52,900	0	0	52,900
221008 Computer supplies and Information Technology (IT)	64,904	0	0	64,904	83,000	0	0	83,000
221009 Welfare and Entertainment	144,031	0	0	144,031	217,920	0	0	217,920
221011 Printing, Stationery, Photocopying and Binding	249,467	0	0	249,467	262,836	0	0	262,836
221012 Small Office Equipment	1,000	0	0	1,000	2,100	0	0	2,100
221016 IFMS Recurrent costs	65,000	0	0	65,000	30,000	0	0	30,000
221017 Subscriptions	36,771	0	0	36,771	199,499	0	0	199,499
221020 IPPS Recurrent Costs	25,000	0	0	25,000	60,000	0	0	60,000
222001 Telecommunications	88,160	0	0	88,160	102,623	0	0	102,623
222002 Postage and Courier	4,800	0	0	4,800	4,800	0	0	4,800
223003 Rent – (Produced Assets) to private entities	1,404,000	0	0	1,404,000	1,764,000	0	0	1,764,000
223004 Guard and Security services	104,010	0	0	104,010	93,260	0	0	93,260
223005 Electricity	84,000	0	0	84,000	60,000	0	0	60,000
223006 Water	8,000	0	0	8,000	20,000	0	0	20,000
223007 Other Utilities- (fuel, gas, firewood, charcoal)	0	0	0	0	8,700	0	0	8,700
224002 General Supply of Goods and Services	0	0	0	0	62,138	0	0	62,138
224004 Cleaning and Sanitation	98,280	0	0	98,280	90,000	0	0	90,000
224005 Uniforms, Beddings and Protective Gear	8,600	0	0	8,600	0	0	0	0
225001 Consultancy Services- Short term	138,800	0	0	138,800	299,400	0	0	299,400
225002 Consultancy Services- Long-term	474,213	0	0	474,213	76,700	0	0	76,700
227001 Travel inland	832,970	0	0	832,970	480,835	0	0	480,835
227002 Travel abroad	901,806	0	0	901,806	667,454	0	0	667,454
227004 Fuel, Lubricants and Oils	474,894	0	0	474,894	163,198	0	0	163,198
228001 Maintenance - Civil	39,700	0	0	39,700	22,601	0	0	22,601

Vote 022Ministry of Tourism, Wildlife and Antiquities - Tourism, Trade and Industry

Vote:022 Ministry of Tourism, Wildlife and Antiquities

228002 Maintenance - Vehicles	140,800	0	0	140,800	120,000	0	0	120,000
228003 Maintenance – Machinery, Equipment & Furniture	0	0	0	0	12,000	0	0	12,000
228004 Maintenance – Other	72,000	0	0	72,000	6,500	0	0	6,500
282103 Scholarships and related costs	47,406	0	0	47,406	50,000	0	0	50,000
Grants, Transfers and Subsidies (Outputs Funded)	2,392,950	0	67,280,956	69,673,906	2,037,000	0	71,692,000	73,729,000
262101 Contributions to International Organisations (Current)	160,950	0	0	160,950	0	0	0	0
263104 Transfers to other govt. Units (Current)	175,000	0	55,280,956	55,455,956	0	0	71,692,000	71,692,000
263204 Transfers to other govt. Units (Capital)	420,000	0	12,000,000	12,420,000	400,000	0	0	400,000
264101 Contributions to Autonomous Institutions	737,000	0	0	737,000	737,000	0	0	737,000
264102 Contributions to Autonomous Institutions (Wage Subventions)	900,000	0	0	900,000	900,000	0	0	900,000
Investment (Capital Purchases)	4,719,248	0	0	4,719,248	4,884,260	0	0	4,884,260
281502 Feasibility Studies for Capital Works	1,830,000	0	0	1,830,000	2,220,000	0	0	2,220,000
281503 Engineering and Design Studies & Plans for capital works	357,938	0	0	357,938	50,000	0	0	50,000
281504 Monitoring, Supervision & Appraisal of capital works	245,000	0	0	245,000	335,000	0	0	335,000
311101 Land	21,500	0	0	21,500	0	0	0	0
312101 Non-Residential Buildings	290,000	0	0	290,000	745,000	0	0	745,000
312103 Roads and Bridges.	395,398	0	0	395,398	0	0	0	0
312104 Other Structures	1,097,500	0	0	1,097,500	675,198	0	0	675,198
312201 Transport Equipment	150,000	0	0	150,000	670,000	0	0	670,000
312202 Machinery and Equipment	177,662	0	0	177,662	0	0	0	0
312203 Furniture & Fixtures	57,900	0	0	57,900	41,562	0	0	41,562
312213 ICT Equipment	0	0	0	0	127,500	0	0	127,500
314202 Work in progress	96,350	0	0	96,350	20,000	0	0	20,000
Arrears	0	0	0	0	93,354	0	0	93,354
321608 Pension arrears (Budgeting)	0	0	0	0	93,354	0	0	93,354
Grand Total Vote 022	17,428,943	0	67,280,956	84,709,899	16,135,595	0	71,692,000	87,827,595
<i>Total Excluding Arrears</i>	17,428,943	0	67,280,956	84,709,899	16,042,240	0	71,692,000	87,734,240

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Table V3: Detailed Estimates by Programme, Sub Programme, Output and Item

Programme 03 Tourism , Wildlife conservation and Museums

Recurrent Budget Estimates

SubProgramme 09 Tourism

Thousand Uganda Shillings	2016/17 Approved Budget				2017/18 Draft Estimates			
Outputs Provided	Wage	Non Wage	AIA	Total	Wage	Non Wage	AIA	Total
Output 060301 Policies, strategies and monitoring services								
211101 General Staff Salaries	80,000	0	0	80,000	200,000	0	0	200,000
211103 Allowances	0	0	0	0	0	11,000	0	11,000
221002 Workshops and Seminars	0	0	0	0	0	25,500	0	25,500
221005 Hire of Venue (chairs, projector, etc)	0	0	0	0	0	62,100	0	62,100
221011 Printing, Stationery, Photocopying and Binding	0	0	0	0	0	1,000	0	1,000
221017 Subscriptions	0	0	0	0	0	151,328	0	151,328
227001 Travel inland	0	20,000	0	20,000	0	18,000	0	18,000
227004 Fuel, Lubricants and Oils	0	0	0	0	0	3,500	0	3,500
Total Cost of Output 01	80,000	20,000	0	100,000	200,000	272,428	0	472,428
Output 060305 Capacity Building, Research and Coordination								
211103 Allowances	0	36,000	0	36,000	0	0	0	0
221001 Advertising and Public Relations	0	36,000	0	36,000	0	0	0	0
221002 Workshops and Seminars	0	18,000	0	18,000	0	0	0	0
221003 Staff Training	0	200,000	0	200,000	0	0	0	0
221011 Printing, Stationery, Photocopying and Binding	0	30,000	0	30,000	0	0	0	0
227001 Travel inland	0	26,000	0	26,000	0	0	0	0
227004 Fuel, Lubricants and Oils	0	14,000	0	14,000	0	0	0	0
Total Cost of Output 05	0	360,000	0	360,000	0	0	0	0
Output 060306 Tourism Investment, Promotion and Marketing								
211101 General Staff Salaries	286,172	0	0	286,172	166,172	0	0	166,172
211103 Allowances	0	8,110	0	8,110	0	12,000	0	12,000
221001 Advertising and Public Relations	0	151,610	0	151,610	0	15,500	0	15,500
221003 Staff Training	0	20,000	0	20,000	0	32,000	0	32,000
221005 Hire of Venue (chairs, projector, etc)	0	1,100	0	1,100	0	13,200	0	13,200
223004 Guard and Security services	0	0	0	0	0	3,000	0	3,000
224002 General Supply of Goods and Services	0	0	0	0	0	16,600	0	16,600
227001 Travel inland	0	60,000	0	60,000	0	17,030	0	17,030
227002 Travel abroad	0	398,533	0	398,533	0	128,690	0	128,690
227004 Fuel, Lubricants and Oils	0	0	0	0	0	4,550	0	4,550
Total Cost of Output 06	286,172	639,353	0	925,525	166,172	242,570	0	408,742
Total Cost Of Outputs Provided	366,172	1,019,353	0	1,385,525	366,172	514,998	0	881,170

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Outputs Funded	Wage	Non Wage	AIA	Total	Wage	Non Wage	AIA	Total
Output 060354 Tourism and Hotel Training(HTTI)								
262101 Contributions to International Organisations (Current)	0	160,950	0	160,950	0	0	0	0
263104 Transfers to other govt. Units (Current)	0	0	1,378,929	1,378,929	0	0	1,648,495	1,648,495
<i>o/w HTTI NTR</i>	0	0	0	0	0	0	1,648,495	1,648,495
264101 Contributions to Autonomous Institutions	0	300,000	0	300,000	0	300,000	0	300,000
<i>o/w Support to HTTI</i>	0	0	0	0	0	300,000	0	300,000
264102 Contributions to Autonomous Institutions (Wage Subventions)	0	600,000	0	600,000	0	600,000	0	600,000
<i>o/w Wage Contributions to HTTI</i>	0	0	0	0	0	600,000	0	600,000
Total Cost of Output 54	0	1,060,950	1,378,929	2,439,879	0	900,000	1,648,495	2,548,495
Total Cost Of Outputs Funded	0	1,060,950	1,378,929	2,439,879	0	900,000	1,648,495	2,548,495
Total Cost for SubProgramme 09	366,172	2,080,303	1,378,929	3,825,404	366,172	1,414,998	1,648,495	3,429,664
<i>Total Excluding Arrears</i>	366,172	2,080,303	1,378,929	3,825,404	366,172	1,414,998	1,648,495	3,429,664

SubProgramme 10 Museums and Monuments

Thousand Uganda Shillings	2016/17 Approved Budget				2017/18 Draft Estimates			
Outputs Provided	Wage	Non Wage	AIA	Total	Wage	Non Wage	AIA	Total
Output 060301 Policies, strategies and monitoring services								
211101 General Staff Salaries	220,000	0	0	220,000	205,000	0	0	205,000
211103 Allowances	0	9,000	0	9,000	0	18,000	0	18,000
221005 Hire of Venue (chairs, projector, etc)	0	0	0	0	0	15,000	0	15,000
221011 Printing, Stationery, Photocopying and Binding	0	21,000	0	21,000	0	7,000	0	7,000
221017 Subscriptions	0	0	0	0	0	30,000	0	30,000
225001 Consultancy Services- Short term	0	30,000	0	30,000	0	0	0	0
227001 Travel inland	0	34,000	0	34,000	0	0	0	0
227002 Travel abroad	0	66,000	0	66,000	0	15,200	0	15,200
Total Cost of Output 01	220,000	160,000	0	380,000	205,000	85,200	0	290,200

Output 060304 Museums Services

211101 General Staff Salaries	190,000	0	0	190,000	205,000	0	0	205,000
211103 Allowances	0	27,500	0	27,500	0	20,100	0	20,100
222001 Telecommunications	0	0	0	0	0	2,000	0	2,000
223004 Guard and Security services	0	26,250	0	26,250	0	12,500	0	12,500
223007 Other Utilities- (fuel, gas, firewood, charcoal)	0	0	0	0	0	8,700	0	8,700
224005 Uniforms, Beddings and Protective Gear	0	7,600	0	7,600	0	0	0	0
225001 Consultancy Services- Short term	0	0	0	0	0	2,000	0	2,000
227001 Travel inland	0	45,550	0	45,550	0	15,500	0	15,500
228001 Maintenance - Civil	0	25,700	0	25,700	0	0	0	0

Vote:022 Ministry of Tourism, Wildlife and Antiquities

228004 Maintenance – Other	0	12,000	0	12,000	0	6,500	0	6,500
Total Cost of Output 04	190,000	144,600	0	334,600	205,000	67,300	0	272,300
Total Cost Of Outputs Provided	410,000	304,600	0	714,600	410,000	152,500	0	562,500
Total Cost for SubProgramme 10	410,000	304,600	0	714,600	410,000	152,500	0	562,500
<i>Total Excluding Arrears</i>	410,000	304,600	0	714,600	410,000	152,500	0	562,500

SubProgramme 11 Wildlife Conservation

<i>Thousand Uganda Shillings</i>	2016/17 Approved Budget				2017/18 Draft Estimates			
Outputs Provided	Wage	Non Wage	AIA	Total	Wage	Non Wage	AIA	Total

Output 060301 Policies, strategies and monitoring services

211101 General Staff Salaries	385,724	0	0	385,724	385,724	0	0	385,724
211103 Allowances	0	0	0	0	0	4,500	0	4,500
221001 Advertising and Public Relations	0	36,000	0	36,000	0	23,800	0	23,800
221002 Workshops and Seminars	0	114,370	0	114,370	0	0	0	0
221011 Printing, Stationery, Photocopying and Binding	0	25,000	0	25,000	0	37,000	0	37,000
221017 Subscriptions	0	36,771	0	36,771	0	8,171	0	8,171
222001 Telecommunications	0	0	0	0	0	623	0	623
224002 General Supply of Goods and Services	0	0	0	0	0	15,000	0	15,000
225001 Consultancy Services- Short term	0	75,000	0	75,000	0	0	0	0
227001 Travel inland	0	75,394	0	75,394	0	92,000	0	92,000
227002 Travel abroad	0	156,138	0	156,138	0	69,382	0	69,382
227004 Fuel, Lubricants and Oils	0	0	0	0	0	24,948	0	24,948
Total Cost of Output 01	385,724	518,673	0	904,397	385,724	275,425	0	661,149

Output 060303 Support to Tourism and Wildlife Associations

282103 Scholarships and related costs	0	47,406	0	47,406	0	50,000	0	50,000
Total Cost of Output 03	0	47,406	0	47,406	0	50,000	0	50,000
Total Cost Of Outputs Provided	385,724	566,079	0	951,803	385,724	325,425	0	711,149

Outputs Funded	Wage	Non Wage	AIA	Total	Wage	Non Wage	AIA	Total
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Output 060351 Management of National Parks and Game Reserves(UWA)

263104 Transfers to other govt. Units (Current)	0	0	50,743,625	50,743,625	0	0	66,488,505	66,488,505
<i>o/w NTR for UWA</i>	0	0	0	0	0	0	66,488,505	66,488,505
Total Cost of Output 51	0	0	50,743,625	50,743,625	0	0	66,488,505	66,488,505

Output 060352 Wildlife Conservation and Education Services(UWEC)

263104 Transfers to other govt. Units (Current)	0	0	2,950,402	2,950,402	0	0	3,080,000	3,080,000
<i>o/w NTR for UWEC</i>	0	0	0	0	0	0	3,080,000	3,080,000
264102 Contributions to Autonomous Institutions (Wage Subventions)	0	100,000	0	100,000	0	100,000	0	100,000

Vote:022 Ministry of Tourism, Wildlife and Antiquities

<i>o/w Wage subvention to UWEC.</i>	0	0	0	0	0	100,000	0	100,000
Total Cost of Output 52	0	100,000	2,950,402	3,050,402	0	100,000	3,080,000	3,180,000

Output 060353 Support to Uganda Wildlife Training Institute

263104 Transfers to other govt. Units (Current)	0	0	208,000	208,000	0	0	475,000	475,000
<i>o/w NTR for UWRTI</i>	0	0	0	0	0	0	475,000	475,000
264101 Contributions to Autonomous Institutions	0	437,000	0	437,000	0	437,000	0	437,000
<i>o/w Support to UWTI</i>	0	0	0	0	0	437,000	0	437,000
264102 Contributions to Autonomous Institutions (Wage Subventions)	0	200,000	0	200,000	0	200,000	0	200,000
<i>o/w Wage subvention to UWTI</i>	0	0	0	0	0	200,000	0	200,000
Total Cost of Output 53	0	637,000	208,000	845,000	0	637,000	475,000	1,112,000
Total Cost Of Outputs Funded	0	737,000	53,902,027	54,639,027	0	737,000	70,043,505	70,780,505
Total Cost for SubProgramme 11	385,724	1,303,079	53,902,027	55,590,830	385,724	1,062,425	70,043,505	71,491,654
<i>Total Excluding Arrears</i>	385,724	1,303,079	53,902,027	55,590,830	385,724	1,062,425	70,043,505	71,491,654

SubProgramme 14 Directorate of TWCM

<i>Thousand Uganda Shillings</i>	2016/17 Approved Budget				2017/18 Draft Estimates			
Outputs Provided	Wage	Non Wage	AIA	Total	Wage	Non Wage	AIA	Total
<i>Output 060301 Policies, strategies and monitoring services</i>								
221009 Welfare and Entertainment	0	7,000	0	7,000	0	0	0	0
227001 Travel inland	0	33,800	0	33,800	0	0	0	0
227002 Travel abroad	0	36,135	0	36,135	0	0	0	0
Total Cost of Output 01	0	76,935	0	76,935	0	0	0	0
<i>Output 060305 Capacity Building, Research and Coordination</i>								
211101 General Staff Salaries	39,276	0	0	39,276	39,276	0	0	39,276
221002 Workshops and Seminars	0	49,915	0	49,915	0	9,000	0	9,000
221003 Staff Training	0	0	0	0	0	7,000	0	7,000
221005 Hire of Venue (chairs, projector, etc)	0	10,000	0	10,000	0	0	0	0
221011 Printing, Stationery, Photocopying and Binding	0	6,000	0	6,000	0	0	0	0
227001 Travel inland	0	22,150	0	22,150	0	13,295	0	13,295
227002 Travel abroad	0	0	0	0	0	37,397	0	37,397
Total Cost of Output 05	39,276	88,065	0	127,341	39,276	66,691	0	105,968
Total Cost Of Outputs Provided	39,276	165,000	0	204,276	39,276	66,691	0	105,968
Total Cost for SubProgramme 14	39,276	165,000	0	204,276	39,276	66,691	0	105,968
<i>Total Excluding Arrears</i>	39,276	165,000	0	204,276	39,276	66,691	0	105,968

Development Budget Estimates

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Project 1333 Mt. Rwenzori Tourism Infrastructure Development Project (MRTIDP)

Thousand Uganda Shillings		2016/17 Approved Budget				2017/18 Draft Estimates			
Outputs Provided	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total	
Output 060301 Policies, strategies and monitoring services									
225002 Consultancy Services- Long-term	50,000	0	0	50,000	0	0	0	0	
Total Cost Of Output 060301	50,000	0	0	50,000	0	0	0	0	
Output 060305 Capacity Building, Research and Coordination									
225001 Consultancy Services- Short term	0	0	0	0	200,000	0	0	200,000	
225002 Consultancy Services- Long-term	0	0	0	0	76,700	0	0	76,700	
Total Cost Of Output 060305	0	0	0	0	276,700	0	0	276,700	
Total Cost for Outputs Provided	50,000	0	0	50,000	276,700	0	0	276,700	
Outputs Funded	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total	
Output 060351 Management of National Parks and Game Reserves(UWA)									
263204 Transfers to other govt. Units (Capital)	0	0	12,000,000	12,000,000	0	0	0	0	
Total Cost Of Output 060351	0	0	12,000,000	12,000,000	0	0	0	0	
Total Cost for Outputs Funded	0	0	12,000,000	12,000,000	0	0	0	0	
Capital Purchases	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total	
Output 060382 Tourism Infrastructure and Construction									
281502 Feasibility Studies for Capital Works	700,000	0	0	700,000	0	0	0	0	
281504 Monitoring, Supervision & Appraisal of capital works	120,000	0	0	120,000	200,000	0	0	200,000	
312103 Roads and Bridges.	395,398	0	0	395,398	0	0	0	0	
312104 Other Structures	160,000	0	0	160,000	675,198	0	0	675,198	
Total Cost Of Output 060382	1,375,398	0	0	1,375,398	875,198	0	0	875,198	
Total Cost for Capital Purchases	1,375,398	0	0	1,375,398	875,198	0	0	875,198	
Total Cost for Project: 1333	1,425,398	0	12,000,000	13,425,398	1,151,898	0	0	1,151,898	
Total Excluding Arrears	1,425,398	0	12,000,000	13,425,398	1,151,898	0	0	1,151,898	

Project 1334 Development of Museums and Heritage Sites for Cultural Promotion

Thousand Uganda Shillings	2016/17 Approved Budget				2017/18 Draft Estimates			
Outputs Provided	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total
Output 060304 Museums Services								
224002 General Supply of Goods and Services	0	0	0	0	30,538	0	0	30,538
225001 Consultancy Services- Short term	0	0	0	0	18,200	0	0	18,200
227001 Travel inland	0	0	0	0	14,550	0	0	14,550
Total Cost Of Output 060304	0	0	0	0	63,288	0	0	63,288
Total Cost for Outputs Provided	0	0	0	0	63,288	0	0	63,288

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Capital Purchases	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total
Output 060382 Tourism Infrastructure and Construction								
281503 Engineering and Design Studies & Plans for capital works	57,500	0	0	57,500	50,000	0	0	50,000
281504 Monitoring, Supervision & Appraisal of capital works	125,000	0	0	125,000	135,000	0	0	135,000
311101 Land	21,500	0	0	21,500	0	0	0	0
312101 Non-Residential Buildings	100,000	0	0	100,000	745,000	0	0	745,000
312104 Other Structures	787,500	0	0	787,500	0	0	0	0
314202 Work in progress	96,350	0	0	96,350	20,000	0	0	20,000
Total Cost Of Output 060382	1,187,850	0	0	1,187,850	950,000	0	0	950,000
Total Cost for Capital Purchases	1,187,850	0	0	1,187,850	950,000	0	0	950,000
Total Cost for Project: 1334	1,187,850	0	0	1,187,850	1,013,288	0	0	1,013,288
Total Excluding Arrears	1,187,850	0	0	1,187,850	1,013,288	0	0	1,013,288

Project 1335 Establishment of Lake Victoria Tourism Circuit

Thousand Uganda Shillings	2016/17 Approved Budget				2017/18 Draft Estimates			
Outputs Provided	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total
Output 060301 Policies, strategies and monitoring services								
225002 Consultancy Services- Long-term	200,000	0	0	200,000	0	0	0	0
Total Cost Of Output 060301	200,000	0	0	200,000	0	0	0	0
Total Cost for Outputs Provided	200,000	0	0	200,000	0	0	0	0
Outputs Funded	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total
Output 060352 Wildlife Conservation and Education Services(UWEC)								
263204 Transfers to other govt. Units (Capital)	300,000	0	0	300,000	400,000	0	0	400,000
Total Cost Of Output 060352	300,000	0	0	300,000	400,000	0	0	400,000
Total Cost for Outputs Funded	300,000	0	0	300,000	400,000	0	0	400,000
Capital Purchases	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total
Output 060382 Tourism Infrastructure and Construction								
312104 Other Structures	150,000	0	0	150,000	0	0	0	0
Total Cost Of Output 060382	150,000	0	0	150,000	0	0	0	0
Total Cost for Capital Purchases	150,000	0	0	150,000	0	0	0	0
Total Cost for Project: 1335	650,000	0	0	650,000	400,000	0	0	400,000
Total Excluding Arrears	650,000	0	0	650,000	400,000	0	0	400,000

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Project 1336 Development of Source of the Nile

Thousand Uganda Shillings	2016/17 Approved Budget				2017/18 Draft Estimates			
Outputs Provided	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total
<i>Output 060306 Tourism Investment, Promotion and Marketing</i>								
227001 Travel inland	0	0	0	0	30,000	0	0	30,000
<i>Total Cost Of Output 060306</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>30,000</i>	<i>0</i>	<i>0</i>	<i>30,000</i>
<i>Total Cost for Outputs Provided</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>30,000</i>	<i>0</i>	<i>0</i>	<i>30,000</i>
Capital Purchases	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total
<i>Output 060382 Tourism Infrastructure and Construction</i>								
281502 Feasibility Studies for Capital Works	930,000	0	0	930,000	1,950,000	0	0	1,950,000
312101 Non-Residential Buildings	190,000	0	0	190,000	0	0	0	0
<i>Total Cost Of Output 060382</i>	<i>1,120,000</i>	<i>0</i>	<i>0</i>	<i>1,120,000</i>	<i>1,950,000</i>	<i>0</i>	<i>0</i>	<i>1,950,000</i>
<i>Total Cost for Capital Purchases</i>	<i>1,120,000</i>	<i>0</i>	<i>0</i>	<i>1,120,000</i>	<i>1,950,000</i>	<i>0</i>	<i>0</i>	<i>1,950,000</i>
<i>Total Cost for Project: 1336</i>	<i>1,120,000</i>	<i>0</i>	<i>0</i>	<i>1,120,000</i>	<i>1,980,000</i>	<i>0</i>	<i>0</i>	<i>1,980,000</i>
<i>Total Excluding Arrears</i>	<i>1,120,000</i>	<i>0</i>	<i>0</i>	<i>1,120,000</i>	<i>1,980,000</i>	<i>0</i>	<i>0</i>	<i>1,980,000</i>

Project 1337 Establishment of Regional Satellite Wildlife Conservation Education Centres in Uganda

Thousand Uganda Shillings	2016/17 Approved Budget				2017/18 Draft Estimates			
Outputs Funded	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total
<i>Output 060352 Wildlife Conservation and Education Services(UWEC)</i>								
263204 Transfers to other govt. Units (Capital)	120,000	0	0	120,000	0	0	0	0
<i>Total Cost Of Output 060352</i>	<i>120,000</i>	<i>0</i>	<i>0</i>	<i>120,000</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Output 060353 Support to Uganda Wildlife Training Institute</i>								
263104 Transfers to other govt. Units (Current)	175,000	0	0	175,000	0	0	0	0
<i>o/w NTR for UWRTI</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>475,000</i>	<i>475,000</i>
<i>Total Cost Of Output 060353</i>	<i>175,000</i>	<i>0</i>	<i>0</i>	<i>175,000</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Total Cost for Outputs Funded</i>	<i>295,000</i>	<i>0</i>	<i>0</i>	<i>295,000</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
Capital Purchases	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total
<i>Output 060382 Tourism Infrastructure and Construction</i>								
281502 Feasibility Studies for Capital Works	200,000	0	0	200,000	150,000	0	0	150,000
<i>Total Cost Of Output 060382</i>	<i>200,000</i>	<i>0</i>	<i>0</i>	<i>200,000</i>	<i>150,000</i>	<i>0</i>	<i>0</i>	<i>150,000</i>
<i>Total Cost for Capital Purchases</i>	<i>200,000</i>	<i>0</i>	<i>0</i>	<i>200,000</i>	<i>150,000</i>	<i>0</i>	<i>0</i>	<i>150,000</i>
<i>Total Cost for Project: 1337</i>	<i>495,000</i>	<i>0</i>	<i>0</i>	<i>495,000</i>	<i>150,000</i>	<i>0</i>	<i>0</i>	<i>150,000</i>
<i>Total Excluding Arrears</i>	<i>495,000</i>	<i>0</i>	<i>0</i>	<i>495,000</i>	<i>150,000</i>	<i>0</i>	<i>0</i>	<i>150,000</i>
	GoU	External Fin	AIA	Total	GoU	External Fin	AIA	Total
Total Cost for Programme 03	9,932,401	0	67,280,956	77,213,357	8,592,972	0	71,692,000	80,284,972
<i>Total Excluding Arrears</i>	<i>9,932,401</i>	<i>0</i>	<i>67,280,956</i>	<i>77,213,357</i>	<i>8,592,972</i>	<i>0</i>	<i>71,692,000</i>	<i>80,284,972</i>

Programme 49 General Administration, Policy and Planning

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Recurrent Budget Estimates

SubProgramme 01 HQs and Administration

Thousand Uganda Shillings	2016/17 Approved Budget				2017/18 Draft Estimates			
Outputs Provided	Wage	Non Wage	AIA	Total	Wage	Non Wage	AIA	Total
<i>Output 064904 Policy, consultation, planning and monitoring services</i>								
211101 General Staff Salaries	85,070	0	0	85,070	86,347	0	0	86,347
211103 Allowances	0	0	0	0	0	2,180	0	2,180
221001 Advertising and Public Relations	0	9,180	0	9,180	0	14,197	0	14,197
221002 Workshops and Seminars	0	95,502	0	95,502	0	42,850	0	42,850
221005 Hire of Venue (chairs, projector, etc)	0	10,000	0	10,000	0	33,205	0	33,205
221007 Books, Periodicals & Newspapers	0	0	0	0	0	14,900	0	14,900
221011 Printing, Stationery, Photocopying and Binding	0	31,805	0	31,805	0	12,880	0	12,880
222001 Telecommunications	0	6,160	0	6,160	0	0	0	0
225001 Consultancy Services- Short term	0	0	0	0	0	79,200	0	79,200
225002 Consultancy Services- Long-term	0	163,397	0	163,397	0	0	0	0
227001 Travel inland	0	178,057	0	178,057	0	20,000	0	20,000
227002 Travel abroad	0	85,000	0	85,000	0	0	0	0
227004 Fuel, Lubricants and Oils	0	65,201	0	65,201	0	1,950	0	1,950
Total Cost of Output 04	85,070	644,302	0	729,372	86,347	221,362	0	307,709

Output 064905 Ministry Support Services (Finance and Administration)

211101 General Staff Salaries	473,972	0	0	473,972	352,934	0	0	352,934
211103 Allowances	0	796,600	0	796,600	0	590,000	0	590,000
212102 Pension for General Civil Service	0	535,179	0	535,179	0	721,573	0	721,573
213004 Gratuity Expenses	0	234,635	0	234,635	0	234,635	0	234,635
221001 Advertising and Public Relations	0	128,000	0	128,000	0	40,250	0	40,250
221003 Staff Training	0	0	0	0	0	5,000	0	5,000
221007 Books, Periodicals & Newspapers	0	87,250	0	87,250	0	34,000	0	34,000
221008 Computer supplies and Information Technology (IT)	0	64,904	0	64,904	0	83,000	0	83,000
221009 Welfare and Entertainment	0	107,031	0	107,031	0	202,960	0	202,960
221011 Printing, Stationery, Photocopying and Binding	0	79,329	0	79,329	0	200,956	0	200,956
221012 Small Office Equipment	0	0	0	0	0	2,100	0	2,100
221016 IFMS Recurrent costs	0	0	0	0	0	30,000	0	30,000
221017 Subscriptions	0	0	0	0	0	10,000	0	10,000
222001 Telecommunications	0	82,000	0	82,000	0	100,000	0	100,000
222002 Postage and Courier	0	4,800	0	4,800	0	4,800	0	4,800
223003 Rent – (Produced Assets) to private entities	0	1,404,000	0	1,404,000	0	1,764,000	0	1,764,000
223004 Guard and Security services	0	77,760	0	77,760	0	77,760	0	77,760
223005 Electricity	0	84,000	0	84,000	0	60,000	0	60,000
223006 Water	0	8,000	0	8,000	0	20,000	0	20,000
224004 Cleaning and Sanitation	0	98,280	0	98,280	0	90,000	0	90,000

Vote:022 Ministry of Tourism, Wildlife and Antiquities

224005 Uniforms, Beddings and Protective Gear	0	1,000	0	1,000	0	0	0	0
225002 Consultancy Services- Long-term	0	60,816	0	60,816	0	0	0	0
227001 Travel inland	0	40,000	0	40,000	0	40,000	0	40,000
227002 Travel abroad	0	40,000	0	40,000	0	200,000	0	200,000
227004 Fuel, Lubricants and Oils	0	395,693	0	395,693	0	128,250	0	128,250
228001 Maintenance - Civil	0	14,000	0	14,000	0	22,601	0	22,601
228002 Maintenance - Vehicles	0	140,800	0	140,800	0	120,000	0	120,000
228003 Maintenance – Machinery, Equipment & Furniture	0	0	0	0	0	12,000	0	12,000
Total Cost of Output 05	473,972	4,484,077	0	4,958,049	352,934	4,793,886	0	5,146,820

Output 064906 Ministerial and Top Management Services

211101 General Staff Salaries	0	0	0	0	195,729	0	0	195,729
211103 Allowances	0	105,000	0	105,000	0	78,000	0	78,000
213001 Medical expenses (To employees)	0	7,200	0	7,200	0	7,200	0	7,200
221005 Hire of Venue (chairs, projector, etc)	0	5,000	0	5,000	0	0	0	0
221007 Books, Periodicals & Newspapers	0	4,000	0	4,000	0	4,000	0	4,000
221009 Welfare and Entertainment	0	30,000	0	30,000	0	0	0	0
221011 Printing, Stationery, Photocopying and Binding	0	15,000	0	15,000	0	0	0	0
225001 Consultancy Services- Short term	0	33,800	0	33,800	0	0	0	0
227001 Travel inland	0	80,000	0	80,000	0	62,000	0	62,000
227002 Travel abroad	0	120,000	0	120,000	0	201,227	0	201,227
Total Cost of Output 06	0	400,000	0	400,000	195,729	352,427	0	548,156

Output 064919 Human Resource Management Services

211101 General Staff Salaries	0	0	0	0	93,174	0	0	93,174
212106 Validation of old Pensioners	0	8,000	0	8,000	0	2,500	0	2,500
213001 Medical expenses (To employees)	0	400	0	400	0	0	0	0
213002 Incapacity, death benefits and funeral expenses	0	54,000	0	54,000	0	41,000	0	41,000
221002 Workshops and Seminars	0	40,000	0	40,000	0	0	0	0
221003 Staff Training	0	178,000	0	178,000	0	60,500	0	60,500
221004 Recruitment Expenses	0	10,000	0	10,000	0	5,000	0	5,000
221009 Welfare and Entertainment	0	0	0	0	0	14,960	0	14,960
221011 Printing, Stationery, Photocopying and Binding	0	41,333	0	41,333	0	0	0	0
221012 Small Office Equipment	0	1,000	0	1,000	0	0	0	0
221016 IFMS Recurrent costs	0	65,000	0	65,000	0	0	0	0
221020 IPPS Recurrent Costs	0	25,000	0	25,000	0	60,000	0	60,000
Total Cost of Output 19	0	422,733	0	422,733	93,174	183,960	0	277,134
Total Cost Of Outputs Provided	559,042	5,951,113	0	6,510,155	728,184	5,551,635	0	6,279,819

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Capital Purchases	Wage	Non Wage	AIA	Total	Wage	Non Wage	AIA	Total
<i>Output 064975 Purchase of Motor Vehicles and Other Transport Equipment</i>								
312201 Transport Equipment	0	0	0	0	0	335,000	0	335,000
<i>Total Cost of Output 75</i>	0	0	0	0	0	335,000	0	335,000
Total Cost Of Capital Purchases	0	0	0	0	0	335,000	0	335,000
Arrears	Wage	Non Wage	AIA	Total	Wage	Non Wage	AIA	Total
<i>Output 064999 Arrears</i>								
321608 Pension arrears (Budgeting)	0	0	0	0	0	93,354	0	93,354
<i>Total Cost of Output 99</i>	0	0	0	0	0	93,354	0	93,354
Total Cost Of Arrears	0	0	0	0	0	93,354	0	93,354
Total Cost for SubProgramme 01	559,042	5,951,113	0	6,510,155	728,184	5,979,990	0	6,708,173
<i>Total Excluding Arrears</i>	559,042	5,951,113	0	6,510,155	728,184	5,886,635	0	6,614,819

SubProgramme 15 Internal Audit

Thousand Uganda Shillings	2016/17 Approved Budget				2017/18 Draft Estimates			
Outputs Provided	Wage	Non Wage	AIA	Total	Wage	Non Wage	AIA	Total
<i>Output 064904 Policy, consultation, planning and monitoring services</i>								
211101 General Staff Salaries	22,369	0	0	22,369	22,369	0	0	22,369
221003 Staff Training	0	0	0	0	0	10,000	0	10,000
221011 Printing, Stationery, Photocopying and Binding	0	0	0	0	0	4,000	0	4,000
227001 Travel inland	0	68,018	0	68,018	0	38,460	0	38,460
227002 Travel abroad	0	0	0	0	0	15,558	0	15,558
<i>Total Cost of Output 04</i>	22,369	68,018	0	90,387	22,369	68,018	0	90,387
Total Cost Of Outputs Provided	22,369	68,018	0	90,387	22,369	68,018	0	90,387
Total Cost for SubProgramme 15	22,369	68,018	0	90,387	22,369	68,018	0	90,387
<i>Total Excluding Arrears</i>	22,369	68,018	0	90,387	22,369	68,018	0	90,387

Development Budget Estimates

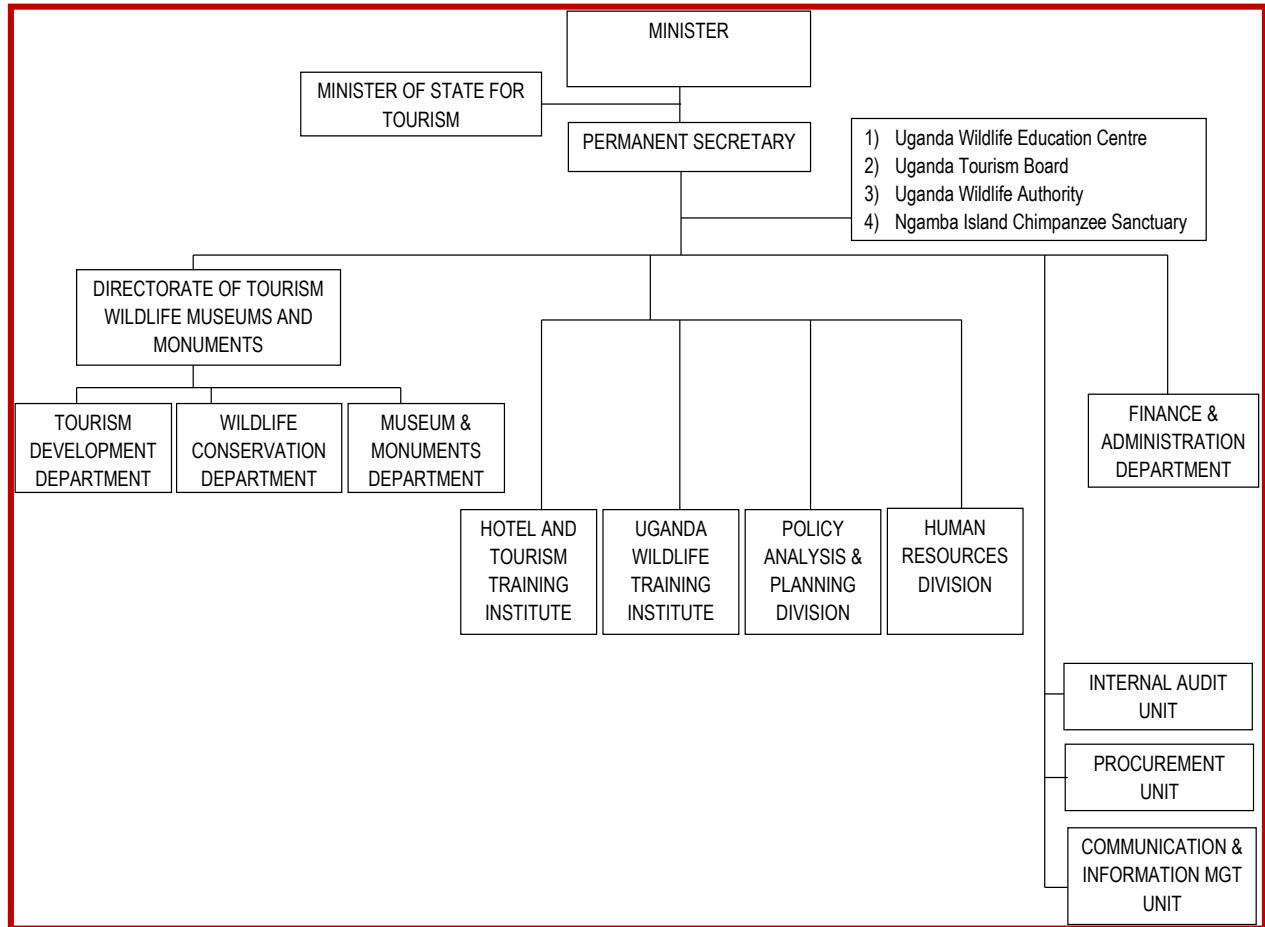
Project 0248 Government Purchases and Taxes

Thousand Uganda Shillings	2016/17 Approved Budget				2017/18 Draft Estimates			
Outputs Provided	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total
<i>Output 064904 Policy, consultation, planning and monitoring services</i>								
227001 Travel inland	150,000	0	0	150,000	120,000	0	0	120,000
<i>Total Cost Of Output 064904</i>	150,000	0	0	150,000	120,000	0	0	120,000
<i>Output 064905 Ministry Support Services (Finance and Administration)</i>								
228004 Maintenance – Other	60,000	0	0	60,000	0	0	0	0
<i>Total Cost Of Output 064905</i>	60,000	0	0	60,000	0	0	0	0
Total Cost for Outputs Provided	210,000	0	0	210,000	120,000	0	0	120,000

Vote:022 Ministry of Tourism, Wildlife and Antiquities

Capital Purchases	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total
Output 064972 Government Buildings and Administrative Infrastructure								
281502 Feasibility Studies for Capital Works	0	0	0	0	120,000	0	0	120,000
281503 Engineering and Design Studies & Plans for capital works	300,438	0	0	300,438	0	0	0	0
Total Cost Of Output 064972	300,438	0	0	300,438	120,000	0	0	120,000
Output 064975 Purchase of Motor Vehicles and Other Transport Equipment								
312201 Transport Equipment	150,000	0	0	150,000	335,000	0	0	335,000
Total Cost Of Output 064975	150,000	0	0	150,000	335,000	0	0	335,000
Output 064976 Purchase of Office and ICT Equipment, including Software								
312202 Machinery and Equipment	177,662	0	0	177,662	0	0	0	0
312213 ICT Equipment	0	0	0	0	127,500	0	0	127,500
Total Cost Of Output 064976	177,662	0	0	177,662	127,500	0	0	127,500
Output 064978 Purchase of Office and Residential Furniture and Fittings								
312203 Furniture & Fixtures	57,900	0	0	57,900	41,562	0	0	41,562
Total Cost Of Output 064978	57,900	0	0	57,900	41,562	0	0	41,562
Total Cost for Capital Purchases	686,000	0	0	686,000	624,062	0	0	624,062
Total Cost for Project: 0248	896,000	0	0	896,000	744,062	0	0	744,062
Total Excluding Arrears	896,000	0	0	896,000	744,062	0	0	744,062
	GoU	External Fin	AIA	Total	GoU	External Fin	AIA	Total
Total Cost for Programme 49	7,496,542	0	0	7,496,542	7,542,623	0	0	7,542,623
Total Excluding Arrears	7,496,542	0	0	7,496,542	7,449,268	0	0	7,449,268
	GoU	External Fin	AIA	Total	GoU	External Fin.	AIA	Total
Grand Total for Vote 022	17,428,943	0	67,280,956	84,709,899	16,135,595	0	71,692,000	87,827,595
Total Excluding Arrears	17,428,943	0	67,280,956	84,709,899	16,042,240	0	71,692,000	87,734,240

Organogram of the Ministry of Tourism, Wildlife and Antiquities



**MINISTRY OF TOURISM, WILDLIFE AND ANTIQUITIES
STAFF LIST FY 2017/18**

SN	Department/CostCentre	StaffNames	Title	Classification	FileNumber	ComputerNo	Act Gross Salary	SalarySca	National ID
1	HQs and Administration	Asiimwe Alex Jessey	Principal Policy Analyst	Permanent Staff	P/A.01	64843	1,494,471	U2	CM75004104Y24E
2	HQs and Administration	Arwako Magdalene	Pool Stenographer	Permanent Staff	P/A.16	60389	426,265	U6	CF73038101KWYH
3	HQs and Administration	Amaniyo Betty	Office Attendant	Permanent Staff	P/A.18	64842	237,069	U8	CF71002104UUCD
4	HQs and Administration	Aliganyira Justus	Driver	Permanent Staff	P/A.21	64844	228,316	U8	CM7009101FDEH
5	HQs and Administration	Ayenyi Scovia	Office Attendant	Permanent Staff	P/A.24	798273	215,822	U8	CF89033101H70D
6	HQs and Administration	Atwongire Emily Clare	Senior Personal Secretary	Permanent Staff	P/A.27	70896	923,054	U3	CF71009109PCHJ
7	HQs and Administration	Afoyocan Comfort	Office Attendant	Permanent Staff	P/A.28	798271	215,822	U8	CF87087101F64D
8	HQs and Administration	Auma Eunice	Personal Secretary	Permanent Staff	P/A.30	13719	744,866	U4	CF77005105TGII
9	HQs and Administration	Akia Harriet Kiplagat	Human Resource Officer	Permanent Staff	P/A.33	798373	1,031,038	U4	CF82079102Y7KJ
10	HQs and Administration	Tinka Fred Asaba	Personal Assistant/Sas	Permanent Staff	P/A.39	62214	990,589	U3	CM66006105AKFE
11	HQs and Administration	Ojara Margaret	Under Secretary	Permanent Staff	P/A.43	13353	1,859,451	U1SE	CF5900510313QF
12	HQs and Administration	Atwebembeire Dez	Assistant Commissioner Human Resource	Permanent Staff	P/A.53	17126	1,669,621	U1 E	CM70004102PXFQ
13	HQs and Administration	Babirye Sarah Senfuka	Librarian/Information Scientist	Permanent Staff	P/B.02	64876	780,193	U4	CF7305210F42KK
14	HQs and Administration	Birike Brenda	Office Attendant	Permanent Staff	P/B.03	64910	224,066	U8	CF1377830007F2P
15	HQs and Administration	Birabwa Joyce	Stenographer Secretary	Permanent Staff	P/B.10	62439	456,394	U5	CF77065102E10H
16	HQs and Administration	Egesa Luka	Assistant Records Officer	Permanent Staff	P/E.07	13507	472,079	U5	CM690391022WXC
17	HQs and Administration	Guloba Moses	Office Attendant	Permanent Staff	P/G.03	946788	187,660	U8	CM91060100UDFE
18	HQs and Administration	Isingoma Norman B. Warufu	Personal Assistant/Sas	Permanent Staff	P/I.01	64801	990,589	U3	CM58015104KCAA
19	HQs and Administration	Akiri Kenneth	Principal Assistant Secretary	Permanent Staff	P/K.24	64216	1,212,620	U2	CM790651046JEJ
20	HQs and Administration	Kerchan Isaac	Programme/Database Administrator	Permanent Staff	P/K.40	802379	1,094,258	U4	CM86087105MEID
21	HQs and Administration	Kyewalabye Rogers	Senior Internal Auditor	Permanent Staff	P/K.42	762565	1,085,341	U3	CM74023102U97E
22	HQs and Administration	Lwanyaga Steven	Records Assistant	Permanent Staff	P/L.03	729683	340,282	U7	CM880121023T9J
23	HQs and Administration	Lubanjwa John	Driver	Permanent Staff	P/L.08	70945	232,657	U8	CM6903610AK7RE
24	HQs and Administration	Magezi Abithagi	Stores Assistant/Keeper	Permanent Staff	P/M. 31	78666	289,361	U7	CF67075101DT7E
25	HQs and Administration	Mulego Brian	Systems Administrator	Permanent Staff	P/M.04	64891	1,131,967	U4	CM8605210F42LK
26	HQs and Administration	katusiime S. Dorreen	Permanent Secretary	Contract Staff	P/K.51	69398	15,400,000	U1SE	CF610271022R3F
27	HQs and Administration	Nabyonga Gorret	Assistant Secretary	Permanent Staff	P/N. 43	998408	601,341	U4	CF911051058HNE
28	HQs and Administration	Namwano Babra	Personal Secretary	Permanent Staff	P/N.27	944584	623,063	U4	CF870671018ECE
29	HQs and Administration	Nabawanuka Jane	Telephone Operator	Permanent Staff	P/N.33	64836	377,781	U7	CF65023102MTJK
30	HQs and Administration	Nekesa Stella	Economist	Permanent Staff	P/N.35	954519	799,323	U4	CF77042106E66K
31	HQs and Administration	Nakakeeto Keziah	Personal Secretary	Permanent Staff	P/N.40	681693	700,306	U4	CF86052103FKUJ
32	HQs and Administration	Ogom Thomas	Internal Auditor	Permanent Staff	P/O. 28	64070	926,247	U4	CM64103102ZZZA
33	HQs and Administration	Baluka betty	Human Resource Officer	Permanent Staff	p/b.28	820521	798,535	U4	
34	HQs and Administration	Owino Emmanuel	Procurement Officer	Permanent Staff	P/O.31	681368	846,042	U4	CM70039109X2NC
35	HQs and Administration	asiimwe immaculate	Accounts Assistant	Permanent Staff	p/a.55		377,781	U7	cf810271053y8d
36	HQs and Administration	otim patrick	accountant	Permanent Staff	p/o.32		808,135	U4	cm68001101en8a
37	HQs and Administration	walusimbi charles	Accounts Assistant	Permanent Staff	p/w.11		377,781	U7	
38	HQs and Administration	Sebayigga Fred	Office Attendant	Permanent Staff	P/S.02	64895	215,822	U8	CM79024105Y7DK
39	HQs and Administration	Sekajja Godfrey	Driver	Permanent Staff	P/S.05	729692	237,069	U8	CM640521009DOH
40	HQs and Administration	Tuhirwe Lydia	Senior Assisants Record Officer	Permanent Staff	P/T.16	15588	644,785	U4	CF61009101T08K
41	HQs and Administration	Tumwesigye David	Principal Accountant	Permanent Staff	P/T.20	745684	1,478,401	U2	CM70027106AUJH
42	HQs and Administration	Umirambe Haruna	Office Attendant	Permanent Staff	P/U.01	64837	232,657	U8	CM6208710197KC
43	HQs and Administration	Ubedgiu Nassan	Driver	Permanent Staff	P/U.03	946800	213,832	U8	CM88087100NHTE
44	HQs and Administration	Wadada Daniel	Senior Assistant Secretary/Transport Officer	Permanent Staff	P/W.01	64817	990,589	U3	CM77051106H9LK
45	HQs and Administration	Yiga Samuel	Senior Procurement Officer	Permanent Staff	P/Y.01	65354	1,046,396	U3	CM710471025XYA
46	HQs and Administration	Clare Nkaijagye	Stenographer Secretary	Permanent Staff	P/N.42	80335	472,079	U5	CF731011014NTG
47	HQs and Administration	Banturaki Robert	Senior Accounts Assistant	Permanent Staff	P/B.22	736623	495,032	U5	CM63106100Z9CE
48	HQs and Administration	Manga Ibrahim Lyadda	Assistant Commissioner Finance & Planning	Permanent Staff	P/M.39	758306	1,669,621	U1 SE	CM710261061A5C
49	HQs and Administration	Emojong Emmanuel	Driver	Permanent Staff	P/E.01	860772	213,832	U8	CM870391014N4H
50	HQs and Administration	KHANAKWA REBECCA	OFFICE SUPERVISOR	Permanent Staff	P/K.27	729769	436,677	U6	CF76067104CEUF
51	HQs and Administration	MUGIZI EMMA NAHAYO	PUBLIC RELATIONS OFFICER	Permanent Staff	P/M.29	802377	623,063	U4	CF85042101MCNL
52	HQs and Administration	TWESIGE PATRICK	Driver	Permanent Staff	P/T.14	13433	237,069	U8	CM720161025E5G
53	HQs and Administration	Kwesiga Rweihunga Chris Jack	Principal Human Resource Officer	Permanent Staff	P/K.45	77689	1,131,209	U2	CM5800910AEMAC
52	HQs and Administration	Enyetu Robert	Accountant	Permanent Staff	P/E.37	71347	799,323	U4	CM71058101FL3D
53	HQs and Administration	Tasiwuka Moses Mususwa	Assistant Instructor	Permanent Staff	P/T.13	798304	472,079	U6	CM700071047A3L
54	Museums and Monuments	Akiteng Agnes Filder	Assistant Archivist	Permanent Staff	P/A.03	64865	463,264	U5	CF74097100ED7L
55	Museums and Monuments	Abiti Adebo Nelson	Senior Conservator	Permanent Staff	P/A.04	64873	923,054	U3	CM77077100CFF5L

SN	Department/CostCentre	StaffNames	Title	Classification	FileNumber	ComputerNo	Act Gross Salary	SalarySca	National ID
56	Museums and Monuments	Asiimwe Richard	Conservator	Permanent Staff	P/A.08	64888	672,792	U4	CM83025100AZAF
57	Museums and Monuments	Acayo Margaret	Museum Dancer	Permanent Staff	P/A.10	64826	237,069	U8	CF680851019ALK
58	Museums and Monuments	Adupa Peter	Site Attendant	Permanent Staff	P/A.13	860773	215,822	U8	CM88103103GCN3S
59	Museums and Monuments	Achom Catherine	Museum Attendant	Permanent Staff	P/A.40	763820	191,180	U8	CF860791009XUD
60	Museums and Monuments	Asiimwe Raymond	Conservator	Permanent Staff	P/A.42	802392	601,341	U4	CM87061100CDFJ
61	Museums and Monuments	Ajiambo Catherine	Research Officer	Permanent Staff	P/A.46	806960	1,094,258	U4	CF81042100EHUF
62	Museums and Monuments	Apaja Peter Okwir	Museum Attendant	Permanent Staff	P/A.51	972760	191,180	U8	CM80070100G87E
63	Museums and Monuments	Busobozi Fred	Office Attendant	Permanent Staff	P/B.04	64907	224,066	U8	CM74006100L9HC
64	Museums and Monuments	Busingye Jovia	Museum Attendant	Permanent Staff	P/B.05	64883	213,832	U8	CF6803410C4DXG
65	Museums and Monuments	Bakeihonwenki Annah	Office Attendant	Permanent Staff	P/B.06	64830	237,069	U8	CF65055104MNJE
66	Museums and Monuments	Elelu Martin	Electrician	Permanent Staff	P/E.02	946792	213,832	U8	CM78038100E6JH
67	Museums and Monuments	Echidu Richard	Askari	Permanent Staff	P/E.03	952119	187,660	U8	CM88038100E58L
68	Museums and Monuments	Feni Gilbert	Driver	Permanent Staff	P/F.01	64860	213,832	U8	CM84077104JT6C
69	Museums and Monuments	Halongo Davids	Museum Attendant	Permanent Staff	P/H.02	972837	191,180	U8	CM83049104H2PG
70	Museums and Monuments	Isabirye Grace	Museum Attendant	Permanent Staff	P/I.02	64857	224,066	U8	CM810751013UJL
71	Museums and Monuments	Jatho Peace	Office Attendant	Permanent Staff	P/J.05	798285	215,822	U8	CF84087100NGUA
72	Museums and Monuments	Jumanywal Patrick	Museum Attendant	Permanent Staff	P/J.06	972845	213,832	U8	CM86033102FYL
73	Museums and Monuments	Kamulegeya Charles	Museum Attendant	Permanent Staff	P/K.02	64828	213,832	U8	CM580121004KRA
74	Museums and Monuments	Kimara Florence	Museum Attendant	Permanent Staff	P/K.04	64839	209,859	U8	CF72048100AWML
75	Museums and Monuments	Kigongo Remigius	Museum Attendant	Permanent Staff	P/K.05	64824	479,759	U8	CM57032101GN2H
76	Museums and Monuments	Kokoi Diana Rose	Museum Attendant	Permanent Staff	P/K.06	64853	202,166	U8	CF76079100DADC
77	Museums and Monuments	Kizaalwa Samuel	Assistant Commissioner Museums	Permanent Staff	P/K.11	64833	1,669,621	U1E	CM640831007ADK
78	Museums and Monuments	Kisembo Harriet	Museum Guide	Permanent Staff	P/K.12	64882	224,066	U8	CF6908410152GE
79	Museums and Monuments	Kibirige Nasser	Assistant Conservator	Permanent Staff	P/K.13	64877	416,617	U6	CM740991006ZUE
80	Museums and Monuments	Kyamanyi Diana	Office Attendant	Permanent Staff	P/K.16	64908	219,909	U8	CF83052106PIDI
81	Museums and Monuments	Kasirye Twaha	Foreman Of Works	Contract Staff	P/K.21	64825	426,265	U8	CM58023100GRFH
82	Museums and Monuments	Kyakuhaire Rose Mary	Museum Attendant	Permanent Staff	P/K.37	946793	191,180	U8	CF89006100ECJO
83	Museums and Monuments	Kunihira Emmanuel	Museum Dancer	Permanent Staff	P/K.38	810937	191,180	U8	CM85006100CT2K
84	Museums and Monuments	Muhire Innocent	Askari	Permanent Staff	P/M.07	64912	213,832	U8	CM88018101PMEH
85	Museums and Monuments	Musalizi Sarah	Research Officer	Permanent Staff	P/M.08	800404	1,103,582	U4	CF8200810268HL
86	Museums and Monuments	Mwanja Rose Nkaale	Commissioner Museum And Monuments	Permanent Staff	P/M.12	64838	1,859,451	U1S	CF60007100FK9G
87	Museums and Monuments	Magezi Alex	Electrician	Permanent Staff	P/M.16	64881	289,361	U8	CM8104810109FL
88	Museums and Monuments	Mafabi Fredrick	Carpenter	Permanent Staff	P/M.17	64859	213,832	U8	CM76075100973L
89	Museums and Monuments	Mudondo Ruth	Receptionist	Permanent Staff	P/M.18	64875	289,361	U8	CF80064100LWBG
90	Museums and Monuments	Mugume Amon Arry Timbine	Conservator	Permanent Staff	P/M.2	64866	1,103,582	U4	CM830341081GOK
91	Museums and Monuments	Nsenza John	Store Keeper	Permanent Staff	P/N.01	64823	209,859	U8	CM60030100ZUJA
92	Museums and Monuments	Nalumansi Margaret	Office Attendant	Permanent Staff	P/N.03	64832	237,069	U8	CF6452103WNCL
93	Museums and Monuments	Nanyombi Alice	Museum Guide	Permanent Staff	P/N.04	64831	237,069	U8	CF6702410173EH
94	Museums and Monuments	Nyanzi Joseph	Museum Attendant	Permanent Staff	P/N.07	64856	202,166	U8	CM80023100KHPH
95	Museums and Monuments	Nyiracyiza Jackie	Senior Conservator	Permanent Staff	P/N.08	64870	923,054	U3	CF80018100UJEF
96	Museums and Monuments	Ngabirano Vincent	Conservator	Permanent Staff	P/N.10	64872	808,135	U4	CF7303710010PC
97	Museums and Monuments	Nakyeyune Edinansi	Museum Attendant	Permanent Staff	P/N.12	64914	202,166	U8	CF88044100PING
98	Museums and Monuments	Namaganda Faith Apofia	Office Attendant	Permanent Staff	P/N.13	64911	219,909	U8	CF90049100DF4J
99	Museums and Monuments	Ngangeyu Eunice	Museum Attendant	Permanent Staff	P/N.29	946790	187,660	U8	CF89087100ARDK
100	Museums and Monuments	Nabukalu Solome Nansubuga	Conservator	Permanent Staff	P/N.31	802373	623,063	U4	CF79052100PZ9F
101	Museums and Monuments	Ongwen Dismas	Senior Conservator	Permanent Staff	P/O.01	64868	923,054	U3	CM76039100J8HD
102	Museums and Monuments	Openja Steward	Askari	Permanent Staff	P/O.10	64885	202,166	U8	CM80087100COKF
103	Museums and Monuments	Odongo Stephen	Museum Dancer	Permanent Staff	P/O.18	946785	209,859	U8	CM8310100LIDH
104	Museums and Monuments	Odong Alex	Conservator	Permanent Staff	P/O.19	802361	644,785	U4	CM7900510085XK
105	Museums and Monuments	Okello Ronald Onen	Site Attendant	Permanent Staff	P/O.26	972842	213,832	U8	CM9000510346HG
106	Museums and Monuments	Rwamwana Francis	Askari	Permanent Staff	P/R.03	64829	187,660	U8	CM62009101V4LJ
107	Museums and Monuments	Ssebunya Joseph	Assistant Archivist	Permanent Staff	P/S.04	64862	479,759	U5	CM86052100Q3EC
108	Museums and Monuments	Uluba John	Site Attendant	Permanent Staff	P/U.02	789305	209,859	U8	CM68087100XZKH
109	Museums and Monuments	Woncan Emmanuel	Museum Attendant	Permanent Staff	P/W.03	64884	479,759	U8	CM830011041QWA
110	Museums and Monuments	Wabwire Fred Bwayo	Site Attendant	Permanent Staff	P/W.09	946783	191,180	U8	CM82078102UCLC
111	Museums and Monuments	Kaggwa Lyse	Museum Attendant	Permanent Staff	P/K.36	972761	191,180	U8	CF74052102AHVF
112	Museums and Monuments	Ssebuyungo	Museum Guide	Permanent Staff	P/S.06	972840	213,832	U8	CM86036100FV/C
113	Tourism	Awori Anne Teddy	Senior Tourism Development Officer	Permanent Staff	P/A.09	64892	923,054	U4	CF77039101W/KWC
114	Tourism	Adongot Christine	Senior Instructor	Permanent Staff	P/A.26	64807	1,018,077	U4	CF67079100RXLK
115	Tourism	Adebo Felix	Instructor	Contract Staff	P/A.32	798269	808,135	U5	CM5800210689FK
116	Tourism	Apio Bridget	Office Attendant	Permanent Staff	P/A.34	806963	215,822	U8	CF87035102VTRD
117	Tourism	Bazirake Asiimwe Bernadette	Tourism Development Officer	Permanent Staff	P/A.38	734014	623,063	U4	CF800091035YZK

SN	Department/CostCentre	StaffNames	Title	Classification	FileNumber	ComputerNo	Act Gross Salary	SalarySca	National ID
118	Tourism	Atukunda Angella	Librarian	Permanent Staff	P/A.41	802389	623,063	U4	CF89065101GEAE
119	Tourism	Bulenzi Elsie	Receptionist	Permanent Staff	P/B.14	798276	283,913	U8	CF83008105EXLF
120	Tourism	Babine Barbra	Office Attendant	Permanent Staff	P/B.15	798274	215,822	U8	CF90001101KKOJ
121	Tourism	Byansi Godfrey	Office Attendant	Permanent Staff	P/B.24	952127	191,180	U8	CM810081000VID
122	Tourism	Cherop Rose Kwemoi	Internal Auditor	Permanent Staff	P/C.02	798309	799,323	U4	CF721041011C4F
123	Tourism	Diogo Patrick	Cook	Permanent Staff	P/D.01	798280	194,767	U8	CM69007100MG2J
124	Tourism	Egessa Wanyama M	Cook	Permanent Staff	P/E.04	798281	187,660	U8	CM80042106A47F
125	Tourism	Gwotanakuzi Julius	Cook	Permanent Staff	P/G.02	798284	194,767	U8	CM7000710011SFA
126	Tourism	Kigozi Jimmy Andrew	Senior Tourism Development Officer	Permanent Staff	P/K.08	64871	912,771	U4	CM82012101QW9A
127	Tourism	Kiiza Harriet	Senior Tourism Development Officer	Permanent Staff	P/K.17	64893	923,054	U4	CF76073100RWJG
128	Tourism	Kaneene Moses Stephen	Instructor	Permanent Staff	P/K.19	798291	799,323	U5	CM660641009R5F
129	Tourism	Kinakole Simon	Cook	Permanent Staff	P/K.44	952125	191,180	U8	CM86007181ZDJ
130	Tourism	Lyazi Vivian	Principal Tourism Development Officer	Permanent Staff	P/L.01	64845	1,212,620	U2	CM7203010FW2E
131	Tourism	Letiyo Anne C. Drametu	Instructor	Permanent Staff	P/L.04	798296	799,323	U5	CF67029101G8NH
132	Tourism	Latigo Grabler Doreen	Instructor	Contract Staff	P/L.05	798292	808,135	U5	CF61005103LFRK
133	Tourism	Mbabazi Mary Aulo	Commissioner Tourism Development	Permanent Staff	P/M.11	64834	1,859,451	U1SE	CF6000610280C
134	Tourism	Munzero Rose Mary	Stenographer Secretary	Permanent Staff	P/M.13	64849	479,759	U5	CF77018100F54E
135	Tourism	Mutebe Sanon	Askari	Permanent Staff	P/M.34	749479	187,660	U8	CM8408310405UC
136	Tourism	Mugenyi Rose	Pool Stenographer	Permanent Staff	p/m.37	57587	377,781	U6	CF590521096EZL
137	Tourism	Namutosi Miriam Joan	Senior Instructor	Permanent Staff	P/N.17	64804	1,004,232	U4	CF67089101RPWG
138	Tourism	Nkonge Richard	Instructor	Permanent Staff	P/N.20	798302	799,323	U5	CM79023102DX5J
139	Tourism	Namakoola David	Askari	Permanent Staff	P/N.21	798299	194,767	U8	CM670511008MXJ
140	Tourism	Ndyaguma Samson	Academic Registrar	Permanent Staff	P/N.23	798300	912,771	U3	CM74061103J72A
141	Tourism	Opio Fred	Office Attendant	Permanent Staff	P/O.15	798303	215,822	U8	CM88087100VZ9G
142	Tourism	Opuna William	Cook	Permanent Staff	P/O.16	952123	187,660	U8	CM77058100UK7L
143	Tourism	Sentongo Paddy	Tourism Development Officer	Permanent Staff	P/S.03	64894	623,063	U4	CM820361012T6F
144	Tourism	Twinomugisha Rosemary Kobuta	Assistant Commissioner Tourism Development	Permanent Staff	P/T.02	64846	1,690,780	U1E	CF63112102YXVE
145	Tourism	Watsala Samuel	Cook	Permanent Staff	P/W.06	798307	194,767	U8	CM75026103NCKC
146	Tourism	Kyomukama Florence	Office Attendant	Permanent Staff	P/K.07	64854	232,657	U8	CF74027101ZPML
147	Tourism	Ongei Alex	Driver	Permanent Staff	P/O.24	972852	213,832	U8	CM76033101Q6XK
148	Tourism	Ssali Gadafi	Tourism Development Officer	Permanent Staff	P/S.07	806962	623,063	U4	CM81100100T59H
149	Tourism	Lubega Ivan	Custodian	Permanent Staff	P/L.06	945651	268,143	U7 LOWE	CM82047100Q59F
150	Tourism	Okwakol Denis	Plumber	Permanent Staff	P/O.30	972854	213,832	U8 UPPEF	CM83079100P6PK
151	Tourism	Lutalo James	Director Tourism, Wildlife and Antiquities	Permanent Staff	P/L.02	64851	2,893,252	U1 SE	CM57052103ZEKH
152	Tourism	Asiimwe Geofrey	Office Attendant	Permanent Staff	P/A.19	64909	224,066	U8	CM80073100L1DF
153	Wildlife Conservation	Roseline Aanyu	Senior Personal Secretary	Permanent Staff	P/A.20	64898	923,054	U4	CF82043101NOOG
154	Wildlife Conservation	Dodoma Muhammad	Driver	Contract Staff	P/A.49	955950	213,832	U8	CM58015100FD9C
155	Wildlife Conservation	Baluku Robert	Principal Instructor	Permanent Staff	P/B.08	64810	1,527,241	U3	CM72015102AWQK
156	Wildlife Conservation	Banura Willy	Principal Instructor	Permanent Staff	P/B.09	64814	1,306,898	U3	CM70037101UAWF
157	Wildlife Conservation	Baguma Tadeo	Warden	Permanent Staff	P/B.12	64816	479,759	U6	CM82112101K8ZE
158	Wildlife Conservation	Baluku Joward	Wildlife Officers	Permanent Staff	P/B.18	802385	1,094,258	U4	CM8801510142OE
159	Wildlife Conservation	Candia Leone	Senior Wildlife Officer	Permanent Staff	P/C.01	64874	1,286,135	U3	CM750771056YUK
160	Wildlife Conservation	Kirungi Henry Tony	Instructor	Permanent Staff	P/K.23	64903	799,323	U5	CM620251018KHA
161	Wildlife Conservation	Muruhura Herbert	Senior Instructor	Permanent Staff	P/M.09	64889	1,004,232	U4	CM750041067JF
162	Wildlife Conservation	Masereka Yusuf	Instructor	Permanent Staff	P/M.26	798297	799,323	U5	CM800151016KUH
163	Wildlife Conservation	Namugwanya Berna	Wildlife Officers	Permanent Staff	P/N.09	64864	1,131,967	U4	CF82034072JYE
164	Wildlife Conservation	Okiror Stephen Fred	Senior Wildlife Officer	Permanent Staff	P/O.02	64869	1,286,135	U3	CM70097101TR2E
165	Wildlife Conservation	Owoyesigire George	Principal Wildlife Officer	Permanent Staff	P/O.03	64879	1,761,318	U2	CM72046101JMCA
166	Wildlife Conservation	Okello Patrick	Principal Instructor	Permanent Staff	P/O.05	64815	1,306,898	U3	CM75022105KYTE
167	Wildlife Conservation	Ongom Joel	Principal Instructor	Permanent Staff	P/O.06	64809	1,306,898	U3	CM75057100JF6E
168	Wildlife Conservation	Owor Domisiano	Wildlife Officers	Permanent Staff	P/O.08	64902	1,103,582	U4	CM8403910AZOEK
169	Wildlife Conservation	Turyamwesimira John	Principal Instructor	Permanent Staff	P/T.08	64812	1,527,241	U3	CM73027101VMED
170	Wildlife Conservation	Tumusiime Boaz Mboijana	Wildlife Officers	Permanent Staff	P/T.09	64901	1,103,582	U4	CM81004106GTYE
171	Wildlife Conservation	Akankwasah Barirega	Principal Wildlife Officer	Permanent Staff	P/A.05	64878	2,036,056	U2	CM82055100JJ5H
172	Wildlife Conservation	Okech Emmanuel	Principal Instructor	Permanent Staff	P/O.07	64813	1,322,109	U3	CM73103100TJHK
173	Wildlife Conservation	Tumusiime Bernard	Academic Registrar	Permanent Staff	P/T.07	64811	990,589	U3	CM72062106XW8E
174	Wildlife Conservation	Nuwagaba Patricia	Information Officer	Permanent Staff	P/N.30	802369	644,785	U4	CF88015102UGZJ
175	Wildlife Conservation	Ngimba John	Instructor	Permanent Staff	P/N.25	798301	799,323	U5	CM80015100PYFJ
176	Wildlife Conservation	Muhesi Nicholas	Instructor	Permanent Staff	P/M.25	798298	834,959	U5	CM77055102HL5K
177	Wildlife Conservation	Kaheru Richard	Instructor	Permanent Staff	P/K.30	798288	799,323	U5	CM7701510AYGXF

MINISTRY OF TOURISM, WILDLIFE AND ANTIQUITIES

PENSIONERS LIST FY 2017/18

SN	ApplicantNames	File No	Compute rNo	DateOfBirth	Post on First Appointment	Date of First Appointm ent	First Salary Scale	First Monthly Basic Salary	Post on Last Appointment	Date of Last Appointment	Last Salary Scale	Last Monthly Basic Salary	Date of Retirement	Reason for Retirement	Telephone Number	CM
1	Rusoke, Fredrick Adyeri	PEN/R.49	893132	28/08/1937	Electrician	7/1/1995	U8	1,017,183	Electrician	7/1/2003	U7	1,651,132	8/31/2006	Mandatory Retirement	773358432	CF37048101VK1C
2	Kiliza-Kizito, Caroline	PEN/K.02	894588	2/9/1940	Programme Organiser	1/3/1970	G.3	1,145	Under Secretary	28/12/1983	U1	10,848	1/12/1998	Voluntary retirement	774530639	CF4010010480DD
3	Namugga, Feresta	PEN/N.16	881866	21/11/1946	Museum Attendant	7/1/1995	u8	903,240	Museum Attendant	7/1/2003	U8 UPPER	1,092,507	12/31/2006	Mandatory Retirement	753863442	CF44052104X7GL
4	Nshakira, Blandina Joan	PEN/N.24	886897	20/04/1946	Tourist Officer	8/8/1972	A3-2	17,520	Director Tourism	4/24/2001	u1se	18,689,460	4/20/2006	Mandatory Retirement	783465351	CF46018101VZ4K
5	Kasamba, Jane	PEN/K.27	958700	13/09/1948	Museum Attendant	7/1/1995	U8	903,240	Museum Attendant	7/1/2008	U8 UPPER	1,751,412	5/3/2013	Mandatory Retirement	773618387	CF4804810115DK
6	Aryeja, Joan Kelloi	PEN/A.20	898129	3/8/1962	Clerical Officer	10/29/1987	U8	5,940	Clerical Officer	10/29/1987	U7	49,092	6/30/1992	retrenched	772539050	CF67009104U09C
7	Ajok, Margaret	pen/A.81	883362	10/8/1972	Radio Operator	2/8/1991	uss3	10,953	Office Attendant	10/20/1999	USS3	642,996	9/26/2006	DEATH	782926252	CM32071101UXUF
8	Owino, Bernard Noah	PEN/O.17	895985	8/1/1935	Tourist Officer	2/17/1966	G3	687	Sen Tourist Officer	3/1/1973	Al-3	42,900	2/28/1981	Mandatory Retirement	772531071	CM35039101HWNK
9	Katsigazi, Chris	PEN/K.26	893682	8/12/1941	Foreign Service Office	4/1/1966	A3-2	798	Permanent Secretary	10/2/1994	U1	19,534,608	6/22/1998	Mandatory Retirement	772511712	CM410271001ERC
10	Byomuhangi, Jackson	PEN/B.29	897565	1/1/1954	Game Assistant	28/02/1972	E 4-3	10,860	Assistant Game Warden	7/1/1990	u6	1,071,636	12/1/1996	voluntary retirement	773260605	cm46009102vmkc
11	Kamuhangire, Ephraim Rumva	PEN/K.31	887211	21/11/1946	Ass CONSERVATOR	4/15/1975	A3-2	15,960	Commissioner Antiquities	7/7/1995	U1 SE	16,003,043	21/11/2006	Mandatory Retirement	772899184	CM460341000N8L
12	Kagganzzi, Eli Kareetwa	PEN/K.04	894311	6/7/1947	Tourist Officer	3/21/1973	A3-2	19,960	Commissioner L&I	7/1/1995	U1	1,452,420	1/12/1998	voluntary retirement	772862666	CM47004100J6GL
13	Eneru, Allan William	pen/E.69	898412	3/3/1948	Game Guard	11/13/1972	U7	7,512	Game Assistant	7/1/1985	U6	131,760	6/30/1994	voluntary retirement	775885631	CM48058102R67F
14	Ajoka, Anjelo Wotadwong	PEN/A.46	900505	7/17/1949	Game Warden	4/14/1975	A3-2	16,960	Game Warden	9/22/1981	U5b-3	2,329,702	11/30/1996	retrenched	772524996	cm49088102DAYG
15	Kilza, Faustino	PEN/K.03	975946	5/20/1952	Clerical Officer	4/15/1975	A3-2	4,656	Sen Ass Records Officer	21/11/2006	u4	5,095,740	5/9/2012	Mandatory Retirement	78508107	CM52025104682J
16	Mzee, Magino Faustine K R	PEN/M.06	941342	15/03/1952	Teacher	4/14/1977	U5-3	21,780	Principal HTTI	1/11/2007	U1 LOWER	1,339,997	3/3/2012	Mandatory Retirement	775103904	CM520351043YFH
17	Matovu, Ahmed Bira	PEN/M.34	896501	26/06/1952	Clerical Officer	7/23/1973	E 4-3	4,656	Executive Officer	7/1/1981	U6	62,892	6/30/1992	Mandatory Retirement	752618708	CM52099101MEZH
18	Mweru, Isaac	PEN/M.33	893665	29/05/1953	Tourist Officer	2/2/1987	U5-4	419,712	Tourist Officer	2/2/1987	U5B-4	2,565,024	9/30/1998	Mandatory Retirement	772530624	CM640601022RZG
19	Adebo Felix	P/A.32	798269	8/15/1958	Instructor	4/9/2013	U5	401,701	Instructor	4/9/2013	U5	401,701	4/9/2015	CONTRACT	703749831	
20	Katusiime S. Doreen	P/K.51	69398	8/22/1961	Permanent Secretary	12/29/2014	U1SE	3,768,835	Permanent Secretary	1/9/2017	U1SE	15,400,000	12/29/2017	Contract	772419908	CF610271022R3F
21	Aruho, Amoni		893784													
22	Baguma, Elisha N.A	PEN/B.36	893435		Clerical Officer	7/8/1970	E 4-3	388	Assistant Records Officer	6/1/1993	U5C	5,607	17/09/1998	voluntary retirement	774707619	
23	Byenkya, Charles B.S.	PEN/B.10	896516	22/04/1958	Statistical Assistant	18/08/1984	u8	7,340	Statistical Assistant						751529170	
24	Damba, Seggoma W	PEN/D.25	899814	1/12/1949												
25	Gonsiah Michael	P/G.1	798310	10/29/1956	Electrician	4/9/2013	U7	257,817	Electrician	4/9/2013	U7 LOWER	437,000	1/1/2014	DEATH	759615791	
26	Gureme, Francis D.R.		896075													
27	Hasahya, John L.		898319													
28	Ipoot, Malinga Samson	PEN/I.14	898450	24/08/1933												
29	Isingoma, Leonard Amooti	PEN/I.22	886084	7/1/1940												
30	Kajoba, Abdullah	PEN/K.32	894640	12/4/1940	Tourist Officer	1/29/1970	G.3-2	13,740	Principal Tourist Officer							
31	Karugaba, Karl	PEN/K.09	893532		Game Warden	1/8/1979	U5	1,655	Game Warden	1/1/1981	U5	3,575	1/1/1996	Mandatory Retirement		
32	Kirikarama, J. Darlington		894998													
33	Kisambira, Muzira Muhammad		898794													
34	Keyune, Shadrack		897647													
35	Latigo Gabler Doreen	p/L.5	798292	1/7/1961	Instructor	4/9/2013	U5	401,701	Instructor	4/9/2013	U5	401,701	4/9/2015	CONTRACT	772425905	
36	Lutalo, Bosa G.		894214													
37	Mango Nachwera, Nicholas	PEN/M.19	898197	30/04/1952												
38	Matovu, Elizabeth Irene	PEN/M.11	899452	5/1/1951	Information Officer	23/11/1973	A3-2	1,330	Senior Tourist Officer	21/11/1985	U3	406,519	18/2/2001	DEATH	772458447	
39	Mawanda, Kagere Joseph	PEN/M.90	897357													
40	Mboneko, Akilii Bitamisi		887597													
41	Mubiru, Edward		897665													
42	Mugabi, Bagenda	PEN/M.15	888263	15/10/1959												
43	Mukiibi, Wasswa David	PEN/M.07	879539	17/07/1947	Game Assistant	5/8/1973	E 4-3	905	Game Assistant	1/7/2003	U6	231,691	17/07/2007	Mandatory Retirement	782992043	
44	Mulogo, F.K		897702													
45	Musana Walyoba	P/M.15	64840	10/18/1954	Carpenter	12/1/1994	U8	84,765	Carpenter	6/15/2012	U8 UPPER	200,906	6/15/2015	Mandatory Retirement	784573851	
46	Muslima Ezra	P/M.14	64822	1/1/1954	Ass Conservator	9/9/1991	U6	41,388	Ass Conservator	6/15/2012	U6 LOWER	312,074	6/15/2015	Mandatory Retirement	784580446	
47	Nkundiye, Samuel	PEN/N.23	878932	25-12-1956	Museum Attendant	1/7/1995	uss3	34,706	Museum Attendant	1/7/1995	U8 UPPER	146,048	20-12-2010	Mandatory Retirement	785013574	
48	Obongo, Rose	PEN/O.28	897834	11/11/1957												
49	Ochieng, Martin	PEN/O.05	886749													
50	Okia, Stephen		874939													
51	Okua, Moses Joe	PEN/O.01	886582	30-06-1944	Game Warden	13-08-1970	G.3-2	1,145	Commissioner	13/10/1987	U1	3,410,610	30-06-2004	Mandatory Retirement		
52	Omajungu, Yuventine		879209													
53	Opolot, Faustini Oriokot		897558													
54	Orone, Atipo Peter W.	PEN/O.21	883353	19/03/1949												

SN	ApplicantNames	File No	ComputerNo	DateOfBirth	Post on First Appointment	Date of First Appointment	First Salary Scale	First Monthly Basic Salary	Post on Last Appointment	Date of Last Appointment	Last Salary Scale	Last Monthly Basic Salary	Date of Retirement	Reason for Retirement	Telephone Number	CM
55	Otim, John		900707													
56	Ssentongo, Fredrick William	PEN/S.37	887616	24/12/1951	Clerical Officer	24/08/1973	U8	388	Senior Records Assistant	1/7/1984	U7	9,038	30-06-1993	retrenched		
57	Tibamwenda Florence	cp/58322	58322	11/24/1955	Pool Stenographer	7/1/1988	U7	1,773	Pool Stenographer	10/31/1966	U7 LOWER	72,243	11/1/1998	Mandatory Retirement	772965161	
58	Tindigarukayo, Justus Kashagire	PEN/T.18	879210	1/9/1952	Game Biologist	12/17/1979	U5-4	19,860	Director Tourism	15/09/2009	U1SE	19,724,445	9/1/2012	Mandatory Retirement		
59	Tuhirirwe, Getrude	PEN/T.35	882998	21/07/1964												
60	Tuhirirwe, Getrude		882998													
61	Twinomugisha, B.R	pen/t.13	893431	13/01/1960	Game Warden	02/02/1987	u5-3	419,712	Game Warden	9/2/1990	u5-3					
62	Wakhtsaka Fednard Nelson	P/W 4	798306	2/22/1972	Plumber	4/9/2013	U8	169,393	Plumber	4/9/2013	U8 UPPER	260,000	1/5/2014	DEATH	779444896	
63	Walugembe, Ahmed Nagar	PEN/W.08	900300		Clerical Officer	10/9/1970	B4-3	388	Executive Officer	1/1/1991				voluntary retirement	774962120	
64	Walwema, Martin Dison	pen/w.43	898299	12/24/1954	Records Assistant	16/03/1982	u8									
65	Wamala, Paul	PEN/W.30	893379	1/1/1946												
66	Rukadde Steven	P/R.04	60320	11/19/1956	Clerical Officer	2/24/1979	u8	6,060	Accounts Assistant	11/1/20016	u7 upper	1,636,075	11/19/2016	Mandatory Retirement		
67	Katende Andrew	P/K.41		8/28/1956	Driver	7/1/1993	uss3	20,439	Driver	10/20/1999	uss3	644,892	8/28/1996	Mandatory Retirement	782810998	CM5605210017NA
68	Kigongo Remigious	P/K.05		2/14/1957	Museum Attendant	7/1/1995	uss3	2,134,164	Assistant Archivist	9/1/2015	u5	5,664,948	2/14/2017	Mandatory Retirement	772423496	
69	Dodoma Mohammed	P/D.02												CONTRACT		
70																

Vote:117 Uganda Tourism Board

V1: Vote Overview

I Vote Mission Statement

To develop, promote and coordinate a sustainable and competitive development of the tourism industry.

II Strategic Objective

III Major Achievements in 2016/17

- Marketing of the country using the PR Firms in USA, UK and Germany.
 - International marketing-UNAA and PHG engagements USA, BBWF London, JTMC meetings for WTM space procurement, WTM London.
 - Regional marketing-Attended Kwita Izina, Magical Kenya, JTMC Meetings EAC and Akwaaba Nigeria.
 - Domestic marketing-Activities included Kampala adventure cycling, World Tourism Day, placing signages at strategic tourism sites, and activities for Buganda, Busoga, EETN and Kigezi clusters.
 - Printing of JATA guide book.
 - Tourism Committee MP's FAM trips.
 - 5 FAM trips for foreign tour and trade operators and media concluded with funding from CEDP. This has exposed Uganda's tourism attractions to the international trade
 - Participated in the shooting of the CAA/EATP promotion videos.
 - Procured 5,000 branded promotional materials including pens, flash disks, coffee, and business card holders.
 - Media training in Lango, Acholi, Busoga and Ankole during the domestic tourism activities.
 - Domestic tourism - Big Birding Africa where Uganda showcased to hosted 20 visitors to be exposed to Uganda's rich birding population and exposure of the local population about birds. Bishop Hannington event.
 - Review of the Marketing Strategy.
 - Classification awards ceremony in Mbarara.
 - Sensitize 90 hotel owners, managers.
 - 879 accommodation facilities registered.
-
- Hotel Classification Awards Ceremony.
 - Post classification follow-ups, collection of missing items from classified hotels (Per diem, Fuel)
 - Sensitized 90 hotel owners, managers of accommodation facilities in NP's about classification in Mbarara, Kabale, Kasese, Masindi and Moroto.
 - Inventory of accommodation facilities where 122 lodges and tented camps were qualified to undergo classification.
 - 879 accommodation facilities in Kampala registered.

38 chefs and 61 waiters of accommodation facilities in Kampala and Entebbe trained to enhance competences.

IV Medium Term Plans

1. Train various tourism stakeholders in standards and Quality Assurance in order to improve both performance and monitoring.
2. More engagements with the 3 PR Firms to meet the set targets of the promotional and awareness campaign of the destination in their countries.

Vote:117

Uganda Tourism Board

V Summary of Past Performance and Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (US\$ Billion)

		2015/16 Outturn	2016/17		2017/18	MTEF Budget Projections			
			Approved Budget	Expenditure by End Dec		2018/19	2019/20	2020/21	2021/22
Recurrent	Wage	1.245	1.855	0.798	1.855	1.948	2.046	2.148	2.255
	Non Wage	5.945	8.905	2.034	8.805	10.566	11.622	13.366	13.366
Dev.	GoU	0.351	0.553	0.000	0.553	0.719	0.863	1.036	1.036
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total		7.540	11.313	2.831	11.213	13.233	14.531	16.549	16.657
Total GoU+Ext Fin (MTEF)		7.540	11.313	2.831	11.213	13.233	14.531	16.549	16.657
Arrears		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Total Budget		7.540	11.313	2.831	11.213	13.233	14.531	16.549	16.657
A.I.A Total		0.080	0.500	0.000	0.300	0.300	0.300	0.300	0.300
Grand Total		7.620	11.813	2.831	11.513	13.533	14.831	16.849	16.957
Total Vote Budget Excluding Arrears		7.620	11.813	2.831	11.513	13.533	14.831	16.849	16.957

VI Budget By Economic Classification

Table V6.1 2016/17 and 2017/18 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2016/17 Approved Budget				2017/18 Draft Estimates			
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	AIA	Total
Output Class : Outputs Provided	10.760	0.000	0.500	11.260	10.660	0.000	0.300	10.960
211 Wages and Salaries	1.928	0.000	0.000	1.928	1.943	0.000	0.000	1.943
212 Social Contributions	0.186	0.000	0.000	0.186	0.186	0.000	0.000	0.186
213 Other Employee Costs	0.246	0.000	0.000	0.246	0.223	0.000	0.000	0.223
221 General Expenses	6.290	0.000	0.375	6.665	6.212	0.000	0.150	6.362
222 Communications	0.042	0.000	0.000	0.042	0.071	0.000	0.000	0.071
223 Utility and Property Expenses	0.412	0.000	0.000	0.412	0.410	0.000	0.010	0.420
224 Supplies and Services	0.090	0.000	0.000	0.090	0.070	0.000	0.000	0.070
225 Professional Services	0.063	0.000	0.000	0.063	0.070	0.000	0.020	0.090
226 Insurances and Licenses	0.071	0.000	0.000	0.071	0.056	0.000	0.000	0.056
227 Travel and Transport	1.327	0.000	0.125	1.452	1.294	0.000	0.120	1.414
228 Maintenance	0.105	0.000	0.000	0.105	0.126	0.000	0.000	0.126
Output Class : Capital Purchases	0.553	0.000	0.000	0.553	0.553	0.000	0.000	0.553
312 FIXED ASSETS	0.553	0.000	0.000	0.553	0.553	0.000	0.000	0.553

Vote:117 Uganda Tourism Board

Grand Total :	11.313	0.000	0.500	11.813	11.213	0.000	0.300	11.513
Total excluding Arrears	11.313	0.000	0.500	11.813	11.213	0.000	0.300	11.513

VII Budget By Programme And Subprogramme

Table V7.1: Past Expenditure Outturns and Medium Term Projections by Programme and SubProgramme

<i>Billion Uganda shillings</i>		FY 2016/17			Medium Term Projections			
	FY 2015/16 Outturn	Approved Budget	Spent By End Dec	2017-18 Proposed Budget	2018-19	2019-20	2020-21	2021-22
53 Tourism Development	7.540	11.813	2.831	11.513	13.533	14.831	16.849	16.957
01 Headquarters	7.189	11.260	2.831	10.960	12.814	13.968	15.813	15.921
1127 Support to Uganda Tourism Board	0.351	0.553	0.000	0.553	0.719	0.863	1.036	1.036
Total for the Vote	7.540	11.813	2.831	11.513	13.533	14.831	16.849	16.957
Total Excluding Arrears	7.540	11.813	2.831	11.513	13.533	14.831	16.849	16.957

VIII Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators

Programme :	53 Tourism Development					
Programme Objective :	<div><div>1.</div><div>Increase visitor inflows.</div></div> <div><div>2.</div><div>Increase the visitor expenditure.</div></div> <div><div>3.</div><div>Increase the length of visitor stay.</div></div> <div><div>4.</div><div>Increase the flow of tourism investment.</div></div> <div><div>5.</div><div>Increase in tourism employment.</div></div>					
Responsible Officer:	Stephen Asiimwe					
Programme Outcome:	Tourism Promotion					
<i>Sector Outcomes contributed to by the Programme Outcome</i>						
1. Improved Heritage Conservation and Tourism Growth						
Outcome Indicators	Performance Targets					
	2015/16	2016/17		2017/18	2018/19	2019/20
	Actual	Target	Actual	Target	Projection	Projection

Vote:117 Uganda Tourism Board

• Annual Change of arrivals from key source markets (USA,UK,Germany)	119389	128940
• Proportion of compliance to tourism service standards by tourism	25%	30%
• Visitor satisfaction (%)	70%	72%

SubProgramme: 01 Headquarters

Output: 01 Tourism Promotion and Marketing

No. of domestic Tourism fairs held to showcase Uganda's Tourism potential	6	6	6
No. of regional marketing events participated in	4	4	4
No. of International Tourism marketing exhibitions participated in to showcase Uganda's tourism potential	6	6	6
No. of promotional materials produced and distributed in the various promotional engagements and markets	30000	35000	38000

Output: 03 Quality Assurance (Inspection, Registration, Licenses, Class. & Monitoring)

No. of hotels classified	100	100	120
No. of tourism facilities inspected and registered	4000	4200	4500
No. of tourism facility managers sensitized on standards	600	600	600
No. of Local Government staff in the major Tourism Districts trained in Quality Assurance	432	450	450

IX Major Capital Investments And Changes In Resource Allocation

Table 9.1: Major Capital Investment (Capital Purchases outputs over 0.5Billion)

N/A

Table 9.2: Key Changes in Vote Resource Allocation

X Vote Narrative For Past And Medium Term Plans

Vote Challenges

Vote:117 Uganda Tourism Board

1. Inadequate marketing, promotion and publicity of the country due to inadequate budgets and low staffing capacity.
2. Low investment in the sector to harness existing opportunities.
3. Low levels of product development to keep the tourists much longer and spend more.
4. Inadequate investment in infrastructure especially roads leading to tourism sites and facilities in attractions.
5. Low levels of awareness by locals on the importance of tourism to the national economy.
6. Inadequate supply of energy, water, ICT in key tourism sites.

Plans to improve Vote Performance

1. Partner with other stakeholders and private sector to gather data in key source markets.
2. Continued recruitment of staff in critical vote functions and with competitive salaries.
3. More engagement with missions and embassies abroad to brand and promote the destination through provision of tourism materials and other promotional activities.
4. Collect more NTR through licensing and other activities.

XI Vote Cross Cutting Policy And Other Budgetary Issues

Table 11.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	1. All staff and partners are sensitized on HIV/AIDS and there is no discrimination in all activities based on status. 2. There is provision of condoms in the washrooms. 3. Staff are encouraged to undertake regular check ups under the health scheme.
Issue of Concern :	HIV/AIDS
Planned Interventions :	Staff are sensitized on HIV/AIDS and there is no discrimination in activities based on status. An HIV/AIDS policy is in place for staff. Condoms are supplied daily in the washrooms for easy access to staff and stakeholders.
Budget Allocation (Billion) :	0.020
Performance Indicators:	Lower levels of HIV infections. A healthy work force.

Table 11.2: AIA Collections

Source of AIA(Ush Bn)	2016/17 Budget	2016/17 Actual by Dec	2017/18 Projected
Miscellaneous receipts/income	0.000	0.000	0.600
Total	0.000	0.000	0.600

XII Personnel Information

Table 12.1 : Vote Staffing Profile by Post

Vote :117 Uganda Tourism Board

MPS Annex 2: Programme/Project Profiles and Workplan Outputs

Programme : 06 53 Tourism Development

Sub Programme:01 Headquarters

Sub Program Profile

Responsible Officer: Dorothy Namutebi, Head Finance & Admin

Objectives: Establish an effective, well-coordinated and proactive communication engagement mechanism in UTB and with the stakeholders both in the tourism sector and others.

Increase visibility, awareness, and build a positive image of Uganda Tourism Board

Workplan Outputs for 2016/17 and 2017/18

FY 2016/17		FY 2017/18
Approved Budget, Planned Outputs (Quantity and Location)	Expenditure and Prel. Outputs by End Dec (Quantity and Location)	Proposed Budget, Planned Outputs (Quantity and Location)
Output: 01 Tourism Promotion and Marketing		
1) Implement the branding campaign of destination Uganda. 2) Successfully Show case Uganda's tourism potential in international source markets through participation in 5 International and regional Tourism promotional marketing exhibitions, events and 6	1. Showcased Uganda through International marketing-UNAA and PHG engagements USA, BBWF London, JTMC meetings and WTM 2. UTB also undertook Regional marketing-Attended Kwiti Izina, Magical Kenya, JTMC Meeting EALA. 3. Domestic marketing-Activities included Kampala cycling adventure, World Tourism Day, placing signage on tourism sites, and activities for Buganda, Busoga, EETN and Kigezi cluster 4. Production and Printing of JATA guide book. This book was published in Japanese language to better reach the target market. 5. Organized Tourism Committee MP's FAM trip. ensure that MP's are better informed on the Tourism Sector including challenges and priorities for government 6. 5 FAM trips for foreign tour and trade operators and media concluded with funding from CEDP. This has exposed Uganda's tourism attractions to the international trade 7. Coordinated and participated in the WTM London. 8. Regional Marketing – participated in the Akwaaba expo Nigeria and conducted media interviews and releases. In	1) Implement the branding campaign of destination Uganda. 2) Successfully Show case Uganda's tourism potential in international source markets through participation in 5 International and regional Tourism promotional marketing exhibitions, events and 6

Vote :117 Uganda Tourism Board

MPS Annex 2: Programme/Project Profiles and Workplan Outputs

Programme : 06 53 Tourism Development

		addition, participated in Magical Kenya and Kwiti Izina as signature events of the regional tourism boards under the JTMC.	
		9. Participated in the shooting of the CAA/EATP promotion videos.	
		10. Procured 1,000 branded promotional materials including pens, flash disks, coffee, and business card holders.	
		11. Media training in Lango, Acholi, Busoga and Mbarara during the domestic tourism activities.	
		12. Domestic tourism - Big Birding where Uganda showcased hosted 20 visitors to be exposed to Uganda's rich birding population and exposure of the local population about birds. Bishop Hannington event.	
		13. Engagement with cluster members in Lango, Acholi and Busoga.	
		14. Review of the marketing strategy.	
		15. Tourism awareness in schools – Jinja, Lira and Gulu where over 1,000 students were addressed	
Total Output Cost(Ushs Thousand):	53.571	1.142	50.275
Wage Recurrent	0.000	0.000	0.000
NonWage Recurrent	53.571	1.142	50.275
AIA	2.700	0.000	0.900

Output: 02 Tourism Research and Development

Vote :117 Uganda Tourism Board

MPS Annex 2: Programme/Project Profiles and Workplan Outputs

Programme : 06 53 Tourism Development

1) Monitor, audit and evaluate performance of engagement activities of the Institution and sector nationally. 2) Undertake research to collect data and information to inform and direct marketing, promotion, investment and regulatory activities. 3) Prom	1. Undertook tourism study on Ankole region where it was noted that Ankole comprises 10 districts with the unique selling points for the region including heritage, cultural tourism circuit. 2. Undertook a MICE tourism study – data collected from areas of Kampala to build a comprehensive MICE data bank. Data collected included MICE statistics, hotel capacity to hold MICE activities and hotel packages and offers specifically targeted for MICE. 3. Itinerary was developed with 6 tourism sites in Lango and 4 tourism sites in Acholi. This was with an intention to enrich the tourism experience by inclusion of culture and community experiences	1) Monitor, audit and evaluate performance of engagement activities of the Institution and sector nationally. 2) Undertake research to collect data and information to inform and direct marketing, promotion, investment and regulatory activities. 3) Prom	
Total Output Cost(Us\$ Thousand):	0.993	0.043	0.993
Wage Recurrent	0.000	0.000	0.000
NonWage Recurrent	0.993	0.043	0.993
AIA	0.000	0.000	0.200

Output: 03 Quality Assurance (Inspection, Registration, Licenses, Class. & Monitoring)

1) Effectively regulate and enforce best practices in the sector to enhance competitiveness in the sector. 2) Register tourism facilities using the district databases. 3) Inspection of tourism enterprises. 4) Sensitization of 600 tourism enterprises and pu	1. Star rated 35 Hotels which were awarded star rating plaques and certificates during the World Tourism Day activities 2. Registered 855 accommodation facilities in Kampala. 3. Identified 122 classifiable accommodation facilities in the national parks, through an inventory exercise. 4. Trained 99 Hotel Staff drawn from hotels in Kampala. 5. Sensitized 91 owners and managers of accommodation facilities located in the National Parks. 6. Sensitized 14 leaders from the 5 divisions of Kampala. 7. Trained 36 Inspectors from the 5 divisions of Kampala(Central, Nakawa, Kawempe, Lubaga, Makindye).	1) Effectively regulate and enforce best practices in the sector to enhance competitiveness in the sector. 2) Register tourism facilities using the district databases. 3) Inspection of tourism enterprises. 4) Sensitization of 600 tourism enterprises and pu
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Vote :117 Uganda Tourism Board

MPS Annex 2: Programme/Project Profiles and Workplan Outputs

Programme : 06 53 Tourism Development

Total Output Cost(Ushs Thousand):	5.212	0.227	6.930
Wage Recurrent	0.000	0.000	0.000
NonWage Recurrent	5.212	0.227	6.930
AIA	0.700	0.000	0.700

Output: 05 UTB Support Services (Finance & Administration)

1) Provision of resources to all functions for efficient service delivery. 2) Mechanisms that ensure that all functional areas develop and implement plans feeding into the overall strategic direction of UTB and NDP. 3) Effective and efficient administra	1. Developed 5 year strategic plan to guide activities of UTB 2. Effective and efficient procurements to support other departments. 3. Initiated recruitment process to fill staff capacity gaps. 4. Paid salaries and related benefits, administrative costs for UTB 5. JTMC engagements and Kenya Embassy meetings, UNAA and PHG meetings, engagements with stakeholders. 6. Supplier payment time reduced to maximum of 10 days after delivery of goods. 7. Internal controls strengthened to improve on program implementation. 8. Inspection of assets undertaken and Asset Management List updated	1) Provision of resources to all functions for efficient service delivery. 2) Mechanisms that ensure that all functional areas develop and implement plans feeding into the overall strategic direction of UTB and NDP. 3) Effective and efficient administra	
Total Output Cost(Ushs Thousand):	26.706	1.419	26.851
Wage Recurrent	12.988	0.798	12.988
NonWage Recurrent	13.718	0.621	13.864
AIA	0.700	0.000	0.350
Grand Total Sub-program	90.581	2.831	87.199
<i>Wage Recurrent</i>	<i>12.988</i>	<i>0.798</i>	<i>12.988</i>
<i>NonWage Recurrent</i>	<i>73.493</i>	<i>2.034</i>	<i>72.061</i>
<i>AIA</i>	<i>4.100</i>	<i>0.000</i>	<i>2.150</i>

Project:1127 Support to Uganda Tourism Board

Sub Program Profile

Responsible Officer:

Objectives:

UTB office furnishing

Vote :117 Uganda Tourism Board

MPS Annex 2: Programme/Project Profiles and Workplan Outputs

Programme : 06 53 Tourism Development

Outputs:

ACTIVITIES:
Institutional capacity building

Workplan Outputs for 2016/17 and 2017/18

FY 2016/17		FY 2017/18	
Approved Budget, Planned Outputs (Quantity and Location)	Expenditure and Prel. Outputs by End Dec (Quantity and Location)	Proposed Budget, Planned Outputs (Quantity and Location)	
Output: 75 Purchase of Motor Vehicles and Other Transport Equipment			
1) 2 station wagon vehicles for field work 2) ICT equipment 3)Furniture to replace old ones 4) branding of 3 embassies.	N/A	1) 2 station wagon vehicles for field work 2) ICT equipment 3)Furniture to replace old ones 4) branding of 3 embassies.	
Total Output Cost(Ushs Thousand):	0.640	0.000	0.500
GoU Development	0.640	0.000	0.500
External Financing	0.000	0.000	0.000
AIA	0.000	0.000	0.000
Output: 76 Purchase of Office and ICT Equipment, including Software			
	N/A		
2) ICT equipment 3)Furniture to replace old ones 4) branding of 3 embassies.		2) ICT equipment 3)Furniture to replace old ones 4) branding of 3 embassies.	
Total Output Cost(Ushs Thousand):	0.265	0.000	0.200
GoU Development	0.265	0.000	0.200
External Financing	0.000	0.000	0.000
AIA	0.000	0.000	0.000
Output: 78 Purchase of Office and Residential Furniture and Fittings			
3)Furniture to replace old ones 4) branding of 3 embassies.	N/A	3)Furniture to replace old ones 4) branding of 3 embassies.	
Total Output Cost(Ushs Thousand):	0.201	0.000	0.407
GoU Development	0.201	0.000	0.407
External Financing	0.000	0.000	0.000
AIA	0.000	0.000	0.000
Grand Total Sub-program	1.107	0.000	1.107
GoU Development	1.107	0.000	1.107
External Financing	0.000	0.000	0.000
AIA	0.000	0.000	0.000

Vote:117 Uganda Tourism Board

Table V1: Summary Of Vote Estimates by Programme and Sub-Programme

Thousand Uganda Shillings	2016/17 Approved Budget				2017/18 Draft Estimates			
Programme 53 Tourism Development								
Recurrent Budget Estimates	Wage	Non-Wage	AIA	Total	Wage	Non-Wage	AIA	Total
01 Headquarters	1,855,392	8,904,763	500,000	11,260,155	1,855,392	8,804,763	300,000	10,960,155
Total Recurrent Budget Estimates for Programme	1,855,392	8,904,763	500,000	11,260,155	1,855,392	8,804,763	300,000	10,960,155
Development Budget Estimates	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total
1127 Support to Uganda Tourism Board	553,303	0	0	553,303	553,303	0	0	553,303
Total Development Budget Estimates for Programme	553,303	0	0	553,303	553,303	0	0	553,303
	GoU	External Fin	AIA	Total	GoU	External Fin	AIA	Total
Total For Programme 53	11,313,457	0	500,000	11,813,457	11,213,457	0	300,000	11,513,457
Total Excluding Arrears	11,313,457	0	500,000	11,813,457	11,213,457	0	300,000	11,513,457
Total Vote 117	11,313,457	0	500,000	11,813,457	11,213,457	0	300,000	11,513,457
Total Excluding Arrears	11,313,457	0	500,000	11,813,457	11,213,457	0	300,000	11,513,457

Vote:117 Uganda Tourism Board

Table V2: Summary Vote Estimates by Item

Thousand Uganda Shillings	2016/17 Approved Budget				2017/18 Draft Estimates			
	GoU	External Fin	AIA	Total	GoU	External Fin	AIA	Total
Employees, Goods and Services (Outputs Provided)	10,760,155	0	500,000	11,260,155	10,660,155	0	300,000	10,960,155
211102 Contract Staff Salaries (Incl. Casuals, Temporary)	1,855,392	0	0	1,855,392	1,855,392	0	0	1,855,392
211103 Allowances	72,270	0	0	72,270	87,748	0	0	87,748
212101 Social Security Contributions	185,539	0	0	185,539	185,539	0	0	185,539
213001 Medical expenses (To employees)	47,000	0	0	47,000	56,000	0	0	56,000
213002 Incapacity, death benefits and funeral expenses	13,500	0	0	13,500	12,000	0	0	12,000
213004 Gratuity Expenses	185,539	0	0	185,539	154,616	0	0	154,616
221001 Advertising and Public Relations	4,169,593	0	325,000	4,494,593	4,204,496	0	70,000	4,274,496
221002 Workshops and Seminars	188,881	0	50,000	238,881	230,000	0	50,000	280,000
221003 Staff Training	202,380	0	0	202,380	192,840	0	0	192,840
221004 Recruitment Expenses	15,000	0	0	15,000	15,000	0	0	15,000
221005 Hire of Venue (chairs, projector, etc)	1,069,600	0	0	1,069,600	918,200	0	0	918,200
221006 Commissions and related charges	300,440	0	0	300,440	223,400	0	0	223,400
221007 Books, Periodicals & Newspapers	23,000	0	0	23,000	9,000	0	0	9,000
221008 Computer supplies and Information Technology (IT)	5,000	0	0	5,000	15,000	0	5,000	20,000
221009 Welfare and Entertainment	142,266	0	0	142,266	143,642	0	25,000	168,642
221011 Printing, Stationery, Photocopying and Binding	143,482	0	0	143,482	203,130	0	0	203,130
221012 Small Office Equipment	5,000	0	0	5,000	25,000	0	0	25,000
221016 IFMS Recurrent costs	25,000	0	0	25,000	32,000	0	0	32,000
222001 Telecommunications	41,480	0	0	41,480	70,350	0	0	70,350
222002 Postage and Courier	1,000	0	0	1,000	1,000	0	0	1,000
223003 Rent – (Produced Assets) to private entities	378,454	0	0	378,454	378,454	0	0	378,454
223004 Guard and Security services	15,000	0	0	15,000	12,000	0	10,000	22,000
223005 Electricity	14,000	0	0	14,000	14,000	0	0	14,000
223006 Water	4,800	0	0	4,800	5,400	0	0	5,400
224004 Cleaning and Sanitation	30,000	0	0	30,000	30,000	0	0	30,000
224005 Uniforms, Beddings and Protective Gear	60,000	0	0	60,000	40,000	0	0	40,000
225001 Consultancy Services- Short term	63,050	0	0	63,050	70,200	0	20,000	90,200
226001 Insurances	71,386	0	0	71,386	56,379	0	0	56,379
227001 Travel inland	357,205	0	75,000	432,205	497,272	0	120,000	617,272
227002 Travel abroad	733,577	0	12,000	745,577	590,900	0	0	590,900
227003 Carriage, Haulage, Freight and transport hire	18,573	0	0	18,573	24,996	0	0	24,996
227004 Fuel, Lubricants and Oils	217,486	0	38,000	255,486	180,650	0	0	180,650
228001 Maintenance - Civil	10,000	0	0	10,000	10,000	0	0	10,000
228002 Maintenance - Vehicles	67,750	0	0	67,750	67,750	0	0	67,750
228003 Maintenance – Machinery, Equipment & Furniture	21,000	0	0	21,000	18,000	0	0	18,000

Vote:117

Uganda Tourism Board

228004 Maintenance – Other	6,511	0	0	6,511	29,800	0	0	29,800
Investment (Capital Purchases)	553,303	0	0	553,303	553,303	0	0	553,303
312201 Transport Equipment	320,000	0	0	320,000	250,000	0	0	250,000
312202 Machinery and Equipment	132,723	0	0	132,723	100,000	0	0	100,000
312203 Furniture & Fixtures	100,580	0	0	100,580	203,303	0	0	203,303
Grand Total Vote 117	11,313,457	0	500,000	11,813,457	11,213,457	0	300,000	11,513,457
<i>Total Excluding Arrears</i>	11,313,457	0	500,000	11,813,457	11,213,457	0	300,000	11,513,457

Vote:117 Uganda Tourism Board

Table V3: Detailed Estimates by Programme, Sub Programme, Output and Item

Programme 53 Tourism Development

Recurrent Budget Estimates

SubProgramme 01 Headquarters

<i>Thousand Uganda Shillings</i>	2016/17 Approved Budget				2017/18 Draft Estimates			
Outputs Provided	Wage	Non Wage	AIA	Total	Wage	Non Wage	AIA	Total
<i>Output 065301 Tourism Promotion and Marketing</i>								
221001 Advertising and Public Relations	0	4,053,793	300,000	4,353,793	0	4,053,768	70,000	4,123,768
221002 Workshops and Seminars	0	26,971	0	26,971	0	45,000	0	45,000
221003 Staff Training	0	20,000	0	20,000	0	50,000	0	50,000
221005 Hire of Venue (chairs, projector, etc)	0	1,010,000	0	1,010,000	0	819,200	0	819,200
221009 Welfare and Entertainment	0	60,000	0	60,000	0	60,000	0	60,000
221011 Printing, Stationery, Photocopying and Binding	0	15,000	0	15,000	0	15,000	0	15,000
222001 Telecommunications	0	8,000	0	8,000	0	15,000	0	15,000
224005 Uniforms, Beddings and Protective Gear	0	60,000	0	60,000	0	40,000	0	40,000
227001 Travel inland	0	70,000	0	70,000	0	70,092	30,000	100,092
227002 Travel abroad	0	550,000	0	550,000	0	348,000	0	348,000
227003 Carriage, Haulage, Freight and transport hire	0	18,573	0	18,573	0	24,996	0	24,996
227004 Fuel, Lubricants and Oils	0	59,986	0	59,986	0	45,000	0	45,000
<i>Total Cost of Output 01</i>	0	5,952,323	300,000	6,252,323	0	5,586,057	100,000	5,686,057
<i>Output 065302 Tourism Research and Development</i>								
221002 Workshops and Seminars	0	35,511	0	35,511	0	35,000	0	35,000
221003 Staff Training	0	15,000	0	15,000	0	13,950	0	13,950
221011 Printing, Stationery, Photocopying and Binding	0	55,300	0	55,300	0	40,000	0	40,000
222001 Telecommunications	0	6,000	0	6,000	0	15,000	0	15,000
225001 Consultancy Services- Short term	0	38,050	0	38,050	0	35,000	20,000	55,000
227001 Travel inland	0	61,725	0	61,725	0	64,240	30,000	94,240
227002 Travel abroad	0	12,604	0	12,604	0	20,000	0	20,000
227004 Fuel, Lubricants and Oils	0	24,000	0	24,000	0	25,000	0	25,000
<i>Total Cost of Output 02</i>	0	248,190	0	248,190	0	248,190	50,000	298,190
<i>Output 065303 Quality Assurance (Inspection, Registration, Licenses, Class. & Monitoring)</i>								
221001 Advertising and Public Relations	0	79,800	25,000	104,800	0	112,928	0	112,928
221002 Workshops and Seminars	0	126,400	50,000	176,400	0	150,000	50,000	200,000
221003 Staff Training	0	52,020	0	52,020	0	8,960	0	8,960
221005 Hire of Venue (chairs, projector, etc)	0	59,600	0	59,600	0	99,000	0	99,000
221009 Welfare and Entertainment	0	61,795	0	61,795	0	22,643	0	22,643
221011 Printing, Stationery, Photocopying and Binding	0	50,182	0	50,182	0	119,930	0	119,930
222001 Telecommunications	0	9,480	0	9,480	0	16,350	0	16,350
225001 Consultancy Services- Short term	0	15,000	0	15,000	0	20,200	0	20,200

Vote:117 Uganda Tourism Board

227001 Travel inland	0	175,480	25,000	200,480	0	286,000	50,000	336,000
227002 Travel abroad	0	50,278	0	50,278	0	112,340	0	112,340
227004 Fuel, Lubricants and Oils	0	64,500	0	64,500	0	41,650	0	41,650
Total Cost of Output 03	0	744,535	100,000	844,535	0	990,000	100,000	1,090,000
Output 065305 UTB Support Services (Finance & Administration)								
211102 Contract Staff Salaries (Incl. Casuals, Temporary)	1,855,392	0	0	1,855,392	1,855,392	0	0	1,855,392
211103 Allowances	0	72,270	0	72,270	0	87,748	0	87,748
212101 Social Security Contributions	0	185,539	0	185,539	0	185,539	0	185,539
213001 Medical expenses (To employees)	0	47,000	0	47,000	0	56,000	0	56,000
213002 Incapacity, death benefits and funeral expenses	0	13,500	0	13,500	0	12,000	0	12,000
213004 Gratuity Expenses	0	185,539	0	185,539	0	154,616	0	154,616
221001 Advertising and Public Relations	0	36,000	0	36,000	0	37,800	0	37,800
221003 Staff Training	0	115,360	0	115,360	0	119,930	0	119,930
221004 Recruitment Expenses	0	15,000	0	15,000	0	15,000	0	15,000
221006 Commissions and related charges	0	300,440	0	300,440	0	223,400	0	223,400
221007 Books, Periodicals & Newspapers	0	23,000	0	23,000	0	9,000	0	9,000
221008 Computer supplies and Information Technology (IT)	0	5,000	0	5,000	0	15,000	5,000	20,000
221009 Welfare and Entertainment	0	20,471	0	20,471	0	61,000	25,000	86,000
221011 Printing, Stationery, Photocopying and Binding	0	23,000	0	23,000	0	28,200	0	28,200
221012 Small Office Equipment	0	5,000	0	5,000	0	25,000	0	25,000
221016 IFMS Recurrent costs	0	25,000	0	25,000	0	32,000	0	32,000
222001 Telecommunications	0	18,000	0	18,000	0	24,000	0	24,000
222002 Postage and Courier	0	1,000	0	1,000	0	1,000	0	1,000
223003 Rent – (Produced Assets) to private entities	0	378,454	0	378,454	0	378,454	0	378,454
223004 Guard and Security services	0	15,000	0	15,000	0	12,000	10,000	22,000
223005 Electricity	0	14,000	0	14,000	0	14,000	0	14,000
223006 Water	0	4,800	0	4,800	0	5,400	0	5,400
224004 Cleaning and Sanitation	0	30,000	0	30,000	0	30,000	0	30,000
225001 Consultancy Services- Short term	0	10,000	0	10,000	0	15,000	0	15,000
226001 Insurances	0	71,386	0	71,386	0	56,379	0	56,379
227001 Travel inland	0	50,000	50,000	100,000	0	76,940	10,000	86,940
227002 Travel abroad	0	120,695	12,000	132,695	0	110,560	0	110,560
227004 Fuel, Lubricants and Oils	0	69,000	38,000	107,000	0	69,000	0	69,000
228001 Maintenance - Civil	0	10,000	0	10,000	0	10,000	0	10,000
228002 Maintenance - Vehicles	0	67,750	0	67,750	0	67,750	0	67,750
228003 Maintenance – Machinery, Equipment & Furniture	0	21,000	0	21,000	0	18,000	0	18,000
228004 Maintenance – Other	0	6,511	0	6,511	0	29,800	0	29,800
Total Cost of Output 05	1,855,392	1,959,716	100,000	3,915,108	1,855,392	1,980,516	50,000	3,885,908
Total Cost Of Outputs Provided	1,855,392	8,904,763	500,000	11,260,155	1,855,392	8,804,763	300,000	10,960,155
Total Cost for SubProgramme 01	1,855,392	8,904,763	500,000	11,260,155	1,855,392	8,804,763	300,000	10,960,155
<i>Total Excluding Arrears</i>	1,855,392	8,904,763	500,000	11,260,155	1,855,392	8,804,763	300,000	10,960,155

Vote 117 Uganda Tourism Board - Tourism, Trade and Industry

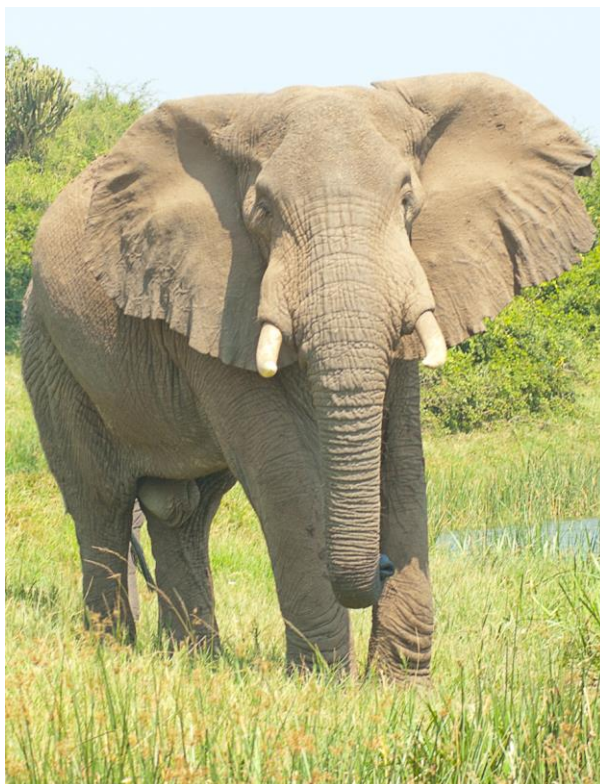
Vote:117 Uganda Tourism Board

Development Budget Estimates

Project 1127 Support to Uganda Tourism Board

Thousand Uganda Shillings	2016/17 Approved Budget				2017/18 Draft Estimates			
Capital Purchases	GoU Dev't	External Fin	AIA	Total	GoU Dev't	External Fin	AIA	Total
<i>Output 065375 Purchase of Motor Vehicles and Other Transport Equipment</i>								
312201 Transport Equipment	320,000	0	0	320,000	250,000	0	0	250,000
<i>Total Cost Of Output 065375</i>	<i>320,000</i>	<i>0</i>	<i>0</i>	<i>320,000</i>	<i>250,000</i>	<i>0</i>	<i>0</i>	<i>250,000</i>
<i>Output 065376 Purchase of Office and ICT Equipment, including Software</i>								
312202 Machinery and Equipment	132,723	0	0	132,723	100,000	0	0	100,000
<i>Total Cost Of Output 065376</i>	<i>132,723</i>	<i>0</i>	<i>0</i>	<i>132,723</i>	<i>100,000</i>	<i>0</i>	<i>0</i>	<i>100,000</i>
<i>Output 065378 Purchase of Office and Residential Furniture and Fittings</i>								
312203 Furniture & Fixtures	100,580	0	0	100,580	203,303	0	0	203,303
<i>Total Cost Of Output 065378</i>	<i>100,580</i>	<i>0</i>	<i>0</i>	<i>100,580</i>	<i>203,303</i>	<i>0</i>	<i>0</i>	<i>203,303</i>
<i>Total Cost for Capital Purchases</i>	<i>553,303</i>	<i>0</i>	<i>0</i>	<i>553,303</i>	<i>553,303</i>	<i>0</i>	<i>0</i>	<i>553,303</i>
<i>Total Cost for Project: 1127</i>	<i>553,303</i>	<i>0</i>	<i>0</i>	<i>553,303</i>	<i>553,303</i>	<i>0</i>	<i>0</i>	<i>553,303</i>
<i>Total Excluding Arrears</i>	<i>553,303</i>	<i>0</i>	<i>0</i>	<i>553,303</i>	<i>553,303</i>	<i>0</i>	<i>0</i>	<i>553,303</i>
	GoU	External Fin	AIA	Total	GoU	External Fin	AIA	Total
Total Cost for Programme 53	11,313,457	0	500,000	11,813,457	11,213,457	0	300,000	11,513,457
<i>Total Excluding Arrears</i>	<i>11,313,457</i>	<i>0</i>	<i>500,000</i>	<i>11,813,457</i>	<i>11,213,457</i>	<i>0</i>	<i>300,000</i>	<i>11,513,457</i>
	GoU	External Fin	AIA	Total	GoU	External Fin.	AIA	Total
Grand Total for Vote 117	11,313,457	0	500,000	11,813,457	11,213,457	0	300,000	11,513,457
<i>Total Excluding Arrears</i>	<i>11,313,457</i>	<i>0</i>	<i>500,000</i>	<i>11,813,457</i>	<i>11,213,457</i>	<i>0</i>	<i>300,000</i>	<i>11,513,457</i>

UGANDA WILDLIFE AUTHORITY



UGANDA WILDLIFE AUTHORITY

Ministerial Policy Statement FY 2017/18

1.1 Establishment and Mandate

Uganda Wildlife Authority (UWA) is a semi-autonomous statutory body established in 1996 by an Act of Parliament (Uganda Wildlife Act Cap 200 of the laws of Uganda 2000) through a merger of the former Uganda National Parks and the then Game Department. UWA was created to ensure sustainable management of wildlife and coordinate, monitor and supervise activities related to wildlife management.

This mandate is clearly outlined in the Uganda Wildlife Act Cap 200 of the laws of Uganda 2000 under section 5. The organization is responsible for the management of 10 National Parks and 12 Wildlife Reserves and provides guidance for the management of 5 Community Wildlife Areas and 13 Wildlife Sanctuaries. UWA in addition is responsible for the management of wildlife outside the formally gazetted PAs.

The organization in addition is mandated to generate and spend its own revenue. It also receives government subvention to support its operations. The Ministry of Tourism, Wildlife and Antiquities (MTWA), which is in charge of wildlife, is responsible for the wildlife policy formulation, oversight, technical guidance and monitoring performance of UWA.

In a broader context, UWA's activities and operations subscribe to the work of, and is a member of the Tourism Sector Working Group under the Sector Wide Approach to Planning. However, arising out of need for coordination and collaboration, UWA shares lateral relationships with other sectors of government such as the National Forestry Authority (NFA), Fisheries Department, Wetlands Management Department, National Environment Management Authority (NEMA), Petroleum Exploration and Production Department (PEPD). In addition, UWA works closely with Local Governments (mostly where the protected areas fall), conservation Non-Government Organizations NGOs and other stakeholders with interest in conservation.

2. UWA'S STRATEGIC FOCUS

UWA's strategic focus is categorized in six strategic programmers; Resource conservation and management program, Community conservation program, Research and ecological monitoring program, Capacity development program, Tourism and financial sustainability and Governance and Corporate affairs.

2.1 Vision

"To be a leading self-sustaining conservation agency with healthy ecosystems that transforms Uganda into an outstanding ecotourism destination in the world".

The organisation aspires to restore the integrity of the protected areas with ecosystems that are healthy. However for this to happen, we will strive to achieve financial self-sustainability without compromising the natural systems that we protect and remain relevant to the overall national development agenda.

2.2 Mission

To conserve, economically develop and sustainably manage the wildlife and protected areas of Uganda in partnership with the neighboring communities and other stakeholders for the benefit of the people of Uganda and the global community.

2.3 Strategic Goal

To have sustainably managed wildlife areas that are providing enjoyment, supporting community livelihoods and contributing to National development.

2.5 Critical issues for the organization

Over the last years, the organization has faced a number of critical issues that must be comprehensively addressed over the next five years. The 4 critical issues are summarized below and indicators to show achievement elaborated for each critical issue.

2.5.1 Restoring and maintaining healthy Ecosystems

Biological diversity is being eroded as a result of Invasive alien species (IAS) through their proliferation and spread, displacing or killing native flora and fauna and affecting ecosystem services (GEF 2005 unpublished report). These are evident in most of the Uganda's national parks such as Queen Elizabeth Protected Area, Lake Mburo National Park, Kidepo valley national park, Mt. Elgon National Park and other protected areas like Toro Semliki Wildlife Reserve. Other causes of biodiversity loss are habitat destruction as a result of industrial development and agricultural encroachment. Poaching is a key threat in most of the protected areas especially the savannah ones

mainly for bush meat but recently for Ivory. Erosion of ecosystem quality is manifested through declining wildlife populations, disease outbreaks and other impacts. In this financial year UWA has prioritized reduction of invasive weeds in Queen and L. Mburo National Parks. A total budget of shs.1bn has been allocated.

Uganda Wildlife Authority (UWA), guided by this strategic plan will address the issues raised above and achievements will be evaluated based on the following indicators.

Indicators:

Invasive species: *50% of areas within a protected area covered by invasive spp in each protected area managed*

Wildlife population: *5% increase in numbers of key wildlife species as defined in the specific GMPs for each protected area*

Wildlife disease: *Reduction in wildlife mortalities due to diseases*

Encroachment: *No encroachment in all PAs*

Developments: *Negative impacts of oil and gas, hydro power, mining, tourism facilities minimized*

2.5.2 Management of the Human-wildlife conflict

Crop raiding is one of the major causes of conflict between farmers and wildlife in Uganda (Human Wildlife conflict, Osborn et al; 2011). Increasing human population without land increase has resulted in people settling and cultivating next to protected areas. Previous wildlife dispersal areas have been settled and cultivated; migration corridors have also been settled. This has increased human-wildlife conflict around protected areas. UWA plans to spend shs.1.bn on construction of cages, elephant trenches and awareness of communities in wildlife protection and safety.

Increasing urbanization has also led to displacement of wildlife from their natural environs leading to conflict. Uganda wildlife authority guided by this strategic plan will endeavor to address issues of human-wildlife conflict and the level of achievement will be judged by the indicators below.

Indicators:

- a) Incidences:** *Reduction in problem animal incidences*
- b) Interventions:** *Increased numbers of community participation in animal friendly interventions*
- c) Support:** *Initiated joint efforts to offer veterinary support outside the PAs*

2.5.3 Achieving financial self sustainability

Well-managed and ecologically representative national PA systems are essential to conserve a country's national capital, preserve its biodiversity assets, and thereby provide and protect ecosystem services that support national sustainable development and human welfare. The provision of these crucial benefits is not free; costs are associated with PA management, both in terms of direct expenditures and opportunity costs (alternative uses). We plan to Operationalize the use of UWA buses , boats and Kanjokya commercial building to diversify UWA revenue products.

For Uganda Wildlife Authority to achieve financial sustainability, it needs strong and effective PA management systems to generate, manage, and invest funds where necessary without compromising conservation objectives. UWA will implement the Enterprise Resource Planning (ERP) system for automation of Business processes. The indicators below will guide UWA in achieving financial sustainability focusing on internally generated funds.

Indicators:

1. Internal revenues:

- a) Internally generated revenues funding 80% of the annual optimal budget*
- b) Internally generated revenues increasing annually by 5%*

2.5.4 Improvement of the Infrastructure and equipment

Staff and tourist accommodation, security and tourism Roads and the associated equipment are an essential part in managing protected areas especially in Uganda. Uganda's protected estate especially the areas under the control of Uganda wildlife Authority are in serious need for administrative (office and accommodation for staff), roads and tourist infrastructure. The available infrastructure is inadequate, and in some areas in a poor state. The collective effort of UWA to address these issues shall be measured basing on the indicators shown below. Completion and furnishing of the student centres in Queen and Murchison, visitor Centre in Bwindi and continuous grading of tourism tracks to ensure comfort on the roads in the Pas.

FINANCIAL PERFORMANCE FY 2016/17 (July-December, 2016)

(a) Revenue performance

Description	Approved Budget FY 2016/17	Actual (Jul-Dec 2016)
Park Entry fees	51,093,025,722	31,761,105,275
Concession	2,316,067,376	1,747,923,039
Other Internally Generated revenue	4,037,086,943	1,863,405,239
Government Subvention and Donors	5,297,445,015	746,220,597
TOTAL	62,743,625,056	36,118,654,150

(b) Expenditure analysis

Description	Budget FY 2016/17	Actual (Jul-Dec 2016)
Payroll related costs	22,771,897,054	10,640,529,432
Other Personnel Costs	11,793,726,968	6,477,764,277
Printing & Photocopying	640,822,932	257,789,581
Uniform and other supplies	738,118,981	257,211,780

Description	Budget FY 2016/17	Actual (Jul-Dec 2016)
Advertising and Exhibitions	1,626,196,570	378,630,758
Utilities	5,435,272,099	2,081,603,771
Audit and Consultancy	602,164,000	257,334,287
Repair and Maintenance	5,010,124,460	2,135,724,593
Insurance	1,680,000,000	303,383,384
Administrative Governance Costs	3,494,834,580	2,646,790,834
Capital	8,950,467,412	3,713,272,818
TOTAL	62,743,625,056	29,150,035,515

PHYSICAL PERFORMANCE FY 2016/17 (July-December 2016)

Output	Annual target	Progress	Remarks
Engage in world conservation congresses to be part of the decision making bodies in matters of conservation	Participate in the IUCN World Conservation Congress 2016. Participate in the Cop 17 congress	About 8 senior managers attended the congress in September 2016 in Hawaii (USA) 7 senior managers and 2 BOT attended the Cop 17 in South Africa	IUCN Congress guided on many resolutions in Wildlife management.
National Ivory Action plan (NIAP)	Create a Canine unit to enhance detection of ivory at ports and border posts.	Revised structure with canine unit approved by BOT. Construction of the Dog houses is in Progress. Received from World conservation society a vehicle to transport the dogs.	The dogs will be deployed at transit routes for Illegal Wildlife trophies
Television documentary and commercial for tourism promotion	To run documentaries for promotion and sensitization on conservation on local TV channels	Contract was signed and filming is in progress.	Promote Tourism potential in the National Parks
Safeguarded and easily	Engraving of UWA's	All assets engraved	UWA's assets can be

<i>Output</i>	<i>Annual target</i>	<i>Progress</i>	<i>Remarks</i>
tracked assets.	Assets. Process title deeds for UWA untitled land Updated asset register	50% has so far been processed. The asset register has been updated.	uniquely identified
Increased Revenue base for UWA	Construct Commercial building at Kanjokya for investment. Introduce habituation as a tourism product Introduce hot air balloons	The building is approximately 60% complete The product has been introduced at a cost of \$1500 per tourist. The hot air balloons were introduced in Murchison and Queen.	Commercial building expected to be complete this financial year Marketing the product is ongoing.
Healthy wildlife population	Construct Veterinary Bio safety Laboratory used to manage disease surveillance of Wildlife.	The building is approximately 85% complete	UWA received additional funding from DETRA and CDC to finance Phase II of the Laboratory
Enhanced staff welfare	Construct Staff Accommodation at Muhavura, Katebo outpost, Isunga	The Muhavura building is approximately 90% complete,	
Increased customer satisfaction	Construct a Visitor Information Centre at Buhoma	The building is approximately 60%	To be used as a briefing and information Centre by Tourists while in Buhoma
Increased student education	Construction of Education Centre's in QENP and MFNP	The buildings are approximately 40% complete	To enhance Conservation education mainly in schools.

PROJECTED PERFORMANCE FY 2017/18 AND THE MEDIUM TERM**A: REVENUE PROJECTIONS**

Revenue source	Projections Ushs. Billion				
	2017/18	2018/19	2019/2020	2020/21	2021/22
Park entry fees	54.15	56.33	59.15	62.10	65.21
Concessions	2.43	2.53	2.63	2.74	2.84
Other internally generated income	4.34	4.41	3.99	4.07	4.15
Government subvention and donors	3.21	3.21	3.21	3.21	3.21
Reserves	2.36	1.00	1.00	1.00	1.00
Total	66.49	67.49	69.98	73.12	76.42

B: OUTPUTS AND ACTIVITIES FOR FY 2017/2018**Expenditure Priorities**

	Output	Cost (billion)
1	Wage bill	23,510,666,761
2	Protected Area Management and Field Operations	25,068,962,111
3	Invasive Species Management	800,000,000
4	Disease Surveillance and Management	500,000,000
5	Monitoring Impacts of Developments in Protected Areas	450,000,000
6	Wildlife Surveys and inventories	1,000,000,000
7	Wildlife translocation (Kidepo, Pian upu WR)	500,000,000
8	Human Wildlife Conflict Mitigation	1,000,000,000
9	Conservation Education and awareness	300,000,000
10	Product Development & Financial Sustainability	6,858,876,564
11	Tourism Promotion and Marketing	2,500,000,000
12	Staff Capacity development	1,500,000,000
13	Governance, legal and Corporate affairs	2,500,000,000
	Total recurrent and Capital Expenditure	66,488,505,436

Uganda Wildlife Authority Planned Outputs for the financial year 2017/18

RESOURCE CONSERVATION AND MANAGEMENT

1. Carry out land and marine patrols (25,234)
2. Construct/Maintain boundary pillar (500 pillars)
3. Negative impacts of oil and other developments identified and minimized: Monitor, supervise and sign off restoration sites and EIS approved standards (at least 4 monitoring trips, meetings, EIAs reviewed)
4. 100ha of degraded area restored in protected areas
5. 2000 community dialogue meetings organized to lobby community, district and political leaders to support UWA in reduction of community pressure on PA lands
6. Combat poaching and illegal wildlife and trafficking by using modern technology including acquisition and deployment of trafficker dogs in protected areas to hunt down poachers.
7. Procure and deploy 7 patrol vehicles to combat illegal and rapid response in protected areas.
8. Strengthen inter agency co-operation and collaboration (with police, Judiciary, Prosecution, customs) to combat wildlife
9. Complete the construction and equipping of forensic diagnostic labs in Queen Elizabeth and Murchison Fall National Park
10. Establish and maintain water dams in L.Mburo and Kidepo Valley National park to provide water for the wildlife during extreme dry/drought conditions.

HUMAN WILDLIFE CONFLICT MITIGATION

- a. 6 community groups in trained and equipped to implement community based mitigation measures;
- b. At least 200km of trenches maintained and 20km excavated in selected hotspot areas in QEPA, KCA, and MFCA
- c. 3 community problem animal management scouts facilitated.
- d. 200 bee hives procured and installed.
- e. 10km Mauritius thorns maintained.
- f. Train and equip 25 staff from the CAs in problem animal management (capture and translocation)
- g. Construct 10 crocodile cages in identified problem crocodile areas to prevent human-crocodile attacks

DISEASE SURVEILLANCE AND MANAGEMENT

- a) Procure 170 vials wildlife immobilizing agents and reversals
- b) Conduct active disease surveillance in KVNP, LMNP & TWSR
- c) Immobilise 100 buffaloes, 20 hartebeests and 10 lions in KVNP, 50 buffaloes, 100 impalas, 50 topis 20 topis and 50 zebras in LMNP and 50 buffaloes and 100 kobs in TWS
- d) Collect 550 samples (sera, biospies, tissues, whole blood) for laboratory analysis

- e) Analyze for the following diseases; Foot and Mouth Disease (FMD), Rift Valley Fever (RVF), Trypanosomiasis, Peste des petits Ruminants (PPR), Anthrax, Brucellosis, Rabies, Tick and Tick Born Diseases and African Horse Sickness (AHS)

WILDLIFE TRANSLOCATION

- a) Translocate 100 zebras, 80 elands and 100 buffaloes to Katonga Wildlife Reserve
- b) Translocate 50 buffaloes and 50 zebras to Pian Upe Wildlife Reserve

INVASIVE SPECIES, WILDLIFE SURVEYS AND INVENTORIES

1. *Animal Censuses*

- ✓ Ground and Aerial surveys for PUWR, MBWR, TSWR, Amudat Concession area, Kyankwanzi concession area, Nakasongola and part of Masindi concession area, Kalangala concession area, Nakaseke concession area, Luwero concession area and Rapid assessment of mammal spp in Masaka and Rakai concession areas (Kyanamukaka, buwunga, bukakata, kyesiiga)
- ✓ Conduct aerial surveys in MFCA, QECA, KVCA and Karenga and ground surveys for SNP
- ✓ Hire Consultants to undertake Non-detrimental findings (Species-Lesser and Greater kudu, Roan antelope, Sitatunga, Mt reedbuck, Jackson's hartebeest, Topi, Elands, bushbuck, Dikdik, Oribi, duikers, reedbucks and pangolins)

2. *Management of invasive species in the PAs*

a. *Queen Elizabeth Protected Area*

- ✓ Uproot at least 33 hectares of *Lantana camara*.
- ✓ Up root, dry and burn *Parthenium hysterophorus* in 10 sq km of the park along channel track with small pockets in Mweya Peninsular.
- ✓ Undertake a study on effective method of management of *Dichrostachys cinerea* and Spear grass through applying different treatments in plots and monitor the impacts to identify most appropriate.

b. *Lake Mburo National Park*

- ✓ Open up at least 1000 hectares of the park covered by *Acacia hockii* and thickets

c. *Kibale National Park*

Eradicate *Sennaspectabilis* in the former Game Corridor through;

- ✓ Debarking sing casual laborers
- ✓ Resource use agreements with immediate communities to harvest *Sennaspectabilis*

d. *Katonga Wildlife Reserve;*

- ✓ Uproot at least 1000 hectares of *Lantana camara*

e. Tooro-Semliki Wildlife Reserve

- ✓ Uproot at least 500 hectares of the weed.

f. Site Restoration plans

- ✓ Hire a consultant to develop restoration plans of QEPA, LMNP, KNP Katonga WR and Toro Semliki WR.

g. Mapping and inventory of invasive species

- ✓ Hire a consultant to inventory and map invasive species in MFNP, KVNPN,

h. Development of overall UWA invasive species management plan

GOVERNANCE AND CORPORATE AFFAIRS

1. 4 Judiciary trainings on wildlife conservation: Conduct sensitization workshops for Judicial officers in eastern Uganda
2. Out of court compensations in Karuma and other protected areas.
3. 200 rangers sensitized on human rights ;
4. 10 court cases resolved
5. Development of the UWA strategic plan

PARTNERSHIP

1. 3 Credible Proposals Developed

Tourism Development and Financial Sustainability

1. Wildlife Sculptures constructed around Kampala City
2. Participate in 10 international trade fairs (WTM, TB Berlin, Rimini Italy, Universal Exposition 2016 Antalya Turkey, Fitur International Exhibition Spain, Tourism Expo Japan, JATA, BITE (Beijing International Tourism Expo 2016), Karibu TZ, Magical Kenya, Indaba South Africa)
3. Participate in 13 domestic events (World Tourism day; Namugongo Martyrs Tourism event; Buganda expo; Bunyoro Expo; UMA Exhibition; Jinja Show; Banyakegezi; Pearl of Africa Expo; Kinkizi; KCCA Carnival; Kagulu; Support the Miss Tourism beauty contest; Host BBD African Birding Expo)
4. Complete and commission Kanjokya project as a revenue generation centre for UWA
5. Complete and equip visitor and education centres in Queen Elizabeth, Murchison Falls, and Bwindi Impenetrable Forest National park
6. Install and roll out IFMIS to all PAs including electronic payment for all tourism services in parks

CAPITAL BUDGET

Capital Budget Analysis	Amount (Ushs)
Complete Student and Visitor Centre MFNP	421,267,278
Complete Student and Visitor Centre QENP	500,000,000
Complete Student and Visitor Centre BINP	500,000,000
Construction Unit fund (KVNP,MECA,LMCA & KCA): Office blocks, staff accommodation	1,025,061,460
Invasive Species management fund	800,000,000
Procure single cabin pickups (7)	1,400,000,000
Boundary Marking In Matheniko Wildlife reserve and Pian Upe Wildlife Reserve	910,000,000
Settle land claims in Karuma	360,000,000
Complete Road works in MFNP & QENP: 40km of tourism trucks	300,000,000
Procure Crane Lorry for use in ; Ferry repair, Launch Repair and Boat repair	352,986,722
Completion of Kanjokya	2,358,876,564

C: ADDITIONAL OUTPUT FUNDING REQUESTS (UNFUNDED PRIORITIES) FY 2017/18

Additional Requirements for Funding/Outputs in 2017/18	Amount (UGX)	Justification of Requirement for Additional Outputs and Funding
Helicopter and Fixed wing plane	14,000,000,000	The planes will be used for Aerial surveillance of the Protected areas, Animal Counts, Emergency rescue, De- herding problem animal
Two Drones Us \$ 30,000@	200,000,000	The drones will be used for Aerial surveillance and intelligence information
Canopy walks in Sebitoli	5,000,000,000	To promote tourism in Kibale National Park
Luxury House Boats	7,000,000,000	To promote water tourism in Murchison Falls National Park

Additional Requirements for Funding/Outputs in 2017/18	Amount (UGX)	Justification of Requirement for Additional Outputs and Funding
Construct a Bridge over Murchison falls (Feasibility Study)	200,000,000	To reduce on ferry interventions while crossing from South bank to North Bank
Electric Fencing of National Park Hot spots. (Feasibility study for all Protected Areas)	600,000,000	Problem Animal control interventions to reduce Human wild conflicts.
Cable Car Project	1,000,000,000	To promote tourism in Rwenzori Mountains National Park
Road Unit (Road equipment)	4,500,000,000	To maintain the road network in the Savana parks and removal of invasive species
Provision of Water (Valley dams for Wildlife in water stressed Areas.)	2,000,000,000	Human Wildlife Conflict to minimize injury and death of community members fetching domestic water
Automated Revenue Management	2,000,000,000	To roll out the Smart Card system, Park fees to be settled via Debit/Credit card and Mobile Money.

D: CROSS-CUTTING POLICY ISSUES

CROSS CUTTING AREA: Gender and Equity

1) Objective: Improve opportunities for females in the tourism sector

<i>Issue of Concern</i>	Inadequate skills among female employees in the hospitality industry
<i>Proposed interventions</i>	<i>Recruitment of majority female employees in reservations and sales office. Inclusion of female officers in advanced training in wildlife management and intelligence. Recruitment of female rangers. .</i>
<i>Budget Allocations</i>	<i>Shs.100,000,000</i>
<i>Performance Indicators</i>	<i>More female employees in Uganda Wildlife Authority</i>

2) Objective: Equal opportunity for recruitment

<i>Issue of Concern:</i>	Male applicants outweigh female applicants for jobs especially for Jobs available at the Protected areas like the National Parks
<i>Proposed Interventions</i>	<i>Affirmative action to include women in all recruitments made in UWA.</i>
<i>Budget Allocations</i>	<i>Shs.30,000,000</i>
<i>Performance Indicators</i>	<i>Increased ratio of female to male employees in Uganda Wildlife Authority.</i>

CROSS CUTTING AREA: HIV/AIDS

1) Objective: Staff sensitized on HIV/AIDS matters by engaging Ministry of Public Service and Uganda AIDS commission

<i>Issue of Concern:</i>	Stigma that makes those who are sick fear to test and even reveal their status
<i>Proposed Interventions</i>	<i>Direct involvement of the Human resource /Directorate in awareness, counselling and encouragement of positive living among employees</i>
<i>Budget Allocations</i>	<i>Shs.30,000,000</i>
<i>Performance indicators</i>	<i>Reports of interventions by Human resource office from PA's</i>

2) Objective: Operationalize the HIV workplace policy

<i>Issue of Concern</i>	Inadequate sensitization on the work based HIV/AIDS Policy
<i>Proposed interventions</i>	<i>Partnership USAID on sensitization training, testing and provision of treatment.</i>
<i>Budget Allocations</i>	<i>Shs.30,000,000</i>
<i>Performance indicators</i>	<i>Number of employees tested, getting treatment and positive living.</i>

CROSS CUTTING AREA: Environment

- 1) Objective:** Increased awareness among communities neighboring protected areas on the importance of wildlife

<i>Issue of concern:</i>	Increased encroachment of protected areas due to degraded environment outside wildlife protected areas
<i>Proposed interventions</i>	<i>Creating awareness about the value of wildlife to the community members through talk shows, community outreach programmers, Crocodile cage construction, problem control rescue operations and support of alternative livelihood to communities</i>
<i>Budget Allocations</i>	<i>Shs.904,196,000</i>
<i>Performance Indicators</i>	<i>To create harmonious relationships and co-existence with our communities</i>

- 2) Objective:** Increased Wildlife in the protected areas

<i>Issue of Concern</i>	Conserving Habitats for birds breeding
<i>Proposed interventions</i>	<i>Increased patrol activities in the wildlife ranges, transit routes and to the markets.</i>
<i>Budget Allocations</i>	<i>Shs.45,000,000</i>
<i>Performance Indicators</i>	<i>Increased wildlife stock through patrol activities.</i>

- 3) Objective:** Mitigate negative impacts caused by activities of oil and Gas in the Wildlife protected areas

<i>Issue of Concern</i>	Oil and gas activities affecting wildlife in the protected areas
<i>Proposed interventions</i>	<i>Compliance monitoring, EIA Review, Biodiversity offset guide lines, Capacity building, Developing monitoring tools, Payment of Ecosystem guidelines</i>
<i>Budget Allocations</i>	<i>Shs.144,069,000</i>
<i>Performance Indicators</i>	<i>Number of compliance carried out annually. Number of staff trained in oil and gas. Number of EIA reviewed. Sensitivity atlas for Toro Semuliki Wildlife reserve in place.</i>

E: CHALLENGES FOR 2016/17 AND THE MEDIUM TERM

- **Managing the Human Wildlife conflict**

Because of increasing human population around protected areas, there is a lot of pressure for land. Almost all elephant migration corridors are now human settlements. Many times animals get out of National parks and destroy crops, injury and death to community members. More resources will be needed to tackle the challenge of Human wildlife conflicts all over the country.

- **Invasive weeds**

As a result of climate change, we have witnessed vegetation changes in most protected areas. There are a number of invasive species that have taken up big chunks of land in QENP, LMNP, KNP and several wildlife reserves. The invasive species are not palatable to animals and most species of wildlife avoid areas colonized by invasive species... Uganda wildlife Authority will invest heavily in invasive species management over the next years.

- **Illegal wildlife trade**

There is an increase of illegal activities in protected areas especially illegal trade in ivory, poaching wildlife for game meat, illegal grazing of cattle in the protected areas, logging down trees for timber and charcoal. More resources will be required to protect the wildlife resources from illegal activities.

- **Land encroachment**

Land encroachment on wildlife Protected areas remains a big challenge in wildlife management especially in areas of Mount Elgon National Park, Matheniko Bokora wildlife reserve and East Madi wildlife reserve, more resources will be required in boundary surveys and demarcation and law enforcement activities to prevent further encroachment on protected areas.

- **Limited Infrastructure in and around Protected Areas**

Almost all protected areas in Uganda are located in remote areas with very poor road networks, airstrips and limited utilities like electricity, water and communication. UWA shall liaise with other Ministries and Agencies such UNRA, REA, CAA Ministry of Information Communication and Technology to ensure that these facilities are extended to protected areas to make it facilitate tourism growth.

Conserving for Generations



UGANDA WILDLIFE CONSERVATION EDUCATION CENTRE

Ministerial Policy Statement FY 2017/18

1.1 Establishment and Mandate

The Uganda Wildlife Conservation Education Centre Act, 2015 mandates the centre to;

- a) Conduct and manage conservation education
- b) Establish and maintain conservation education facilities and programmes on site and through extension services
- c) Showcase Uganda's unique wildlife heritage and ecosystems
- d) Establish and manage wildlife bio data bank
- e) Conduct rescue, rehabilitation and release of wildlife species
- f) Carry out stocking and restocking of indigenous and exotic wildlife
- g) Promote wildlife breeding for conservation and commercial purposes
- h) Collaborate with other institutions in execution of the mandate of the centre

PERFORMANCE FINANCIAL YEAR 2016/17

A: FINANCIAL PERFORMANCE FY 2016/17 (JULY-DECEMBER 2016)

(i) SOURCES OF REVENUE/ PERFORMANCE

	Description	Approved Budget FY 20016/17	Actual (Jul- Dec.2016)	%ge performance
		(Ushs)	(Ushs)	
1	Cash b/f	60,000,000	-	0.0%
2	Day visits	2,280,000,000	1,474,551,910	65%
3	Visitor Programs	240,000,000	210,732,295	89%
4	Accommodation & Rental	170,000,000	115,355,798	68%
5	Corporate Support & Sponsorships	140,000,000	65,933,660	47%
6	Restaurant	40,000,000	39,421,161	99%
7	Other Internal Revenues	170,000,000	104,857,189	62%
8	GoU	720,000,000	240,000,000	33.3%
	Total	3,830,000,000	2,250,852,013	59%

(ii) DISTRIBUTION OF RESOURCES/ EXPENDITURE ANALYSIS

	Description	Approved Budget FY 2016/17	Actual (Jul- Dec.2016)	% ge performance
		(Ushs)	(Ushs)	
1	Education & Information	470,000,000	284,703,722	61%
2	Animal & Horticulture	340,000,000	154,702,144	46%
3	Management & Support	2,380,000,000	1,369,422,694	58%
4	Motor Vehicles	210,000,000	-	0.0%
5	Furniture & Equipment	30,000,000	-	0.0%
6	Computers & Electrical Equip.	10,000,000	-	0.0%
7	Buildings	400,000,000	-	0.0%
8	Total	3,840,000,000	1,808,828,560	47%

B: PHYSICAL PERFORMANCE FY 2016/17 (JULY-DECEMBER 2016)

	OUTPUT INDICATOR	Target 2016/17	Progress	Reason for variation
Education and Information				
1	Number of visitors entering UWEC	303,847	288,241(95%)	The new visitor behind the scene programs introduced.
2	Number of pieces of Conservation Educational Materials distributed to educational institutions.	35,000 (Booklets, posters, signage, flyers, brochures produced and distributed)	2000 copies printed in the 1 st quarter and balance of 3000 to be printed in the third quarter	Limited resources
3	Number of Conservation education programs conducted in community areas/schools.		We were able to visit 6 hands on conservation education programs conducted (Gulu, Mbale, Kabale, Soroti, Mengo and Jinja)	Private public partnership who sponsor the activities
4	Number of promotional festivals organized	4 (Easter, Idd Eli ftri, Iddi Aduha and Zoo fest)	3 festivities were organized namely; Iddi Aduha, Independence day celebrations and Zoofest	Independence day was used to give back to the community aimed at increasing awareness in the values of wildlife Iddi and Zoofest generated significant resources for the centre although there was a 5% decrease in the visitation compared to the last financial year.
5	Conservation Education Challenge	2 (Bush meat and Climate Change Challenge for schools.)	Mobilization is still ongoing and the challenge is to be held in March 2017	On course
6	Number of new Wildlife	84		Partnership with wildlife

	OUTPUT INDICATOR	Target 2016/17	Progress	Reason for variation
	Clubs formed.		45 new wildlife clubs formed across the country	clubs of Uganda, and Kampala capital City and local government
7	Number of conservation education/ special events participated in	4 (World Tourism day, World Environment day, World Wildlife day and World Wetlands day)	We participated in 2 events namely; World tourism day and Tulambule campaigns	Other conservation days did not fall in the reporting period
Infrastructure Development and Capital Purchases				
1	Level of completion of the First floor of Floating restaurant	Completed (Walls, Glass works, Tilling, Plumbing, Electrical installation and furnishing.)	Procurement process was cleared by Solicitor General in January 2017	Works to commence in February 2017
2	Level of development of one Regional Satellite Wildlife Education Centre.	Feasibility studies conducted - Architectural plans designed - Complete the partnership process (Land acquisition)	A consultant was hired to undertake feasibility studies on 2 proposed sites in Mbale and Mbarara respectively, awaiting release of funds from GOU	Awaiting funding from GoU
3	Number of vehicles purchased	2	Procurement process started but we are waiting for release of funds from GOU and internally generated revenue to match procurement of one double cabin	Funding gap
4	Cheetah holding facility, keeper room, storage and associated interpretive signage on the species constructed	Complete	Cheetah holding, storage and keeper room completed Signage is still under design	Project was prioritised to create room in the quarantine area and cater for safety of small rescued animals.

	OUTPUT INDICATOR	Target 2016/17	Progress	Reason for variation
5	UWEC Visitor parking yard secured	Title Obtained	Process of acquiring a title for it is ongoing	The lands title department had been closed for some time
6	Enclosures maintained and rehabilitated	Completed	Nothing much has been done because of limited funding	Limited funding
7	Elephant Enclosure	Phase one complete	Not yet done	Limited funding
Marketing, PR & Advertising				
8	Promotional materials produced	20,000 (Including Videos, posters, brochures, flyers, booklets produced and disseminated.)	They were all done and copies distributed to stake holders	Activities executed as per the plan
9	Tourism products developed	4	<p>We have developed home stays for our long stay volunteers</p> <p>Developed Children and animal touch program /zoo and facility is under construction</p> <p>Equator tours/sunset cruises making use of the UWEC pier/docking area has also been developed</p> <p>These programs have increased community benefit from tourism.</p>	Public private partnership and donor support.
Animal and Horticulture				
1	Standard Operating Procedures and Policies reviewed	5 (Keeper chore, vet drug, quarantine, snake	Daily Keeper chores SOP, Vet drugs SOP reviewed. A new SOP on Reptile	Staff training in SOPs to continue

	OUTPUT INDICATOR	Target 2016/17	Progress	Reason for variation
		management, canine dogs) 6 volunteer trained in designing animal collection plans	house and snake management SOP designed Five keepers recruited and undergoing training in SOPs. The old keepers have been offered refresher training in all the SOPs developed	
2	Animal husbandry and environment maintained	Continued Animal environmental enrichment, Husbandry practices, Diet sheet formulation animal training, enclosure design and management undertaken.	Procedures adhered to as part of our daily routine	Routine works
3	Animal Record keeping system maintained.	Animal recording updated using Zoological Information Management System (ZIMS) ZIMS subscription paid	Regular update of animal records using ZIMS undertaken	Routine works
4	Rescue and Rehabilitation of wildlife undertaken	Animal rescues and rehab conducted.	Key species rescued: 1 lion cub (aged about week) rescued 1 baby elephant (aged about year) rescued. 1 chimpanzee (aged about week) rescued at 1 year Colobus monkey rescued at one week in addition to reptiles and birds released	Animals were in distress and need of a home Released animals had regained and therefore capable of surviving in the wild.

	OUTPUT INDICATOR	Target 2016/17	Progress	Reason for variation
			back to the wild after successful rehabilitation	
5	Research and observations of animals undertaken	Yes (Animal research conducted for improved management/ new knowledge)	Data collection on animal behavior undertaken on a routine basis Baby chimp integration and observation done for sunny and is still on going.	Routine works but data available for analysis
6	Veterinary services and animal health	Drugs, animal diet, husbandry, training, equipment, materials acquired, health checks	Healthy checks undertaken (Preventive medication for Giraffes, Elands, cattle, and ostrich) conducted. Fecal tests and treatment done for chimpanzees. Preventive medication for all avian species on going Daily observations for all avian species and health monitoring ongoing. Existing equipment maintained.	Procurement of darting equipment accessories and snake handling equipment on course
7	Other achievements	Kids play area remodeled Upgrade of pastel	Using Private Public Partnership It was one of the prioritized projects to increase efficiency and effectiveness in financial management.	UWEC didn't have funds to undertake this investment which will serve 63% of the targeted audience. Activity was prioritized

REVENUE AND EXPENDITURE PROJECTIONS

(i) SOURCES OF REVENUE/ PROJECTIONS FY 2017/18-2021/22

Revenue source	2017/18	2018/19	2019/2020	2020/21	2021/22
Day visits	2,300,000,000	2,400,000,000	2,500,000,000	2,600,000,000	2,700,000,000
Visitor Programs	240,000,000	260,000,000	280,000,000	290,000,000	300,000,000
Accommodation & Rental	170,000,000	170,000,000	180,000,000	180,000,000	190,000,000
Corporate Support & Sponsorships	150,000,000	160,000,000	170,000,000	170,000,000	180,000,000
Restaurant	50,000,000	60,000,000	60,000,000	70,000,000	70,000,000
Other Internal Revenues	170,000,000	170,000,000	180,000,000	180,000,000	190,000,000
GoU	650,000,000	800,000,000	1,000,000,000	1,100,000,000	1,200,000,000
Total	3,730,000,000	4,020,000,000	4,370,000,000	4,590,000,000	4,830,000,000

(ii) DISTRIBUTION OF RESOURCES/ PLANNED EXPENDITURE FY 2017/18

TASK/OUTPUT INDICATOR	Target FY2017/18	Required Resources
EDUCATION AND INFORMATION		
Outreach to schools conducted	<ul style="list-style-type: none"> • Topical presentations at school, • Distribution of Conservation Education materials and programs, • Monitoring and Evaluation, 	16,000,000
Outreach to communities conducted	<ul style="list-style-type: none"> • Rhino Conservation education program for Northern Uganda • Community Conservation education program involving Animals. • Biodiversity conservation and tourism promotion at Makanaga and Lutembe wetland 	20,000,000

TASK/OUTPUT INDICATOR	Target FY2017/18	Required Resources
Onsite conservation education programs conducted	<ul style="list-style-type: none"> • Conduct thematic guided tours for schools at UWEC, • Organize workshops for teachers, students, youth and local leaders, • Organize residential children camps, • Conduct animal celebrations like Zakayo's birth day, • Conduct visitor surveys, • Conduct research at UWEC, • Refurbish the library and information centre 	30,000,000
Environmental challenge organized	Organize environmental challenge for secondary schools in Western Uganda	20,000,000
Conservation Education materials developed	<ul style="list-style-type: none"> • Develop conservation education materials to support primary and secondary school curriculum • Develop conservation education materials on Bush meat crisis, medicinal plants and wetlands, • Develop signage's and information boards at UWEC • Develop bill boards and directional signage's along Entebbe –Kampala road 	40,000,000
Volunteer Educators trained and engaged	Recruit, train and select volunteer educators to conduct thematic guided tours at the centre	20,000,000
Students interns trained	Receive, train, supervise and discharge interns completion of internship	9,000,000
UWEC participated in Environmental days	Organize and participate in; World Wetlands Day, World wildlife Day, World Environment Day and World Tourism Day celebrations.	8,000,000

TASK/OUTPUT INDICATOR	Target FY2017/18	Required Resources
Regional Satellite Wildlife Conservation Education Centre feasibility studies undertaken	Conduct one more feasibility study for the establishment of regional satellite wildlife conservation education centre,	200,000,000
UWEC publicized through various media	Maintain UWEC website Conduct media campaigns on Radios, TVs and Newspaper, Produce promotional materials Maintain social platforms like Face book, twitter, Instagram, Trip advisor	140,000,000
UWEC special day celebrations	Organize Zoo fest, Easter fest, IDD adhuha and IDD elftri	50,000,000
Merchandises for resale bought	Purchase of wildlife related promotional materials and sale them	15,000,000
Entrance Commissions paid.	Process and paying the teachers who bring the children to UWEC to encourage consistent school visits	60,000,000
ANIMAL AND HORTICULTURE		
Animal food bought	<ul style="list-style-type: none"> • Solicit for suppliers and engage them, • Sign yearly contract 	260,000,000
Animal drugs for animal veterinary Care purchased	<ul style="list-style-type: none"> • Solicit for suppliers, sign contract. • Purchase the drugs through placement of orders 	28,000,000
Animal rescue, rehabilitation & Release done	<ul style="list-style-type: none"> • Pick animals in distress in communities • And take them to UWEC for rehabilitation and eventual release 	10,000,000
Protective wear for staff purchased	Purchase protective wear	6,000,000
Animal Staff health care and vaccinations done	<ul style="list-style-type: none"> • Periodic medical checking of staff • Vaccination for the staff members 	6,000,000
Animal Utensils & Implements bought	Basic tools, utensils and implements for use in husbandry purchased	2,500,000

TASK/OUTPUT INDICATOR	Target FY2017/18	Required Resources
New animal species Acquired	Translocation, quarantine, and acquisition of new species	20,000,000
Animal environmental Enrichments enhanced	Animal environment enrichment material improved in exhibit and materials secured and installed	8,000,000
Fodder production for animals executed.	Animal fodder production, harvesting and presentation done for herbivores	6,000,000
Medicinal plant garden for Conservation education maintained. Seedling production initiated	Medicinal garden maintained, new medicinal plant varieties introduced.	8,000,000
Animal training program for visitor experience and management maintained	Animal training programs and integration activities	30,000,000
Management & Support Services		
Pay the salaries on time	Salaries and allowances of staff paid by the 28th day of every month	1,211,497,356
<ul style="list-style-type: none"> Medical expenses (To employees) paid Staff Training conducted; Staff Uniforms bought End of year staff party held Funeral expenses paid Lunch and teas provided to staff 	<ul style="list-style-type: none"> Payment of staff medical bills Purchase of staff uniforms Purchase of staff food 	217,002,644
Computer equipment repaired, Cleaning and Sanitation Maintenance and repairs	Payment of casual wages Purchase of compound cleaning materials Fumigation of buildings <ul style="list-style-type: none"> Purchase of protective wear Servicing of fire extinguishers Purchase of maintenance materials Purchase of compound machines	250,000,000
UWEC vehicles fueled and maintained in good condition	<ul style="list-style-type: none"> Payment of vehicle repair bills Purchase of fuel for the vehicles 	132,000,000

TASK/OUTPUT INDICATOR	Target FY2017/18	Required Resources
Utilities like Electricity, water, internet, telephones, etc. paid on time	Payment of Internet, Telephone , Electricity and water bills	131,000,000
Board facilitation, stationery, international travels, Internal Audit, software licenses, subscriptions, Insurance services, legal services, etc. paid	<ul style="list-style-type: none"> • Board members allowances paid • Stationery bills paid • Newspapers purchased. • Internal Audit services undertaken • Software licenses paid • Subscriptions to international bodies done • Insurance services paid • Legal services paid • Jobs and tenders advertised. 	396,000,000
Second floor of Floating restaurant furnished	<ul style="list-style-type: none"> • Advertise in newspapers • Hire the best evaluated bidder 	200,000,000
Double Cabin Pickup purchased	<ul style="list-style-type: none"> • Advertise in newspapers • Purchase double cabin pick up from the best evaluated bidder 	180,000,000
Total		3,730,000,000

D: CROSS-CUTTING POLICY ISSUES

CROSS CUTTING AREA: Gender and Equity

1) Objective: Improve opportunities for females in the tourism sector.

Issue of Concern:	Inadequate skills among female employees in the hospitality industry.
Proposed Interventions	<ul style="list-style-type: none"> • Offer mandated leave days for females, • Equal employment recruitment policies, • Training opportunities • Job promotion opportunities based on performance • Mainstream gender issues in UWEC operations
Budget Allocations	37,000, 000 UGX
Performance Indicators	<ul style="list-style-type: none"> • Increased efficiency and effectiveness of female employees • Increased access to employment, based on merit • More female cadres in positions of responsibility • Gender issues mainstreamed in UWEC activities

2) Objective: Gender Awareness in the Sector

Issue of Concern:	Gender disparity
Proposed Interventions	<ul style="list-style-type: none"> • Male; Female (50:50 percentage) training and engagement of volunteer educators at UWEC annually. • Provision of equal opportunities to both sexes. • Entitlement to maternity, sabbatical and compassionate leave
Budget Allocations	5,000,000 UGX
Performance Indicators	<ul style="list-style-type: none"> • More female guides 65: 35 male trained • First employment priority • Exposure to the job market • Female volunteers work experience increased

3) Objective : Equal Opportunity for Recruitment

Issue of Concern:	Male applicants outweigh female applicants for jobs especially for jobs available at the protected areas like National Parks
Proposed Interventions	<ul style="list-style-type: none"> • Advertise all vacancies to the general public and females encouraged to apply. • Volunteer training to equip them with more skills and experience • Support/ encourage students in school to complete school and become competitive, through our outreach and onsite programs. •
Budget Allocations	10,000,000 UGX
Performance Indicators	Number of female applicants for the advertised vacancies Number of female staff on pay roll, Number of female volunteers, Number of female support staff

CROSS CUTTING AREA: HIV/AIDS

1) Objective: Staff sensitization on HIV/AIDS matters by engaging Ministry of Public Service and Uganda AIDS Commission.

Issue of Concern:	Stigma that makes those who are sick fear to test and even reveal their status
Proposed Interventions	<ul style="list-style-type: none"> • Offer physiological social support • Keep staff HIV status confidentiality • Offer sick bed rest • Create a safe and friendly work environment • Offer preventive health measures • Continuity of employment • Nondiscrimination at work
Budget Allocations	82,500,000 UGX
Performance Indicators	Reduced stress and stigma among employees against people living with HIV

2) Objective: Operationalize the HIV Work Policy.

Issue of Concern:	Inadequate sensitization on the work based HIV/AIDS Policy
Proposed Interventions	<ul style="list-style-type: none"> • Encourage openness and review of the Human Resources manual on HIV/ AIDS • Through regular seminars, awareness camps • Encourage people living with HIV/AIDS to seek regular counseling support.
Budget Allocations	35,750,000 UGX
Performance Indicators	Increased Operationalization of HIV/ AIDS policy at work

CROSS CUTTING AREA: Environment

1) Objective: Increased awareness among communities neighboring protected areas on the importance of wildlife

Issue of Concern:	Increased encroachment of protected areas due to degrade environment outside wildlife protected areas
Proposed Interventions	<ul style="list-style-type: none">• Organize conservation education workshops for teachers and local teachers in the neighboring communities• Conduct quiz in neighboring schools to select students/pupils for wildlife residential camp at UWEC
Budget Allocations	30,000,000
Performance Indicators	<ul style="list-style-type: none">• Number of workshops and camps held. Number of participants engaged• Reports

2) Objective: Increased Wildlife in the protected areas.

Issue of Concern:	Conserving habitats for birds breeding
Proposed Interventions	<ul style="list-style-type: none">• Biodiversity conservation and ecotourism promotion program at Makanaga and Lutembe wetland systems.
Budget Allocations	
Performance Indicators	<ul style="list-style-type: none">• Number of bird species like shoebill stork increased• Number of tour guides trained• Number of tourists visiting the wetlands• Functional management committee in place• Reports

C: ADDITIONAL OUTPUT FUNDING REQUESTS (UNFUNDED PRIORITIES) FY 2017/18

Additional Requirements for funding/Outputs in FY 2017/18	Amount	Justification of Requirement for additional outputs and funding.
Construction of elephant moat and holding facility to educate Ugandans on how to peacefully coexist with wildlife	400,000,0000	Need to house the 2 rescued elephants and offer Ugandans an opportunity to about wildlife.
Animal exhibit and holding facility	500,000,000	Existing holdings are old and dilapidated
Establishment of the wildlife Bio Data Bank	200,000,000	Need to preserve animal bio data
Establishment of the Tourism Circuit on Lake Victoria and completion of the 2 nd and 3 rd floor	15,000,000,000	Need to generate resources to sustainably undertake UWEC mandates, create employment and accessibility on Lake Victoria
Operationalize at least one satellite centre	5,000,000,000	Need to increase access to wildlife information across key regions of Uganda Provide wildlife extension services to the neighboring communities.
Modernize and develop children zoo	103,000,000	Mentor children through provision of knowledge and understanding.
Mobile UWEC branded outreach van with the installed audio /visual equipment procured	300,000,000	This will enable UWEC extend its services to the communities countrywide and hence promotion of domestic tourism.
UWEC's support to in-situ conservation of Shoe bill stork at Mekanaga wetland system, wakiso	100,000,000	Through this project, the Shoebill stork and its habitat will be conserved. This will also boost the ecotourism development and hence livelihood improvement.

CHALLENGES FOR 2016/17 AND THE MEDIUM TERM

1. Limited financial resources to implement the new strategic plan in addition to capital investments and infrastructure to support the new UWEC mandates.
2. The lack of Vote, which will enable government committee more resources to the running and implementation of the centre mandates.
3. The high cost of operation under PPDA. A waiver on some procurement peculiar to the centre's activities will help salvage the situation.
4. Brain drain, as a result of the lucrative job offers in the Middle East of animal keepers and veterinarians flocking out for better pay.
- 5.** None existing board as provided for by the UWEC ACT 2015

UGANDA HOTEL AND TOURISM TRAINING INSTITUTE (UHTTI)

Ministerial Policy Statement FY 2017/18

1.1 Establishment and Mandate

The Hotel and Tourism Training Institute, is the only government owned Institution specialized in Hotel and Tourism Training.

It started in 1980s at Fairway Hotel as a pilot school under UNDP /ILO project and was first established in 1994 by Act of Parliament as a government Hotel and Tourism Institute.

The Institute was reestablished as the Uganda Hotel and Tourism Training Institute under the Ministry of Tourism Wildlife and Antiquities in November 2015. The institute mandate is to train students in hotel, tourism and catering with the following functions among others:

- a. to provide for studies training or research in subjects relating to Tourism, Hotel management and catering
- b. To develop and enhance linkages or collaboration with stake holders and other training Institutions at both national and International Level
- c. Develop technical social skills and correct attitudes through a flexible research based on practical pro- tourism curriculum
- d. To manage the national curriculum on hotel and tourism training

Vision

To be the leading Centre of Excellence in hands-on training in the Region for the tourism and hospitality industry.

Mission

To produce a highly skilled and competent workforce for the National and International tourism and hospitality industry.

PERFORMANCE FINANCIAL YEAR 2016/17**A: FINANCIAL PERFORMANCE FY 2016/17 (JULY-DECEMBER 2016)****(i) REVENUE PERFORMANCE**

	Description	Approved Budget FY 2016/17 (Ushs)	Actual (Jul- Dec.2016) (Ushs)	%ge performance
1	Student Fees/Tuition	1,053,290,000	410,177,000	39.9%
2	Hotel income	583,486,355	232,854,627	39.9%
3	GOU (Subvention)	900,000,000	330,000,000	36.7%
4	TOTAL	2,536,776,355	973,031,627	37.7%

(ii) EXPENDITURE ANALYSIS

	Description	Approved Budget FY 2016/17 (Ushs)	Actual (Jul- Dec.2016) (Ushs)	%ge performance
1	Contract Staff Salaries	60,000,000	22,046,406	36.7%
2	Allowances	60,000,000	17,632,400	29.4%
3	Medical Expenses	10,400,000	4,287,320	41.2%
4	General Staff Salaries	437,517,269	184,399,111	42.1%
5	Allowances	204,733,175	32,266,360	15.8%
6	Medical Expenses-Employees	4,800,000	120,000	2.5%
7	Incapacity, death and burial expenses	12,000,000	7,120,200	59.3%
8	Advertising & Public relations	78,300,000	19,971,200	25.5%
9	Workshops, seminars	12,600,000	1,320,000	10.4%
10	Staff Training	10,000,000	8,860,000	88.6%
11	Recruitment Expenses	70,265,563		0.0%
12	Committee, Council and Board Expenses	90,190,000	20,100,000	22.2%
13	Books, Periodicals & Newspapers	10,711,996	1,360,000	12.7%
14	Computer supplies & IT services	27,790,000	7,600,000	27.3%
15	Welfare and Entertainment	118,000,008	111,376,265	94.3%
16	Special Meals and Drinks	140,562,228	66,944,100	47.6%
17	Printing, Stationery and Photocopying	33,000,000	18,320,500	55.5%
18	Small Office equipment	560,000	396,825	70.9%

	Description	Approved Budget FY 2016/17 (Ushs)	Actual (Jul- Dec.2016) (Ushs)	%ge performance
19	Bank Charges	8,500,000	3,045,222	35.8%
20	Subscriptions	4,200,000	2,562,000	61.%
21	Telecommunication	17,004,000	6,052,100	35.6%
22	Postage & Courier Services	226,000	51,000	22.5%
23	Property Expenses	6,400,000	2,999,993	46.8%
24	Rent	132,000,000	61,400,000	46.5%
25	Guard & Security Services	32,100,000	14,900,000	46.4%
26	Electricity	47,600,000	37,297,199	78.4%
27	Water	42,500,000	25,488,222	60.0%
28	Other Utilities	15,640,000	7,900,000	50.5%
29	Medical & veterinary supplies	15,290,000	4,860,000	31.8%
30	General Supplies of goods & services	116,067,000	72,680,000	62.6%
31	Cleaning and Sanitation	11,600,000	7,120,000	61.4%
32	Uniforms, beddings and protective gear	81,571,920	26,518,000	32.5%
33	Consultancy fee	22,000,000	21,000,000	95.4%
34	Insurance	4,725,000		0.0%
35	Licenses and Driving permits	18,591,000	7,200,000	38.7%
36	Travel in land	79,080,000	29,685,000	37.5%
37	Travel abroad	65,487,600	21,904,612	33.4%
38	Fuel, lubricants and oils	28,733,333	13,456,000	46.8%
39	Maintenance -Civil	44,800,000	20,701,945	46.2%
40	Maintenance -Vehicle	36,720,000	5,864,500	16.0%
41	Maintenance -Machinery	40,300,000	4,981,000	12.4%
42	Maintenance -Other	2,800,000	1,210,000	43.2%
43	Donations		650,000	
44	Water Arrears	6,000,000	5,000,000	83.3%
45	Electricity Arrears	80,000,000	35,000,000	43.8%
46	Arrears-Others(Tax)	217,103,961	170,000,000	78.3%
	Total	2,536,776,355	1,128,747,116	44.4 %

B: PHYSICAL PERFORMANCE FY 2016/17 (JULY-DECEMBER 2016)

	OUTPUT INDICATOR	Target 2016/17	Progress	Reason for variation
1	No of students Enrolled	200	204	Target exceeded due to increase in applicants for certificate courses
2	No of students placed and supervised on industrial training	101	101 students were placed and supervised from May 2016 to July 2016	Nil
3	Completion rate of HTTI students	95%	Training on going	Completion Rate is at end of course
4	Staff skills and abilities enhanced	One staff facilitated to study in Austria Facilitate staff exchange programs, seminars and workshops;	<ul style="list-style-type: none"> • 1staff sent on a 9 months course to Austria • Management capacity building organized • Accounts staff facilitated to attend CPA refresher workshops 	Nil
5	Hotel and Training Services marketed	Conduct marketing Campaigns; Advertise Hotel services and Training courses; Carry out career guidance in schools.)	Done	Nil
6	Training conducted in Hospitality, Tourism operations and management skills	Theory and practical Training conducted as per timetable. Academic trips and Tours conducted.	Done	

	OUTPUT INDICATOR	Target 2016/17	Progress	Reason for variation
		Hotel Attachment conducted Industrial training carried out and supervised.		Nil
7	Training material and tools provided	Materials for Housekeeping, Food production, Pastry, service and Tourism Equipment and Tools)	Housekeeping, Food production and service and pastry materials and tools provided	Tourism tools and equipment planned for under the World Bank project.
8	Classroom block painted	Classroom block painted	Done	
9	Domestic arrears reduced	Reduce arrears by 50%	Paid arrears of 81,606,060	Arrears reduced by 17% due to cuts in subvention
11	Staff uniforms procured	Dress 60% of the uniformed staff	30% dressed	Delays by the supplier
12	Amount of revenue generate from Hotel Services	UGX 497,467,654	232,854,627	Shortfall is due to low business
13	HTTI hotel maintained in good condition.	HTTI hotel maintained in good condition	Done within the available revenue	Areas which need major renovation could not be done due to inadequate funds.
14	Guestrooms Renovated	3 Guestrooms furnished with TVs, curtains and beddings	Renovation done, new curtains and TV provided	Furnishings not completed because of inadequate funds
15	Double rebounded mattresses procured	10 mattresses	Done as planned	

C: REVENUE AND EXPENDITURE PROJECTIONS

(i) REVENUE PROJECTIONS FY 2017/18-2021/22

	Projections (Ushs)				
Revenue source	2017/18	2018/19	2019/2020	2020/21	2021/22
Student Fees/Tuition	1,053,290,000	1,053,290,000	1,074,355,800	1,106,586,474	1,139,748,068
Hotel income	595,156,082	607,059,203	1,214,118,406	2,185,413,130	2,403,954,443
GOU (Subvention)	900,000,000	1,000,000,000	1,200,000,000	1,400,000,000	1,400,000,000
TOTAL	2,548,446,082	2,660,349,203	3,488,474,206	4,691,999,304	4,943,703,511

(ii) PLANNED EXPENDITURE FY 2017/18

	Output	Planned activities	Cost(Millions)
1	Students entry and exit efficiently managed	Enroll new students Manage students Records Manage Examinations Manage students Graduations	51,000,000
2	Hospitality and Tourism Students trained	Conduct theory and practical lessons; Academic trips and tours; Internal attachment; continuous assessment; and Industrial Training. Conduct 11 study trips for Hospitality and 10 study trips for Tourism Students; Conduct Paramilitary training for 35 Tourism students; Conduct practical driving lessons and secure driving permits for 35 students	486,446,082
3	Students welfare managed	350 students for 2 semesters Procure cleaning supplies for 3 students' hostels and classroom block.	485,090,000

	Output	Planned activities	Cost(Millions)
		Pay water and Electricity Bills for 3 hostels for 12 months Pay hostel rent for 3 hostels for 12 months. Facilitate at least 4 Students sporting events and association activities for two semesters Support students guild elections and handover ceremony Facilitate two students farewell and welcome parties Procure drugs for the clinic and provide basic medicals services to students for 2 semesters. Procure students uniforms, identity cards and nametags for 200 students	
4	Staff salaries and allowances managed	Process payroll and pay staff salaries and allowances	420,000,000
5	Staff and administrative affairs efficiently managed	Facilitate the management of human resource affairs	65, 015,000
		Capacity building of staff	10,000,000
		Facilitate the management of Institute security affairs	35,000,000
		Facilitate procurement and stores activities	102,000,000
		Manage institute accounts	10,000,000
		Carry out repairs and maintenance of Institute facilities	40,000,000
		Manage and maintain Institute vehicles	15,000,000
		Facilitate staff movement	35,000,000
		Facilitate Board and Committee meetings	37,000,000

	Output	Planned activities	Cost(Millions)
6	Increased business and students enrollment	Radio Adverts; Talk shows; Television Adverts; Exhibitions; and Marketing campaigns	100,000,000
7	Training Hotel operated and managed efficiently	Facilitate kitchen, restaurant, housekeeping, front office operations and other hotel management activities	238,295,000
8	Guest rooms Painted	Procure Painting services and paint guest rooms	30,000,000
9	Guestrooms renovated	Request for quotations; Select the best bidder; Sign contract and supervise the works	20,000,000
10	Nile bar renovated	Request for quotations; Select the best bidder; Sign contract and supervise the works	50,000,000
11	Guestrooms furnished	TVs, curtains, beds and mattresses.	65,000,000
12	Domestic arrears reduced	Pay the outstanding arrears for NSSF, UMEME and Local Government	116,600,000
13	Guest linen procured	Procure restaurant and guest room linen	50,000,000
14	Strategic Plan finalized and Approved by Board	Board retreat Top management meetings	25,000,000
15	Rocket oven Constructed	Request for quotations, select the best bidder, Sign contract, supervise the works	5,000,000
16	Guestroom Intercom	Procurement and payment of supplier	30,000,000
17	Staff Uniforms	Procure staff uniform	20,000.000
			2,548,446,082

D: OUTPUT INDICATORS AND TARGETS FOR FY 2017/18

	TASK/OUTPUT INDICATOR	Target FY2017/18	Description
1	Number of new students enrolled	200	90 certificate, 110 diploma students(33Government, 77 private)
2	Number of student files opened/updated	350	Keep students records. Open files for new students and update those for continuing students.
3	Percentage of students examined	95% • examine 350 students	Some students may fail to pay fees. Set, and administer tests, coursework and end of semester examinations for an average 350 students per semester
4	9 th Graduation ceremony organized and held	Yes.	Vet results for 400 students. Graduate 80% students whose results are vetted. Some graduands may fail to turn up while others may fail to fulfill all academic requirements Print examination scripts
5	No of students placed and supervised on industrial training	100	
6	Number of lesson hours conducted	1,200	360 hours Theory, 840 hours Practical
7	Students fed and other welfare provided	Yes	Welfare provided for 350 students per semester
8	Staff Salaries paid by every 28 th day of the month.	Yes	
9	Occupancy rate of HTTI hotel	40%	Improve operations and marketing of the hotel.
10	Hotel and Training Services marketed	Achieve 5% increase in hotel business and students enrollment	Conduct Radio Adverts, Talk shows, Television Adverts, Exhibitions and Marketing campaigns
11	Number of HTTI hotel guest rooms refurbished	30	25 Guest rooms painted 02 guest rooms renovated

			05 Guest rooms furnished with TVs, curtains, beds Procure 2 pars of Bed , Bathroom and Restaurant linen
12	HTTI hotel Nile bar renovated	Yes	Counter, floor and ceiling refurbished
13	Domestic arrears reduced	Reduce arrears by 20 %	Achieve 5% reduction per quarter
14	Number of engagements to finalise HTTI Strategic Plan	3	Top management, Stake holders and Board
15	Rocket oven Constructed	Yes, 100% of the required bread produced internally.	Students to produce bread and other bakery products for sale and consumption
16	No of HTTI guestrooms installed with Intercom	20	Connect at least 5 rooms per quarter
17	Proportion of staff provided with new staff uniforms	40%	Procure uniforms for at least 40% of staff.

E: ADDITIONAL OUTPUT FUNDING REQUESTS (UNFUNDED PRIORITIES) FY 2017/18

	Additional Requirements for Funding/Outputs in 2017/18	Qty	Unit price	Amount	Justification for Additional Outputs and Funding
1	Furnishing of rooms and public areas.	1	300,000,000	300,000,000	To enable hands on skills training and facilitate hotel business by improving guests satisfaction.
2	Laundry Equipment	4	20,000,000	80,000,000	
3	Kitchen equipment	5	40,000,000	200,000,000	
4	PBX machine for telephone extensions	1	20,000,000	20,000,000	
5	Computers	30	2,000,000	60,000,000	

F: CHALLENGES FOR 2016/17 AND THE MEDIUM TERM

1. Few staff on public service payroll which impacts greatly on the institute wage bill.
2. Staffing gaps
3. Inadequate training facilities, equipment, tools, furniture and lecture space.
4. Lack of institute's owned accommodation facilities for students.
5. Lack of funds to renovate and furnish the hotel
6. Inadequate funding from government.



UGANDA WILDLIFE TRAINING INSTITUTE

P. O. BOX 173 KASESE

E-mail: info@uwrti.ac.org



THE REPUBLIC OF UGANDA

Contact No. 0773416069/0752830441

1.1 Establishment and Mandate

Mandate: The Institute is mandated to conduct research, training and consultancy services for the wildlife sector.

UWRTI is established under UWRTI Act, 2015, with the following main functions:

- ***Conduct research in wildlife resource conservation in and outside protected areas of Uganda,***
- ***Inform the council for policy development,***
- ***Provide consultancy and specialized technical services in conservation and sustainable development of wildlife resources,***
- ***Conduct formal training in conservation and sustainable development of wildlife resources,***
- ***Organize tailor made courses in conservation and sustainable development of wildlife resources and provide related services necessary, incidental or conducive to the efficient attainment of its objectives and functions.***

Vision

To be the leading wildlife research & training institute in Africa that offers exceptionally high quality professional services.

Mission

To produce professional human resource, undertake research and provide consultancy services for sustainable wildlife resource management.

Background

The Uganda Wildlife Training Institute (UWTI) traces its origin from 1989 when the United Nations Development Programme (UNDP) supported Uganda National Parks (UNP) and Game Department (GD) in carrying out refresher training programme.

In 1991 the UNDP established the Wildlife Management Institute (WMI) to provide certificate courses for UNP and GD meant to cater for the middle level technical positions (Supervisory management).

CURRENT STATUS OF UWRTI

The mandate of UWTI has been reviewed by UWRTI act, 2015 to transform the institute into a wildlife research and training institute.

Courses offered and Enrolment

UWRTI conducts two courses both at certificate and diploma level in Wildlife and natural resources management and Wildlife Tourism Management.

The enrolment per intake drastically increased from 35 students in between 1998 and 2008 to averagely 130 in between 2009-2016 students per academic intake. The current enrolment stands at 222 students as indicated in the table below:

Course	Male	Female	Total
Diploma in Wildlife and Natural Resources Management	11	20	31
Diploma in Wildlife Tourism	69	20	89
Certificate in Wildlife and Natural Resources Management	12	03	15
Certificate in Wildlife Tourism	45	42	87
Total	137	85	222

The ratio of the female students to male students is 38.3%: 61.7% which is a challenge in gender disparity.

Achievements

The law establishing UWRTI in the Ministry of Tourism, Wildlife and Antiquities is in place.

The Institutes curriculum has been revised to match the needs of the sector with the help of USAID through Tetra Tech and is being implemented.

Graduating students has increased from 56 students in 2014 to the current 98 students that will be graduated this year.

The Kasese district Land Board officially allocated 9.34ha freehold land to UWRTI for its expansion and development.

The Institute is in the final process of procuring a 32 seater bus.

The Institute drafted a strategic plan that will guide planning and development for the next five years (2017-2021).

A: FINANCIAL PERFORMANCE FY 2016/17 (JULY-DECEMBER 2016)

(iii) REVENUE PERFORMANCE

	Description	Approved Budget FY 2016/17	Actual (Jul- Dec.2016)	%ge performance
		(Ushs)	(Ushs)	
1	GOU grants- Recurrent	637,000,000	205,000,000	205,000,000
2	GOU grants- Capital	175,000,000	175,000,000	175,000,000
3	Training Services/ Fees	208,000,000	149,113,650	149,113,650
4	TOTAL	1,020,000,000	529,113,650	51.9%

(iv) EXPENDITURE ANALYSIS

	Description	Approved Budget FY 2016/17	Actual (Jul- Dec.2016)	%ge performance
		(Ushs)	(Ushs)	
1	Contract Staff Salaries	60,000,000	22,046,406	36.7%
2	Allowances	60,000,000	17,632,400	29.4%
3	Medical Expenses	10,400,000	4,287,320	41.2%
4	Advertising and Public Relations	25,480,000	15,730,500	61.7%
5	Workshops and Seminars	50,000,000	23,536,800	47.1%

	Description	Approved Budget FY 2016/17	Actual (Jul- Dec.2016)	%ge performance
6	Staff Training	20,072,000	7,564,000	37.7%
7	Commissions and Related Charges	43,754,000	12,628,700	28.9%
8	Books, Periodicals and Newspapers	32,000,000	14,850,000	46.4%
9	Computer Supplies and IT	15,571,500	3,600,000	23.1%
10	Welfare and Entertainment	35,820,000	11,932,600	33.3%
11	Special Meals and Drinks	9,800,000	0	0.0%
12	Printing, Stationary and Photocopying	11,200,000	4,735,200	42.3%
13	Small Office Equipment	2,437,000	624,900	25.6%
14	Bank Charges and other Related Services	3,549,200	1,275,346	35.9%
15	Hire of Venue	15,840,000	6,211,000	39.2%
16	Postage and Courier	549,200	59,500	10.8%
17	Information and Communication Tech	16,000,000	10,685,000	66.8%
18	Electricity	15,840,000	3,538,200	22.3%
19	Water	13,200,000	4,300,000	32.6%
20	Other Utilities	6,500,000		0.0%
21	General Supply of Goods and Services	190,579,100	129,864,980	68.1%
22	Travel Inland	65,828,000	28,537,000	43.4%
23	Travel Abroad	25,000,000	18,330,000	73.32%
24	Carriage, Haulage, Freight and Trans	5,000,000	1,950,000	39.0%
25	Fuel, Lubrications and Oils	20,000,000	11,730,000	58.7%
26	Maintenance Civil	8,000,000	1,200,000	15.0%
27	Maintenance Vehicle	16,380,000	3,436,000	21.0%
28	Maintenance Others	5,000,000	1,750,000	35.0%
29	Funeral Expenses	5,200,000	200,000	3.8%
30	Furniture and Fittings	15,000,000	2,300,000	15.3%
31	Transport Equipment(school Bus)	175,000,000	750,000	0.4%
32	Machinery and Equipment	31,000,000		0.0%
33	Land	10,000,000		0.0%
	TOTAL	1,020,000,000	346,955,852	35.8%

B: PHYSICAL PERFORMANCE FY 2016/17 (JULY-DECEMBER 2016)

CODE	OUTPUT INDICATOR	Target 2016/17	Progress	Reason for variation
1	No of students enrolled at UWRTI	130	124	Some of the applicants did not meet the requirements
2	No of students graduating	140	98	Some of the students have retakes
3	Level of development of the UWRTI strategic plan 2016/2017-2020/2021	Draft	Printing level	Insufficient funding
4	Field Practical training exercises conducted	2	One Practical training exercise in Queen Elizabeth National Park was undertaken.	Insufficient funding
5	Paramilitary training exercise undertaken	1	The training will be conducted in March to April	Insufficient funding
6	Industrial Training conducted to equip students with skills	2	The activity was conducted	
7	Training materials and equipment procured	Yes	Procurement of Textbooks periodicals and equipment is ongoing.	
8	Short courses to improve service delivery in Wildlife and Tourism sectors undertaken	2	10 Staff attended two short course programmes in Higher education learning and economic valuation of Natural resources	
10	A 32 seater bus procured	Yes	The activity is at the level of signing the contract	
11	Students assessed	Yes	Examinations are Set and moderated each semester	

REVENUE AND EXPENDITURE PROJECTIONS

(iii) REVENUE PROJECTIONS FY 2017/18-2021/22

	Projections (Ushs)				
Revenue source	2017/18	2018/19	2019/2020	2020/21	2021/22
Student Fees/Tuition and Consultancy services	475,000,000	485,000,000	495,000,000	500,000,000	510,000,000
GOU (Subvention)	637,000,000	637,000,000	637,000,000	637,000,000	637,000,000
Donors	0	0	0	0	0
TOTAL	1,112,000,000	1,122,000,000	1,132,000,000	1,137,000,000	1,147,000,000

(iv) PLANNED EXPENDITURE FY 2017/18

OUTPUT	PLANNED ACTIVITIES	AMOUNT
Contract Staff Salaries	Pay contract staff monthly salaries	70,000,000
Allowances	Facilitate staff while on official duty	40,000,000
Medical Expenses	Stock and maintain UWRTI sick bay with essential drugs and equipment	9,400,000
Advertising and Public Relations	Improve UWRTI visibility by Holding radio talk shows and advertise Institute activities on Print media and internet and other contributions to public events	25,000,000
Workshops and Seminars	Acquire and share out knowledge and skills thru organizing and participating in workshops and seminars	20,000,000
Staff Training and students' practical training.	Continuous training on implementation of the curricula and exposure to the world of work	185,000,000
Commissions and Related Charges	Facilitate the governing board, commissions and relevant committees	50,000,000
Books, Periodicals and Newspapers	Procure essential books, periodicals and two daily print media papers	40,500,000

OUTPUT	PLANNED ACTIVITIES	AMOUNT
Welfare and Entertainment	Facilitate students' entertainment and co curricular activities. Pay for staff breakfast and entertainment activities.	35,000,000
Special Meals and Drinks		2,000,000
Printing, Stationary and Photocopying	Procurement of Stationery, printing and photocopying	15,000,000
Small Office Equipment	Procurement of small office equipment.	7,500,000
Bank Charges and other Related Services	Pay for costs towards bank and related charges	3,500,000
Hire of Venue	Pay for costs towards hire of venue	12,000,000
Postage and Courier	Pay for costs towards post office charges	500,000
Information and Communication Tech	Pay for accessories and bills towards internet access	20,000,000
Electricity	Pay for costs towards electricity bills	15,840,000
Water	Pay for costs towards water bills	14,000,000
Other Utilities	Pay for other utilities like Paraffin charcoal	1,200,000
General Supply of Goods and Services	Procurement; Food supplies Machinery Water pump Generator Water tanks and gutters Examinations Students' registration cards Uniform	301,000,000
Travel inland	Facilitate staff on official duty	50,000,000
Travel abroad	Facilitate staff on official duty	30,000,000
Carriage, Haulage, Freight and Trans	Pay for costs towards Carriage, Haulage, Freight and Trans	0

OUTPUT	PLANNED ACTIVITIES	AMOUNT
Fuel, Lubrications and Oils	Pay for fuel, lubricants and oil	40,000,000
Maintenance Civil	pay for minor repairs and maintenance and cleaning of premises and compound	14,000,000
Maintenance Vehicle	Repair and maintenance of Bus and two pickups	25,000,000
Maintenance Others	Maintenance of other sundry items	5,000,000
Funeral Expenses	Costs towards funeral expenses of staff and their immediate families	5,560,000
Furniture and Fittings	Procure office furniture for the principal's office and staff room	15,000,000
Machinery and Equipment	Acquire more training Equipment including 10 computers, 2 projectors, 4 GPS, 50 TEXT BOOKS, rangefinders, assorted glass eyes, mist nets etc	50,000,000
Land	Pay for costs towards acquisition of land title	10,000,000
TOTAL		1,112,000,000

PLANNED ACTIVITIES AND OUTPUTS FOR FY 2017/18

	TASK/OUTPUT INDICATOR	Target FY2017/18	Description
1	Number of students enrolled	140	80 students for Diploma programme and 60 students for certificate programme
2	Number of students successfully graduating	110	60 students for Diploma and 50 students for certificate
3.	Number of Water tanks (20,000 litres) procured	4	Install 4 harvesting water tanks on the existing buildings
4.	Number of Generators procured	1	Install 1 standby generator during power shortages

	TASK/OUTPUT INDICATOR	Target FY2017/18	Description
5.	Number of Computers procured	10	10 computers installed in the IT room
6.	Number of field trainings conducted	3	
7.	Number of industrial trainings conducted	2	Deploy students for industrial training in relevant entities
8.	Training materials and equipment procured	Assorted	Procure relevant training materials
9.	Short courses to improve service delivery in Wildlife and Tourism sectors undertaken	2	Staff attends two professional development courses.
10	Students assessed	2	Conduct two semester final examinations
11	Domestic events attended		Attend World Tourism day, World Wildlife Day and other international events
12	Land Title secured		Process the land title

C: ADDITIONAL OUTPUT FUNDING REQUESTS (UNFUNDED PRIORITIES) FY 2017/18

	Additional Requirements for Funding/Outputs in 2017/18	Amount (UGX)	Justification of Requirement for Additional Outputs and Funding
1.	Renovation of girls hostel	100,000,000	The existing building is old and needs to be refurbished
2.	Purchase of Double cabin pickup	200,000,000	The current double cabin is old and needs to be replaced
3.	Construction of toilets	150,000,000	The current facilities were meant to accommodate 80 students, but the number has increased to 236 students. There is also need to construct toilets and move from the traditional pit latrines.

CHALLENGES FOR 2016/17 AND THE MEDIUM TERM

- The current budgetary cuts has affected the performance of the Institute
- High costs for the general supply of goods and services
- There is inadequate training equipment for use in the instruction of learners.
- There is lack of adequate transport means for the Principal.
- There is lack of adequate space to accommodate the female students because their number increased from 56 students last academic years to the present 83 students.
- The Institute is lacking modern class rooms which make the learning environment poor and undesirable.
- The Institute is understaffed and most of the key positions are in acting capacities.
- The number of female (38.3%) students training currently is smaller than the number of male (61.7%) students.

UGANDA WILDLIFE AUTHORITY
STAFF LIST FY 2017/18

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
1	Executive Director Office	Musinguzi Wills Elly	00016	Manager Internal Audit	UWA/04/A	6,160,000	73,920,000	11,088,000
2	Legal & Corporate Affairs	Dhikusooka Emmanuel	00017	Head ICT	UWA04/B	4,592,000	55,104,000	8,265,600
3	Conservation Department	Makombo John	00019	Director Conservation	UWA02	14,448,000	173,376,000	26,006,400
4	Conservation Department	Oryema Ponsiano Chris	00023	Principal Warden	UWA05/A	3,450,000	41,400,000	6,210,000
5	Conservation Department	Masereka Augustine Johnson	00032	Conservation Area Manager	UWA/04/A	6,160,000	73,920,000	11,088,000
6	Conservation Department	Rwetsiba Aggrey	00035	Senior Monitoring and Research Officer	UWA/04/A	6,160,000	73,920,000	11,088,000
7	Conservation Department	Tumwesigye Charles	00042	Deputy Director Conservation	UWA/03/A	11,200,000	134,400,000	20,160,000
8	Conservation Department	Asalu Edward	00044	Conservation Area Manager	UWA/04/A	6,160,000	73,920,000	11,088,000
9	Conservation Department	Guma Nelson	00047	Conservation Area Manager	UWA/04/A	6,160,000	73,920,000	11,088,000
10	Conservation Department	Bintoora Adonia Kamukasa	00049	Conservation Area Manager	UWA/04/A	6,160,000	73,920,000	11,088,000
11	Legal & Corporate Affairs	Kakaire Stella Katusabe	00054	Senior Warden	UWA/06	2,318,400	27,820,800	4,173,120
12	Finance and Administration	Opolot Joseph	00058	Warden Accounts	UWA/06	2,105,600	25,267,200	3,790,080
13	Finance and Administration	Kalenzi Steven	00059	Warden Accounts	UWA/06	2,105,600	25,267,200	3,790,080
14	Conservation Department	Ezuma Pontious	00061	Conservation Area Manager	UWA/04/A	6,160,000	73,920,000	11,088,000
15	Conservation Department	Okware James Ilukol	00062	Senior Warden	UWA/05B	2,721,600	32,659,200	4,898,880
16	Conservation Department	Kambasu Francis Mbogha	00074	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
17	Conservation Department	Masereka Selevest	00092	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
18	Conservation Department	Kitalibara Deziderious	00094	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
19	Conservation Department	Biiira Olivia	00096	Warden Community Conservation	UWA/06	2,105,600	25,267,200	3,790,080
20	Conservation Department	Okot John Emtichell	00097	Warden	UWA/06	2,105,600	25,267,200	3,790,080
21	Conservation Department	Echodu Edyau	00105	Warden	UWA/06	2,105,600	25,267,200	3,790,080
22	Conservation Department	Mugyerwa Benon	00108	Warden	UWA/06	2,105,600	25,267,200	3,790,080
23	Conservation Department	Nambozo Allen Kutosi	00110	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
24	Conservation Department	Katamigwa Wilson	00112	Warden	UWA/06	2,105,600	25,267,200	3,790,080
25	Conservation Department	Matanda Godfrey Richard	00113	Warden	UWA/06	2,105,600	25,267,200	3,790,080
26	Tourism Development & Business Services	Gangiriba Robinah	00116	Warden Tourism	UWA/06	1,971,200	23,654,400	3,548,160
27	Conservation Department	Odokorwot Walter Raleigh	00117	Warden Community Conservation	UWA/06	1,971,200	23,654,400	3,548,160
28	Conservation Department	Masereka Joshua	00121	Warden	UWA/06	2,105,600	25,267,200	3,790,080
29	Conservation Department	Oryema Andrew Okot	00126	Warden	UWA/06	2,105,600	25,267,200	3,790,080
30	Conservation Department	Chemutai Henry	00129	Plantation Technician	UWA/08	1,000,000	12,000,000	1,800,000
31	Conservation Department	Asaba Fridah	00132	Copy Typist	UWA/09	780,000	9,360,000	1,404,000
32	Conservation Department	Omuyo Ernest	00134	Head Ranger	UWA/08	1,000,000	12,000,000	1,800,000
33	Conservation Department	Ocaya Robert	00138	Head Ranger	UWA/08	1,000,000	12,000,000	1,800,000
34	National Parks	Musane Robert	00141	Assistant Warden	UWA/07	1,130,000	13,560,000	2,034,000
35	Conservation Department	Kakwini Faith	00142	Copy Typist	UWA/09	780,000	9,360,000	1,404,000
36	Tourism Development & Business Services	Balyesiima Godfrey	00144	Warden Tourism	UWA/06	2,105,600	25,267,200	3,790,080
37	Conservation Department	Okiring Michael	00145	Warden	UWA/06	2,105,600	25,267,200	3,790,080
38	Conservation Department	Akello Alice Baluku	00146	Typist/Clerk	UWA/09	780,000	9,360,000	1,404,000
39	Conservation Department	Bwambale Marcel Rujumba	00148	Warden Law Enforcement	UWA/06	1,971,200	23,654,400	3,548,160
40	Finance and Administration	Muhereza Francis	00153	Senior Warden Accounts	UWA/05B	2,721,600	32,659,200	4,898,880
41	Conservation Department	Bandashi John	00157	Head Ranger	UWA/08	1,000,000	12,000,000	1,800,000
42	Conservation Department	Byaruhanga Robert	00158	Head Ranger	UWA/08	1,000,000	12,000,000	1,800,000
43	Conservation Department	Mbagaya Robert	00160	Warden Law Enforcement	UWA/06	1,568,000	18,816,000	2,822,400
44	Tourism Development & Business Services	Lubangakene Godfrey	00164	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
45	Conservation Department	Shwekyerera Milton	00165	Head Ranger	UWA/08	1,000,000	12,000,000	1,800,000
46	Conservation Department	Byamugisha Fred	00168	Head Ranger	UWA/08	1,000,000	12,000,000	1,800,000
47	Conservation Department	Kulu Haruna Kirya	00169	Warden	UWA/06	2,105,600	25,267,200	3,790,080
48	Conservation Department	Oryem Martin	00170	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
49	Financial Services	Kunihira Edith	00174	Secretary	UWA/07	1,370,000	16,440,000	2,466,000
50	Conservation Department	Mwijutsya Gorette	00175	Secretary	UWA/07	1,370,000	16,440,000	2,466,000
51	Conservation Department	Kataribabo John Bosco	00178	Assistant Warden - Engineering	UWA/07	1,290,000	15,480,000	2,322,000
52	Conservation Department	Kabibi Elizabeth	00179	Room Attendant	UWA/012	540,000	6,480,000	972,000
53	Conservation Department	Balyanengwe Moses	00181	Seargent Major	UWA/08	1,000,000	12,000,000	1,800,000
54	Conservation Department	Enzama Modest	00183	Electrician	UWA/09	780,000	9,360,000	1,404,000
55	Conservation Department	Machati Joseph	00185	Seargent Major	UWA/08	1,000,000	12,000,000	1,800,000
56	Conservation Department	Muhangi John	00188	Warden	UWA/06	2,105,600	25,267,200	3,790,080
57	Conservation Department	Olanya Babu Bakhit	00192	Warden	UWA/06	1,971,200	23,654,400	3,548,160
58	Conservation Department	Okuta Charles	00193	Warden Law Enforcement	UWA/06	1,971,200	23,654,400	3,548,160

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
59	Tourism Development & Business Services	Kaphu George	00195	Head Guide	UWA/08	1,000,000	12,000,000	1,800,000
60	Conservation Department	Ochan Alfred	00196	Assistant Warden	UWA/07	1,290,000	15,480,000	2,322,000
61	Tourism Development & Business Services	Aderubo Dennis	00199	Seargent Major	UWA/08	1,000,000	12,000,000	1,800,000
62	Tourism Development & Business Services	Kwezi James Muranzi	00203	Ranger Guide	UWA/09	780,000	9,360,000	1,404,000
63	Tourism Development & Business Services	Odoc Wangkala Lukobo	00204	Ranger Guide	UWA/09	780,000	9,360,000	1,404,000
64	Conservation Department	Ndaru Rose	00214	Copy Typist	UWA/09	780,000	9,360,000	1,404,000
65	Finance and Administration	Busingye Jannet	00215	Senior Warden Accounts	UWA/05/B	2,721,600	32,659,200	4,898,880
66	Conservation Department	Kyasiimire Sarah	00216	Information Clerk	UWA/08	950,000	11,400,000	1,710,000
67	Finance and Administration	Mwigarire Edith	00217	Warden Accounts	UWA/06	2,105,600	25,267,200	3,790,080
68	Conservation Department	Ojovile Gift	00227	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
69	Conservation Department	Twesiime Stephenson	00228	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
70	Conservation Department	Okumu Alex Paboo	00229	Private Ranger	UWA/012	540,000	6,480,000	972,000
71	Conservation Department	Muzamil Taban	00231	Private Ranger	UWA/012	540,000	6,480,000	972,000
72	Conservation Department	Ocamo John	00233	Corporal	UWA/010	680,000	8,160,000	1,224,000
73	Conservation Department	GUMA SCOT	00234	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
74	Conservation Department	Okot Richard	00236	Seargent Ranger	UWA/09	760,000	9,120,000	1,368,000
75	Conservation Department	Otim Denis Mandela	00240	Seargent Major	UWA/08	1,000,000	12,000,000	1,800,000
76	Conservation Department	Lotukei Isaac	00243	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
77	Conservation Department	Lotipo John Bosco	00250	Private Ranger	UWA/012	540,000	6,480,000	972,000
78	Conservation Department	Lokiru Raphael	00252	Private Ranger	UWA/012	540,000	6,480,000	972,000
79	Conservation Department	Abura John MATEMO	00256	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
80	Conservation Department	Logwe Alfred	00257	Corporal	UWA/010	680,000	8,160,000	1,224,000
81	Conservation Department	Mamawi Lawrence	00260	Private Ranger	UWA/012	540,000	6,480,000	972,000
82	Conservation Department	Bua George	00266	Head Ranger	UWA/08	1,000,000	12,000,000	1,800,000
83	Conservation Department	Kaahwa Stephen	00269	Private Ranger	UWA/012	540,000	6,480,000	972,000
84	Conservation Department	Salim Mohammed	00274	Driver	UWA/09	780,000	9,360,000	1,404,000
85	Conservation Department	Achia Emmy	00275	Private Ranger	UWA/012	540,000	6,480,000	972,000
86	Conservation Department	Angai Robert	00276	Private Ranger	UWA/012	540,000	6,480,000	972,000
87	Conservation Department	Asio Juliet	00283	Private Ranger	UWA/012	540,000	6,480,000	972,000
88	Conservation Department	Checherima Susan	00284	Private Ranger	UWA/012	540,000	6,480,000	972,000
89	Conservation Department	Ekuwam Zackariah	00285	Private Ranger	UWA/012	540,000	6,480,000	972,000
90	Conservation Department	Emoso Abdul	00286	Private Ranger	UWA/012	540,000	6,480,000	972,000
91	Conservation Department	Iryama Raphael	00288	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
92	Conservation Department	Lodonga Joseph	00290	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
93	Conservation Department	Lodim Simon	00291	Seargent Major	UWA/08	1,000,000	12,000,000	1,800,000
94	Conservation Department	Logwe Abraham	00292	Private Ranger	UWA/012	540,000	6,480,000	972,000
95	Conservation Department	Loumo Paul	00301	Private Ranger	UWA/012	540,000	6,480,000	972,000
96	Conservation Department	Chelimo Barnith Irene	00306	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
97	Conservation Department	Opio Sam	00310	Ranger/Driver	UWA/09	780,000	9,360,000	1,404,000
98	Conservation Department	Okwamo Pius	00311	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
99	Conservation Department	Thembo James	00314	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
100	Conservation Department	Baita Mary	00316	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
101	Conservation Department	Matsipa Emmanuel	00317	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
102	Conservation Department	Kahwa Adolf SIRYAKO	00319	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
103	Conservation Department	Mukama Muhereza Laston	00323	Seargent Major	UWA/08	1,000,000	12,000,000	1,800,000
104	Conservation Department	Bukombi Misaki	00324	Private Ranger	UWA/012	540,000	6,480,000	972,000
105	Conservation Department	Kweyamba Esau	00327	Private Ranger	UWA/012	540,000	6,480,000	972,000
106	Conservation Department	Baluku Gideon	00328	Private Ranger	UWA/012	540,000	6,480,000	972,000
107	Conservation Department	Bwambale Moses	00329	Private Ranger	UWA/012	540,000	6,480,000	972,000
108	Conservation Department	Muhindo Stephen B	00331	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
109	Conservation Department	Kobwemi Willington	00333	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
110	Conservation Department	Kabagenyi Jesca	00336	Ranger Guide	UWA/010	680,000	8,160,000	1,224,000
111	Conservation Department	Yongiri Tadeo	00339	Ranger Guide	UWA/010	680,000	8,160,000	1,224,000
112	Conservation Department	September Alfred	00341	Private Ranger	UWA/012	540,000	6,480,000	972,000
113	Conservation Department	Bamwitira Bernard	00344	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
114	Conservation Department	Bakecura Peter	00345	Seargent Major	UWA/08	1,000,000	12,000,000	1,800,000
115	Conservation Department	Kibwindi Moses	00346	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
116	Executive Director Office	Mpigwa Francis	00348	Seargent Major	UWA/08	1,000,000	12,000,000	1,800,000
117	Conservation Department	Obong Marobo	00350	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
118	Conservation Department	Ogwete Augustine	00351	Senior Driver	UWA/08	1,000,000	12,000,000	1,800,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
119	Conservation Department	Mubunga Ezekiel	00353	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
120	Conservation Department	Busesi Stephen Kisembo	00354	Private Ranger	UWA/012	540,000	6,480,000	972,000
121	Conservation Department	Adule Christine	00355	Private Ranger	UWA/012	540,000	6,480,000	972,000
122	Conservation Department	Pilot Claude	00356	Private Ranger	UWA/012	540,000	6,480,000	972,000
123	Conservation Department	Thembo Boaz	00357	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
124	Conservation Department	Kisuki Jockus	00358	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
125	Conservation Department	Muhindo Simon	00360	Seargent Major	UWA/08	1,000,000	12,000,000	1,800,000
126	Conservation Department	Kasighalire Patrick	00361	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
127	Conservation Department	Bwambale Elishar	00362	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
128	Executive Director Office	Bagheni Selvest	00364	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
129	Conservation Department	Bwambale Emmanuel	00366	Private Ranger	UWA/012	540,000	6,480,000	972,000
130	Conservation Department	Muhindo Anasezi	00368	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
131	Conservation Department	Biira Jemimah	00369	Private Ranger	UWA/012	540,000	6,480,000	972,000
132	Conservation Department	Mumbere George	00371	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
133	Conservation Department	Musoki Jane	00372	Private Ranger	UWA/012	540,000	6,480,000	972,000
134	Conservation Department	Maate Joseph Maliyamungu	00373	Private Ranger	UWA/012	540,000	6,480,000	972,000
135	Conservation Department	Kabethe Robert	00374	Private Ranger	UWA/012	540,000	6,480,000	972,000
136	Conservation Department	Makwano Josiah	00376	Corporal Ranger	UWA/010	640,000	7,680,000	1,152,000
137	Conservation Department	Mbabazi Ruth	00379	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
138	Conservation Department	Tumusabe Milton	00380	Private Ranger	UWA/012	540,000	6,480,000	972,000
139	Conservation Department	Mugabe Michael	00381	Private Ranger	UWA/012	540,000	6,480,000	972,000
140	Conservation Department	Mugisha Anthony	00382	Private Ranger	UWA/012	540,000	6,480,000	972,000
141	Conservation Department	Muperu Moses	00385	Private Ranger	UWA/012	540,000	6,480,000	972,000
142	Conservation Department	Bwambale Noah	00387	Private Ranger	UWA/012	540,000	6,480,000	972,000
143	Conservation Department	Thembo Elisha	00390	Private Ranger	UWA/012	540,000	6,480,000	972,000
144	Conservation Department	Masereka Tofiro	00391	Private Ranger	UWA/012	540,000	6,480,000	972,000
145	Conservation Department	Linalyogha Andrew Mbusa	00393	Private Ranger	UWA/012	540,000	6,480,000	972,000
146	Tourism Development & Business Services	Kyamukama Silver	00395	Ranger Guide	UWA/010	680,000	8,160,000	1,224,000
147	Tourism Development & Business Services	Mulekensi Godson	00396	Ranger Guide	UWA/010	680,000	8,160,000	1,224,000
148	Tourism Development & Business Services	Tindyebwa Ronald	00397	Assistant Warden Tourism	UWA/07	1,210,000	14,520,000	2,178,000
149	Tourism Development & Business Services	Byaruhanga Astone	00401	Ranger Guide	UWA/010	680,000	8,160,000	1,224,000
150	Tourism Development & Business Services	Isiagi Vincent	00402	Ranger Guide	UWA/010	680,000	8,160,000	1,224,000
151	Conservation Department	Kirungi Gerald	00403	Ranger Guide	UWA/010	680,000	8,160,000	1,224,000
152	Tourism Development & Business Services	Imalingat Ruth	00404	Ranger Guide	UWA/010	680,000	8,160,000	1,224,000
153	Tourism Development & Business Services	Mworozi Johnson	00405	Seargent Ranger	UWA/09	760,000	9,120,000	1,368,000
154	Conservation Department	Sahirwe Sylvanus	00408	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
155	Conservation Department	Turinawe Charles	00410	Ranger Guide	UWA/010	680,000	8,160,000	1,224,000
156	Conservation Department	Musinguzi David	00414	Seargent Ranger	UWA/09	760,000	9,120,000	1,368,000
157	Conservation Department	Mugisa John	00415	Corporal	UWA/010	680,000	8,160,000	1,224,000
158	Conservation Department	Magezi Sunlight	00417	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
159	Conservation Department	Birungi William	00419	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
160	Conservation Department	Muhindo Simon	00422	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
161	Conservation Department	Kindi Deogratius	00423	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
162	Conservation Department	Basighaniya Jophes	00424	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
163	Conservation Department	Kananura Robert	00426	Private Ranger	UWA/012	540,000	6,480,000	972,000
164	Conservation Department	Ndora Amosi	00427	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
165	Conservation Department	Akugizibwe Patrick	00430	Corporal Ranger	UWA/010	660,000	7,920,000	1,188,000
166	Conservation Department	Abaho Noel	00432	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
167	Executive Director Office	Kachwante Charles	00438	Corporal	UWA/010	680,000	8,160,000	1,224,000
168	Tourism Development & Business Services	Ojang Patrick John	00440	Room Attendant	UWA/012	540,000	6,480,000	972,000
169	Conservation Department	Katungwensi Alex	00443	Seargent Major	UWA/08	1,000,000	12,000,000	1,800,000
170	Conservation Department	Egiru Ezekiel	00446	Private Ranger	UWA/011	590,000	7,080,000	1,062,000
171	Conservation Department	Tumwesigye Elly	00449	Seargent Major	UWA/08	950,000	11,400,000	1,710,000
172	Conservation Department	Ahaisibwe Tadeo	00450	Private Ranger	UWA/012	540,000	6,480,000	972,000
173	Conservation Department	Mugamba Gordon	00453	Private Ranger	UWA/012	540,000	6,480,000	972,000
174	Conservation Department	BAGUMA Gad	00455	Driver	UWA/09	780,000	9,360,000	1,404,000
175	Conservation Department	Shaban Taban	00459	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
176	Conservation Department	Ndayakunze Sunday	00460	Assistant Warden	UWA/07	1,290,000	15,480,000	2,322,000
177	Conservation Department	Ntibarikure Godfrey	00462	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
178	Conservation Department	Nsaba Deo	00464	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
179	Conservation Department	Bujakera Eriya	00465	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
180	Conservation Department	Bizimana Lawrence	00466	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
181	Conservation Department	Byamugisha Benjamin	00467	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
182	Conservation Department	Karyamarwaki Benon	00468	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
183	Conservation Department	Munyankindi David	00469	Private Ranger	UWA/012	540,000	6,480,000	972,000
184	Conservation Department	Turyagyenda David	00471	Private Ranger	UWA/012	540,000	6,480,000	972,000
185	Conservation Department	Ntibiringirwa Joseph	00473	Corporal Ranger	UWA/010	660,000	7,920,000	1,188,000
186	Tourism Development & Business Services	Makwengere George	00476	Tracker/Porter	UWA/012	530,000	6,360,000	954,000
187	Tourism Development & Business Services	Rwamuhanda Levi	00479	Sergeant Major	UWA/08	900,000	10,800,000	1,620,000
188	Tourism Development & Business Services	Migyisha Stephen	00480	Ranger Guide	UWA/010	680,000	8,160,000	1,224,000
189	Tourism Development & Business Services	Tumugabirwe Medad Christopher	00482	Ranger Guide	UWA/010	680,000	8,160,000	1,224,000
190	Conservation Department	Busiku James	00485	Warden	UWA/06	1,836,800	22,041,600	3,306,240
191	Conservation Department	Twinomugisha Deusdedit	00488	Assistant Warden	UWA/07	1,290,000	15,480,000	2,322,000
192	Conservation Department	Mbonigaba Silver	00492	Ranger Tracker	UWA/011	590,000	7,080,000	1,062,000
193	Tourism Development & Business Services	Mwesigwa Amos	00498	Ranger Tracker	UWA/012	540,000	6,480,000	972,000
194	Tourism Development & Business Services	Kanyangyeo Gadi	00499	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
195	Tourism Development & Business Services	Tumwebaze Joseph	00500	Ranger Tracker	UWA/011	590,000	7,080,000	1,062,000
196	Conservation Department	Kanyonyi Benson	00504	Lance Corporal	UWA/011	680,000	8,160,000	1,224,000
197	Conservation Department	Masinde Geoffery	00506	Driver	UWA/09	780,000	9,360,000	1,404,000
198	Conservation Department	Zirimu Richard	00509	Private Ranger	UWA/012	540,000	6,480,000	972,000
199	Conservation Department	Friday Edward	00510	Private Ranger	UWA/011	590,000	7,080,000	1,062,000
200	Conservation Department	Tumwujukye Evaristo	00511	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
201	Conservation Department	Tumwesigye Silver	00512	Private Ranger	UWA/012	540,000	6,480,000	972,000
202	Conservation Department	Twesigye Silver	00513	Private Ranger	UWA/012	540,000	6,480,000	972,000
203	Conservation Department	Magara Polito	00514	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
204	Conservation Department	Byarugaba Ignatius	00515	Private Ranger	UWA/012	540,000	6,480,000	972,000
205	Conservation Department	Tumwesigye Ignatius	00516	Private Ranger	UWA/012	540,000	6,480,000	972,000
206	Conservation Department	Muhwezi Silverio	00518	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
207	Conservation Department	Ntabaresha Anthony	00520	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
208	Conservation Department	Tumwebembeze Eric	00521	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
209	Conservation Department	Musinguzi Alex	00524	Private Ranger	UWA/012	540,000	6,480,000	972,000
210	Conservation Department	Mutambuzi Edward	00526	Private Ranger	UWA/012	540,000	6,480,000	972,000
211	Conservation Department	Twinomujuni Felex	00527	Private Ranger	UWA/012	540,000	6,480,000	972,000
212	Conservation Department	Banshobeza Stanley	00531	Private Ranger	UWA/012	540,000	6,480,000	972,000
213	Conservation Department	Ayupa Susan	00536	Information Clerk	UWA/09	780,000	9,360,000	1,404,000
214	Conservation Department	Chelangat Alfred Barsikaka	00538	Sergeant Major	UWA/08	1,000,000	12,000,000	1,800,000
215	Conservation Department	Wasike Joseph	00539	Sergeant Major	UWA/08	1,000,000	12,000,000	1,800,000
216	Conservation Department	Okello Jonai	00541	Sergeant Ranger	UWA/09	780,000	9,360,000	1,404,000
217	Conservation Department	Erone Christine	00543	Secretary	UWA/07	1,210,000	14,520,000	2,178,000
218	Tourism Development & Business Services	Nebudo William	00545	Porter	UWA/013	340,000	4,080,000	612,000
219	Conservation Department	Gimei Wilson	00546	Porter	UWA/013	340,000	4,080,000	612,000
220	Conservation Department	Wasagami Wilson	00550	Private Ranger	UWA/012	540,000	6,480,000	972,000
221	Conservation Department	Wakameri Peter	00552	Private Ranger	UWA/012	540,000	6,480,000	972,000
222	Conservation Department	Kitiyo Martin Cherop	00553	Private Ranger	UWA/012	540,000	6,480,000	972,000
223	Conservation Department	Kitiyo Mike Chemonges	00555	Private Ranger	UWA/012	540,000	6,480,000	972,000
224	Conservation Department	Mwanga Patrick	00556	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
225	Conservation Department	Masaba Milton	00557	Private Ranger	UWA/012	540,000	6,480,000	972,000
226	Conservation Department	Chekwel Mike	00558	Private Ranger	UWA/012	540,000	6,480,000	972,000
227	Conservation Department	Muzofu Francis	00559	Private Ranger	UWA/012	540,000	6,480,000	972,000
228	Conservation Department	Adyang Tom	00560	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
229	Conservation Department	Kapsegeyey Joseph Satya	00565	Sergeant Ranger	UWA/09	780,000	9,360,000	1,404,000
230	Conservation Department	Kuloba Vincent	00566	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
231	Conservation Department	Abuli George	00567	Private Ranger	UWA/012	540,000	6,480,000	972,000
232	Conservation Department	Chemonges Salim Abubakar	00568	Private Ranger	UWA/012	540,000	6,480,000	972,000
233	Conservation Department	Chemonges Abdulaziz	00569	Private Ranger	UWA/012	540,000	6,480,000	972,000
234	Conservation Department	Sunday Joseph	00571	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
235	Conservation Department	Salim Bukose Alex	00572	Corporal Ranger	UWA/010	640,000	7,680,000	1,152,000
236	Conservation Department	Kasooli Moses	00574	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
237	Conservation Department	Namisi Christopher	00577	Private Ranger	UWA/012	540,000	6,480,000	972,000
238	Conservation Department	Logwetei Anjello	00579	Administrative Clerk	UWA/08	1,000,000	12,000,000	1,800,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
239	Conservation Department	Ojera James	00588	Sergeant Major	UWA/08	1,000,000	12,000,000	1,800,000
240	Conservation Department	Naluma Paul	00590	Private Ranger	UWA/012	540,000	6,480,000	972,000
241	Conservation Department	Loita Philip	00592	Radio Operator	UWA/011	590,000	7,080,000	1,062,000
242	Conservation Department	Abil Georfrey	00593	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
243	Conservation Department	Apei Galdino	00596	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
244	Conservation Department	Chillameri Mario	00601	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
245	Conservation Department	Chorima Paul	00603	Sergeant Ranger	UWA/09	780,000	9,360,000	1,404,000
246	Conservation Department	Ilukol Gabriel	00606	Private Ranger	UWA/012	540,000	6,480,000	972,000
247	Conservation Department	Lochilla John Richard	00610	Sergeant Ranger	UWA/09	760,000	9,120,000	1,368,000
248	Conservation Department	Lokima David	00616	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
249	Conservation Department	Lotyang Hillary	00619	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
250	Conservation Department	Lyamoe John	00621	Private Ranger	UWA/012	540,000	6,480,000	972,000
251	Conservation Department	Okech Mario	00626	Private Ranger	UWA/012	540,000	6,480,000	972,000
252	Conservation Department	Okiring David	00627	Assistant Warden	UWA/07	1,050,000	12,600,000	1,890,000
253	Conservation Department	Oluka James	00629	Private Ranger	UWA/012	540,000	6,480,000	972,000
254	Conservation Department	Oyite Jasper	00633	Head Ranger	UWA/08	1,000,000	12,000,000	1,800,000
255	Conservation Department	Angella Robinson Kilama	00634	Private Ranger	UWA/012	540,000	6,480,000	972,000
256	Conservation Department	Lotuk Bernard	00643	Corporal	UWA/010	660,000	7,920,000	1,188,000
257	Conservation Department	Lokidorimoe Lotyang	00653	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
258	Conservation Department	Lochan Phillip	00659	Private Ranger	UWA/012	540,000	6,480,000	972,000
259	Conservation Department	Kiiza Thomas	00664	W/Pump Attendant	UWA/011	590,000	7,080,000	1,062,000
260	Conservation Department	Turyagyenda Enock	00665	Watchman	UWA/011	590,000	7,080,000	1,062,000
261	Conservation Department	Bakabaza Gideon	00669	W/Pump Attendant	UWA/011	590,000	7,080,000	1,062,000
262	Conservation Department	Kayondo Wilson	00671	Driver	UWA/09	780,000	9,360,000	1,404,000
263	Conservation Department	Basimaki Augustine	00673	Private Ranger	UWA/012	540,000	6,480,000	972,000
264	Conservation Department	Mwanje Abubakar	00675	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
265	Conservation Department	Mugyenyl Benon	00676	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
266	Conservation Department	Rom Charles	00679	Private Ranger	UWA/012	540,000	6,480,000	972,000
267	Conservation Department	Rusoke David	00683	Private Ranger	UWA/012	540,000	6,480,000	972,000
268	Conservation Department	Kavuma Ernest	00685	Sergeant Ranger	UWA/09	760,000	9,120,000	1,368,000
269	Conservation Department	Magezi Emmanuel	00686	Private Ranger	UWA/011	590,000	7,080,000	1,062,000
270	Conservation Department	Twinomujuni Francis	00690	Private Ranger	UWA/011	590,000	7,080,000	1,062,000
271	Conservation Department	Kamahanga John	00696	Private Ranger	UWA/012	540,000	6,480,000	972,000
272	Conservation Department	Kiiza James	00697	Sergeant Ranger	UWA/09	760,000	9,120,000	1,368,000
273	Conservation Department	Mahesi John Kiiza	00698	Sergeant Ranger	UWA/09	760,000	9,120,000	1,368,000
274	Conservation Department	Otim Richard	00708	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
275	Conservation Department	Kinene Godfrey Tebya	00711	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
276	Conservation Department	Hakiiri Wellen	00713	Private Ranger	UWA/012	540,000	6,480,000	972,000
277	Tourism Development & Business Services	Oruhingurine Edward	00717	Porter	UWA/013	340,000	4,080,000	612,000
278	Conservation Department	Nuwabine Frank	00718	Driver	UWA/09	780,000	9,360,000	1,404,000
279	Tourism Development & Business Services	Bakaitwa Medard	00721	Porter	UWA/013	340,000	4,080,000	612,000
280	Conservation Department	Busingye Milton	00722	Porter	UWA/013	340,000	4,080,000	612,000
281	Conservation Department	Namara Christine	00725	Office Attendant	UWA/011	590,000	7,080,000	1,062,000
282	Conservation Department	Atuma Francis	00726	Mechanic	UWA/09	780,000	9,360,000	1,404,000
283	Conservation Department	Tekakwo Omar	00727	Mechanic	UWA/09	780,000	9,360,000	1,404,000
284	Conservation Department	Adiga Stephen	00728	Mechanic	UWA/09	780,000	9,360,000	1,404,000
285	Conservation Department	Otuda Stephen	00729	Senior Mechanic	UWA/08	1,000,000	12,000,000	1,800,000
286	Conservation Department	Omedel Samson	00731	Mason	UWA/013	340,000	4,080,000	612,000
287	Conservation Department	Biryahamutima Cypriano	00733	Lance Corporal	UWA/010	680,000	8,160,000	1,224,000
288	Conservation Department	Ochen Geoffrey	00734	Sergeant Ranger	UWA/09	760,000	9,120,000	1,368,000
289	Conservation Department	Amuriat Michael	00737	Sergeant Ranger	UWA/09	760,000	9,120,000	1,368,000
290	Tourism Development & Business Services	Twimukye Godfrey	00743	Ranger Guide	UWA/09	780,000	9,360,000	1,404,000
291	Tourism Development & Business Services	Okwel Janet	00745	Sergeant Major	UWA/08	1,000,000	12,000,000	1,800,000
292	Tourism Development & Business Services	Tushabe Venantius	00751	Ranger Guide	UWA/09	780,000	9,360,000	1,404,000
293	Tourism Development & Business Services	Busingye Proscovia	00758	Hostel Attendant	UWA/012	540,000	6,480,000	972,000
294	Finance and Administration	Kambasu Joram	00763	Assistant Warden Accounts	UWA/07	1,130,000	13,560,000	2,034,000
295	Conservation Department	Achoroi John Peter	00765	Sergeant Major	UWA/08	1,000,000	12,000,000	1,800,000
296	Conservation Department	Olaa Noel Bongomin	00768	Coxwain	UWA/09	780,000	9,360,000	1,404,000
297	Conservation Department	Oiko John James	00769	Coxwain	UWA/09	780,000	9,360,000	1,404,000
298	Conservation Department	Lotyang Michael Lomong	00773	Sergeant Ranger	UWA/09	780,000	9,360,000	1,404,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
299	Conservation Department	Basusu Solomon	00774	Sergeant Ranger	UWA/09	780,000	9,360,000	1,404,000
300	Conservation Department	Ruhweza David	00775	Carpenter	UWA/012	540,000	6,480,000	972,000
301	Conservation Department	Uma Robinson	00779	Deckhand	UWA/011	590,000	7,080,000	1,062,000
302	Conservation Department	Opiro William	00784	Sergeant Ranger	UWA/09	780,000	9,360,000	1,404,000
303	Conservation Department	Pichan John Martin	00785	Sergeant Major	UWA/08	1,000,000	12,000,000	1,800,000
304	Conservation Department	Jalobo Charles	00788	Sergeant Major	UWA/08	950,000	11,400,000	1,710,000
305	Conservation Department	Nyero Yokodino	00791	Coxwain	UWA/09	780,000	9,360,000	1,404,000
306	Conservation Department	Bagonza William	00804	Senior Driver	UWA/08	1,000,000	12,000,000	1,800,000
307	Conservation Department	Mugenyi Emmanuel	00807	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
308	Conservation Department	Openyho Ghasim	00809	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
309	Conservation Department	Angei Zamzam	00810	Secretary	UWA/07	1,370,000	16,440,000	2,466,000
310	Conservation Department	Waako Innocent	00811	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
311	Conservation Department	Bakhit Ali Sheik	00812	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
312	Conservation Department	Olanya David	00816	Ferry Operator	UWA/09	780,000	9,360,000	1,404,000
313	Conservation Department	Gilla Robert	00824	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
314	Conservation Department	Ocerbengu Simon	00825	Sergeant Major	UWA/08	1,000,000	12,000,000	1,800,000
315	Conservation Department	Ojara Welborn	00826	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
316	Conservation Department	Opio Joseph Pacutho	00827	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
317	Conservation Department	Etodra Chiriako	00829	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
318	Conservation Department	Owani Alfred	00835	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
319	Conservation Department	Adiyocan Francis	00836	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
320	Conservation Department	Mugenzi Emmanuel	00837	Mason	UWA/012	540,000	6,480,000	972,000
321	Conservation Department	Cankobuko Celsius	00840	Assistant Warden - Engineering	UWA/07	1,370,000	16,440,000	2,466,000
322	Conservation Department	Alur Margaret	00844	Office Attendant	UWA/011	590,000	7,080,000	1,062,000
323	Tourism Development & Business Services	Berocan Peter	00845	Coxwain	UWA/010	680,000	8,160,000	1,224,000
324	Conservation Department	Akelo Silvia	00852	Corporal	UWA/010	660,000	7,920,000	1,188,000
325	Conservation Department	Jalobo Simeo	00857	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
326	Conservation Department	Jumanywal Alex Juma	00858	Private Ranger	UWA/012	540,000	6,480,000	972,000
327	Conservation Department	Masendi Pius	00861	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
328	Conservation Department	Odong Kajumba	00865	Tractor Driver	UWA/09	780,000	9,360,000	1,404,000
329	Conservation Department	Ogweng Francis	00868	Private Ranger	UWA/012	540,000	6,480,000	972,000
330	Conservation Department	Okethi Michael	00869	Private Ranger	UWA/012	540,000	6,480,000	972,000
331	Conservation Department	Olur Michael	00871	Private Ranger	UWA/012	540,000	6,480,000	972,000
332	Conservation Department	Okethiwengu Paul	00882	Private Ranger	UWA/012	540,000	6,480,000	972,000
333	Conservation Department	Taban Richard	00883	Private Ranger	UWA/012	540,000	6,480,000	972,000
334	Conservation Department	Okumu Alfred Ayere	00886	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
335	Conservation Department	Opio Christopher	00888	Private Ranger	UWA/012	540,000	6,480,000	972,000
336	Conservation Department	Wilembe John	00889	Private Ranger	UWA/012	540,000	6,480,000	972,000
337	Conservation Department	Olweny Modesto	00890	Sergeant Major	UWA/08	1,000,000	12,000,000	1,800,000
338	Conservation Department	Mugumba Charles	00891	Private Ranger	UWA/012	540,000	6,480,000	972,000
339	Conservation Department	Okumu Philip Obbo	00895	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
340	Conservation Department	Khaukwa Francis	00896	Private Ranger	UWA/012	540,000	6,480,000	972,000
341	Conservation Department	Aporo Joel	00897	Private Ranger	UWA/012	540,000	6,480,000	972,000
342	Conservation Department	Arido John Bosco	00900	Private Ranger	UWA/012	540,000	6,480,000	972,000
343	Conservation Department	Noon Ali	00902	Private Ranger	UWA/012	540,000	6,480,000	972,000
344	Conservation Department	Owinja Faustino	00913	Private Ranger	UWA/012	540,000	6,480,000	972,000
345	Conservation Department	Natti John	00915	Sergeant Ranger	UWA/09	760,000	9,120,000	1,368,000
346	Conservation Department	Ndozereho Tegrasi	00920	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
347	Conservation Department	Okello Micheal	00923	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
348	Conservation Department	Mugisha Duncan	00924	Private Ranger	UWA/012	540,000	6,480,000	972,000
349	Conservation Department	Ayela Geoffrey	00926	Sergeant Ranger	UWA/09	760,000	9,120,000	1,368,000
350	Conservation Department	Ocaya Richard	00927	Private Ranger	UWA/012	540,000	6,480,000	972,000
351	Conservation Department	Juma Muhamad	00932	Sergeant Major	UWA/08	1,000,000	12,000,000	1,800,000
352	Conservation Department	Obwona Julius	00933	Warden	UWA/06	2,105,600	25,267,200	3,790,080
353	Conservation Department	Obila Simon Peter	00934	Sergeant Major	UWA/08	1,000,000	12,000,000	1,800,000
354	Conservation Department	Adong Margret	00941	Sergeant Ranger	UWA/09	780,000	9,360,000	1,404,000
355	Conservation Department	Musinguzi Robert	00942	Stores Clerk	UWA/09	780,000	9,360,000	1,404,000
356	Conservation Department	Oryema Nestore	00943	Stores Clerk	UWA/09	780,000	9,360,000	1,404,000
357	Tourism Development & Business Services	Acen Beatrice	00952	Information Clerk	UWA/08	1,000,000	12,000,000	1,800,000
358	Conservation Department	Okot Festo	00955	Radio Operator	UWA/08	1,000,000	12,000,000	1,800,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
359	Conservation Department	Itima Wilson	00958	Senior Driver	UWA/08	1,000,000	12,000,000	1,800,000
360	Finance and Administration	Atim Betty Otile	00961	Senior Warden	UWA/06	2,318,400	27,820,800	4,173,120
361	Tourism Development & Business Services	Busulwa Benedict	00962	Office Messenger	UWA/08	1,000,000	12,000,000	1,800,000
362	Conservation Department	Ganda Albert	00965	Staff Seagent	UWA/08	1,000,000	12,000,000	1,800,000
363	Executive Director Office	Opale Raymond	00966	Staff Seagent	UWA/08	1,000,000	12,000,000	1,800,000
364	Conservation Department	Ngabirano Gershom	00969	Senior Driver	UWA/08	1,000,000	12,000,000	1,800,000
365	Conservation Department	Egau Francis	00972	Seargent Ranger	UWA/09	760,000	9,120,000	1,368,000
366	Conservation Department	Modo Christopher	00973	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
367	Conservation Department	Menya Dominic	00974	Private Ranger	UWA/012	540,000	6,480,000	972,000
368	Conservation Department	Eculu Simon	00976	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
369	Conservation Department	Kibonge Alex	00983	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
370	Conservation Department	Mondrane Bruno	00984	Driver	UWA/09	780,000	9,360,000	1,404,000
371	Conservation Department	Matsiko Moses	00986	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
372	Conservation Department	Okello Richard	00987	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
373	Conservation Department	Katwaza Lauben	00988	Coxwain	UWA/09	740,000	8,880,000	1,332,000
374	Conservation Department	Murinda Michael	00990	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
375	Conservation Department	Arabuzza Morreen	00991	Seargent Ranger	UWA/09	760,000	9,120,000	1,368,000
376	Conservation Department	Buregyeya William	01001	Ranger Tracker	UWA/012	540,000	6,480,000	972,000
377	Tourism Development & Business Services	Kumanyibwa Jeremiah	01003	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
378	Conservation Department	Mudde Henry	01007	Private Ranger	UWA/012	540,000	6,480,000	972,000
379	Conservation Department	Geriga Michael Drilliga	01008	Driver	UWA/09	780,000	9,360,000	1,404,000
380	Conservation Department	Mazune Mike	01010	Private Ranger	UWA/012	540,000	6,480,000	972,000
381	Conservation Department	Muzaale Patrick	01013	Sgt.Radio Operator	UWA/09	780,000	9,360,000	1,404,000
382	Conservation Department	Barongo Nicholas	01030	Driver	UWA/09	780,000	9,360,000	1,404,000
383	Conservation Department	Lotyang Max Ben	01047	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
384	Conservation Department	Lemu Samuel Lokiru	01049	Private Ranger	UWA/012	540,000	6,480,000	972,000
385	Conservation Department	Okello Benson	01051	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
386	Conservation Department	Akorongimoe Philip	01054	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
387	Conservation Department	Loware Samuel . S	01056	Corporal Ranger	UWA/010	660,000	7,920,000	1,188,000
388	Conservation Department	Lopeyo John	01060	Clerk	UWA/08	800,000	9,600,000	1,440,000
389	Conservation Department	Opira Alfred	01061	Private Ranger	UWA/012	540,000	6,480,000	972,000
390	Conservation Department	Logwe Hillary	01065	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
391	Conservation Department	Ngura Joseph	01067	Private Ranger	UWA/012	540,000	6,480,000	972,000
392	Conservation Department	Nangiro Reuben	01068	Private Ranger	UWA/012	540,000	6,480,000	972,000
393	Conservation Department	Losike Paul	01069	Private Ranger	UWA/012	540,000	6,480,000	972,000
394	Conservation Department	Mutabazi Annah	01077	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
395	Conservation Department	Nakyesa Harriet Bahemuka	01079	Forest Clerk	UWA/09	780,000	9,360,000	1,404,000
396	Conservation Department	Oshabe Norris	01081	Driver	UWA/09	780,000	9,360,000	1,404,000
397	Executive Director Office	Ochen Richard	01085	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
398	Conservation Department	Nambuba Cornelius	01087	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
399	Conservation Department	Lwanga Festo	01092	Senior Warden	UWA/05B	2,452,800	29,433,600	4,415,040
400	Conservation Department	Esomu Francis	01093	Driver	UWA/09	780,000	9,360,000	1,404,000
401	Finance and Administration	Ainomugisha Francis	01094	Warden Accounts	UWA/06	2,105,600	25,267,200	3,790,080
402	Conservation Department	Kambabazi Lydia	01095	Copy Typist	UWA/09	780,000	9,360,000	1,404,000
403	Conservation Department	Neema Robert	01098	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
404	Executive Director Office	Kabaraira Victoria Tumuhairwe	01106	Senior Warden	UWA/05B	2,452,800	29,433,600	4,415,040
405	Tourism Development & Business Services	Nakidde Agnes	01107	Warden Tourism	UWA/06	2,105,600	25,267,200	3,790,080
406	Conservation Department	Abitegeka Gerald	01110	Assistant Warden	UWA/07	1,290,000	15,480,000	2,322,000
407	Conservation Department	Twesigye Julius	01111	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
408	Conservation Department	Kazigati Norah Mbubi	01122	Seargent Ranger	UWA/09	760,000	9,120,000	1,368,000
409	Conservation Department	Katwesige Stella	01123	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
410	Conservation Department	Rukiza Moses Aleluya	01124	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
411	Conservation Department	Abeso Sarah	01125	Private Ranger	UWA/012	540,000	6,480,000	972,000
412	Conservation Department	Enyagu Nelson	01126	Assistant Warden - Law Enforcement	UWA/07	1,370,000	16,440,000	2,466,000
413	Conservation Department	Nsekanabo Vincent Isimbwa	01127	Seargent Ranger	UWA/09	760,000	9,120,000	1,368,000
414	Conservation Department	Maate John	01129	Private Ranger	UWA/012	540,000	6,480,000	972,000
415	Conservation Department	Muhereza Edson	01130	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
416	Conservation Department	Birenge Isaac	01131	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
417	Conservation Department	Tswerya Edson	01133	Assistant Warden	UWA/07	1,290,000	15,480,000	2,322,000
418	Conservation Department	Baluku Alimosi	01134	Private Ranger	UWA/012	540,000	6,480,000	972,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
419	Conservation Department	Aporo Emmanuel	01135	Private Ranger	UWA/012	540,000	6,480,000	972,000
420	Executive Director Office	Nyakato Brenda	01136	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
421	Conservation Department	Matovu Nicholas	01137	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
422	Conservation Department	Dhiwerera Samson	01138	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
423	Conservation Department	Salube Frank Ndigyaha	01141	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
424	Conservation Department	Basikania Abel	01145	Private Ranger	UWA/012	540,000	6,480,000	972,000
425	Conservation Department	Rwamba Hamid	01146	Private Ranger	UWA/012	540,000	6,480,000	972,000
426	Conservation Department	Maate Karusu Jackson	01149	Private Ranger	UWA/012	540,000	6,480,000	972,000
427	Conservation Department	Mbusa Solomon	01150	Corporal Ranger	UWA/010	660,000	7,920,000	1,188,000
428	Finance and Administration	Birungi Rosemary	01152	Warden Accounts	UWA/06	2,105,600	25,267,200	3,790,080
429	Conservation Department	Kuguma Esther	01154	Private Ranger	UWA/012	540,000	6,480,000	972,000
430	Conservation Department	Ogwete Jasper	01155	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
431	Conservation Department	Bainaomugisha John Fisher	01157	Private Ranger	UWA/012	540,000	6,480,000	972,000
432	Conservation Department	Ogwang Peter	01158	Warden Community Conservation	UWA/06	1,702,400	20,428,800	3,064,320
433	Conservation Department	Opeto Andrew	01159	Seargent Ranger	UWA/09	760,000	9,120,000	1,368,000
434	Conservation Department	Banaga Stephen	01160	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
435	Conservation Department	Gento Louis Biyik	01165	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
436	Conservation Department	Mucunguzi Arinaitwe	01166	Private Ranger	UWA/012	540,000	6,480,000	972,000
437	Finance and Administration	Muhindo Amos	01169	Warden Accounts	UWA/06	2,105,600	25,267,200	3,790,080
438	Finance and Administration	Omoding Stephenson	01170	Warden Accounts	UWA/06	2,105,600	25,267,200	3,790,080
439	Conservation Department	Bakebwa Ismael	01173	Corporal Ranger	UWA/010	660,000	7,920,000	1,188,000
440	Finance and Administration	Maani Robert	01174	Senior Warden Accounts	UWA/05B	2,587,200	31,046,400	4,656,960
441	Finance and Administration	Tumuhimbise Molly Mbabazi	01175	Assistant Warden Accounts	UWA/07	1,370,000	16,440,000	2,466,000
442	Conservation Department	Oleke Joseph	01177	Driver	UWA/09	780,000	9,360,000	1,404,000
443	Conservation Department	Africa Moses	01179	Warden	UWA/06	1,568,000	18,816,000	2,822,400
444	Conservation Department	Opido Jimmy	01180	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
445	Conservation Department	Bikongolyo Jackson	01181	Private Ranger	UWA/012	540,000	6,480,000	972,000
446	Conservation Department	Biira Dinah	01182	Private Ranger	UWA/012	540,000	6,480,000	972,000
447	Conservation Department	Aliqoi Joyce Juliet	01183	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
448	Conservation Department	Ahumuza Michael	01184	Private Ranger	UWA/012	540,000	6,480,000	972,000
449	Conservation Department	Okello Anthony	01185	Private Ranger	UWA/012	540,000	6,480,000	972,000
450	Conservation Department	Muthahinga Jane	01188	Seargent Major	UWA/08	1,000,000	12,000,000	1,800,000
451	Conservation Department	Wafana David Maswere	01189	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
452	Conservation Department	Tibesigwa Justus	01190	Private Ranger	UWA/012	540,000	6,480,000	972,000
453	Conservation Department	Sunday Frank	01192	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
454	Conservation Department	Namusoke Janat	01193	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
455	Conservation Department	Baluku Godfrey	01198	Private Ranger	UWA/012	540,000	6,480,000	972,000
456	Tourism Development & Business Services	Bruhan Taban	01199	Seargent Major	UWA/08	1,000,000	12,000,000	1,800,000
457	Conservation Department	Onika Henry Buzu	01200	Ranger Guide	UWA/09	780,000	9,360,000	1,404,000
458	Tourism Development & Business Services	Aguanya Charles Peterson	01201	Ranger Guide	UWA/09	780,000	9,360,000	1,404,000
459	Conservation Department	Japyem Christopher	01203	Spanner Boy	UWA/012	540,000	6,480,000	972,000
460	Conservation Department	Odyek Nelson	01204	Mechanic	UWA/010	680,000	8,160,000	1,224,000
461	Conservation Department	Imalingat Francis	01207	Private Ranger	UWA/012	540,000	6,480,000	972,000
462	Conservation Department	Muhumuza Jamson	01212	Private Ranger	UWA/012	540,000	6,480,000	972,000
463	Conservation Department	Mwesigwa Patrick	01214	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
464	Conservation Department	Muhindo Hussein F.	01222	Private Ranger	UWA/012	540,000	6,480,000	972,000
465	Conservation Department	Twinobusingye Godfrey	01223	Private Ranger	UWA/012	540,000	6,480,000	972,000
466	Tourism Development & Business Services	Nyamihanda Judith	01225	Hostel Attendant	UWA/012	540,000	6,480,000	972,000
467	Conservation Department	Kushemererwa Tadeo	01226	Driver	UWA/09	780,000	9,360,000	1,404,000
468	Conservation Department	Owoyesiga Bernard	01231	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
469	Conservation Department	Birenge Eve	01232	Ranger Guide	UWA/012	540,000	6,480,000	972,000
470	Tourism Development & Business Services	Turinawe Moses	01233	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
471	Finance and Administration	Opio Walter	01234	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
472	Conservation Department	Wambette Paul	01238	Private Ranger	UWA/012	540,000	6,480,000	972,000
473	Conservation Department	Muloni Moses	01241	Private Ranger	UWA/012	540,000	6,480,000	972,000
474	Conservation Department	Nasiru Isaac	01242	Private Ranger	UWA/012	540,000	6,480,000	972,000
475	Conservation Department	Musobo Tom	01243	Private Ranger	UWA/012	540,000	6,480,000	972,000
476	Conservation Department	Wamboza Tom	01245	Private Ranger	UWA/012	540,000	6,480,000	972,000
477	Conservation Department	Mwende Joseph	01246	Private Ranger	UWA/012	540,000	6,480,000	972,000
478	Conservation Department	Chemos Alfred	01247	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
479	Conservation Department	Somikwo Alex	01249	Private Ranger	UWA/012	540,000	6,480,000	972,000
480	Conservation Department	Gademba Wilberforce	01250	Private Ranger	UWA/012	540,000	6,480,000	972,000
481	Conservation Department	Drorugah Simon	01257	Ranger Guide	UWA/09	780,000	9,360,000	1,404,000
482	Conservation Department	Otikey Pabious Duli	01264	Warden	UWA/06	1,568,000	18,816,000	2,822,400
483	Conservation Department	Anying Pamela	01266	Senior Monitoring and Research Officer	UWA/05B	2,721,600	32,659,200	4,898,880
484	Conservation Department	Enyel Eric Morris	01269	Senior Warden Monitoring and Research	UWA/05B	2,721,600	32,659,200	4,898,880
485	Conservation Department	Muhabwe Richard Rugyenda	01270	Warden	UWA/06	2,105,600	25,267,200	3,790,080
486	Tourism Development & Business Services	Nakayenze Christine Lynn	01272	Warden	UWA/06	2,105,600	25,267,200	3,790,080
487	Conservation Department	Atimnedi Patrick	01274	Veterinary Coordinator	UWA/04/A	5,040,000	60,480,000	9,072,000
488	Conservation Department	Walimbwa Christopher Masaba	01275	Warden	UWA/06	1,971,200	23,654,400	3,548,160
489	Conservation Department	Dhabasadha Moses	01278	Warden	UWA/06	2,105,600	25,267,200	3,790,080
490	Tourism Development & Business Services	Tushabe Patrick	01279	Senior Warden	UWA/05B	2,721,600	32,659,200	4,898,880
491	Conservation Department	Rukidi Margaret	01281	Private Ranger	UWA/012	540,000	6,480,000	972,000
492	Conservation Department	Owor Thomas	01282	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
493	Finance and Administration	Oryema Moses Abdallah	01283	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
494	Conservation Department	Opio Jacob	01289	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
495	Conservation Department	Odong Charles	01291	Private Ranger	UWA/012	540,000	6,480,000	972,000
496	Tourism Development & Business Services	Emuron Julius	01292	Information Clerk	UWA/09	780,000	9,360,000	1,404,000
497	Conservation Department	Acellam Fred Okot	01295	Private Ranger	UWA/012	540,000	6,480,000	972,000
498	Conservation Department	Okurut John Simon	01297	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
499	Conservation Department	Lawoko Francis	01299	Private Ranger	UWA/012	540,000	6,480,000	972,000
500	Conservation Department	Anyama Robert	01308	Private Ranger	UWA/012	500,000	6,000,000	900,000
501	Conservation Department	Mamgbi Richard	01309	Private Ranger	UWA/012	540,000	6,480,000	972,000
502	Conservation Department	Berocan Thomas	01310	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
503	Conservation Department	Acema Godfrey	01311	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
504	Conservation Department	Dada Ahmed	01312	Seargent Major	UWA/08	1,000,000	12,000,000	1,800,000
505	Conservation Department	Aduba Ismail Majeed	01316	Private Ranger	UWA/012	540,000	6,480,000	972,000
506	Conservation Department	Oyella Jessica	01318	Private Ranger	UWA/012	540,000	6,480,000	972,000
507	Conservation Department	Muswa J. Kennedy	01323	Private Ranger	UWA/012	540,000	6,480,000	972,000
508	Conservation Department	Mohammed Sulaiman	01325	Driver	UWA/09	780,000	9,360,000	1,404,000
509	Conservation Department	Okecha Beatrice	01326	Private Ranger	UWA/012	540,000	6,480,000	972,000
510	Conservation Department	Tukei Tobias	01331	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
511	Conservation Department	Odor Albert	01334	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
512	Conservation Department	Otto Charles	01342	Private Ranger	UWA/012	540,000	6,480,000	972,000
513	Conservation Department	Odong Henry Dege	01345	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
514	Conservation Department	Oketta Livingstone	01347	Private Ranger	UWA/012	540,000	6,480,000	972,000
515	Conservation Department	Ocaya Abdul Karim	01349	Private Ranger	UWA/012	540,000	6,480,000	972,000
516	Conservation Department	Nait Betty	01350	Office Attendant	UWA/09	740,000	8,880,000	1,332,000
517	Conservation Department	Nyadru Steven	01351	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
518	Tourism Development & Business Services	Magombe Edward	01357	Information Clerk	UWA/09	780,000	9,360,000	1,404,000
519	Conservation Department	Nengone Rosemary	01358	Stores Clerk	UWA/08	1,000,000	12,000,000	1,800,000
520	Conservation Department	Kiplangat David Bomet	01359	Private Ranger	UWA/012	540,000	6,480,000	972,000
521	Conservation Department	Chemonges Alfred	01361	Private Ranger	UWA/012	540,000	6,480,000	972,000
522	Conservation Department	Wamema Abiton	01362	Private Ranger	UWA/012	540,000	6,480,000	972,000
523	Conservation Department	Kipyeko Johnesmus	01366	Private Ranger	UWA/012	540,000	6,480,000	972,000
524	Conservation Department	Otyang Karim	01368	Private Ranger	UWA/012	540,000	6,480,000	972,000
525	Conservation Department	Otto Jimmy	01373	Private Ranger	UWA/012	540,000	6,480,000	972,000
526	Conservation Department	Wanyama Patrick	01375	Private Ranger	UWA/012	540,000	6,480,000	972,000
527	Conservation Department	Mwanga Paul	01378	Private Ranger	UWA/012	540,000	6,480,000	972,000
528	Conservation Department	Ochung Martin	01380	Private Ranger	UWA/012	540,000	6,480,000	972,000
529	Conservation Department	Asio Stella	01381	Private Ranger	UWA/012	540,000	6,480,000	972,000
530	Conservation Department	Wanzala Isaiah	01383	Private Ranger	UWA/012	540,000	6,480,000	972,000
531	Conservation Department	Chebrot Amos Jackson	01385	Private Ranger	UWA/012	540,000	6,480,000	972,000
532	Conservation Department	Nabende Bosco	01389	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
533	Conservation Department	Wafula Ben Francis	01390	Private Ranger	UWA/012	540,000	6,480,000	972,000
534	Conservation Department	Chepsikor Patrick	01392	Private Ranger	UWA/012	540,000	6,480,000	972,000
535	Finance and Administration	Baryomunsi Catherine	01394	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
536	Conservation Department	Amanyire Wilson Ngiliye	01399	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
537	Conservation Department	Namusana Christine	01400	Private Ranger	UWA/012	540,000	6,480,000	972,000
538	Conservation Department	Byamukama Richard T.	01401	Private Ranger	UWA/012	540,000	6,480,000	972,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
539	Conservation Department	Namakula Gertrude	01402	Warden	UWA/06	2,105,600	25,267,200	3,790,080
540	Finance and Administration	Angundaru Alice Lechi	01404	Senior Warden Accounts	UWA/06	2,318,400	27,820,800	4,173,120
541	Conservation Department	Kabagenyi Joy	01406	Typist/Radio Operator	UWA/08	1,000,000	12,000,000	1,800,000
542	Conservation Department	Baryaheebwa Josephat	01412	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
543	Conservation Department	Masaba Natooli Rogers	01416	Private Ranger	UWA/012	540,000	6,480,000	972,000
544	Conservation Department	Opolot George	01419	Ferry Operator	UWA/09	780,000	9,360,000	1,404,000
545	Conservation Department	Ningo Moses	01421	Senior Mechanic	UWA/08	1,000,000	12,000,000	1,800,000
546	Conservation Department	Were Titus	01424	Private Ranger	UWA/012	540,000	6,480,000	972,000
547	Conservation Department	Loruma Jackson	01427	Private Ranger	UWA/012	540,000	6,480,000	972,000
548	Conservation Department	Muhindo Mubiwabo Jerome	01429	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
549	Conservation Department	Kyarimpa Aulea Tumwebaze	01430	Assistant Warden Community	UWA/07	1,210,000	14,520,000	2,178,000
550	Conservation Department	Kato Robinson Bakereti	01433	Assistant Warden	UWA/07	1,050,000	12,600,000	1,890,000
551	Conservation Department	Twine Evarest	01434	Private Ranger	UWA/012	540,000	6,480,000	972,000
552	Conservation Department	Angutoko Ben	01438	Private Ranger	UWA/012	540,000	6,480,000	972,000
553	Conservation Department	Kananura Vincent	01439	Private Ranger	UWA/012	540,000	6,480,000	972,000
554	Conservation Department	Kabasinguzi Irene	01440	Private Ranger	UWA/012	540,000	6,480,000	972,000
555	Conservation Department	Koojo Emmanuel	01441	Corporal Ranger	UWA/010	660,000	7,920,000	1,188,000
556	Conservation Department	Biira Stephanie Nyabibuya	01443	Private Ranger	UWA/012	540,000	6,480,000	972,000
557	Finance and Administration	Mwanja Emmanuel George	01453	Financial Accountant	UWA/04/B	4,424,000	53,088,000	7,963,200
558	Tourism Development & Business Services	Kamudda Charles	01460	Office Messenger	UWA/09	780,000	9,360,000	1,404,000
559	Conservation Department	Buhanga Edgar	01464	Deputy Director Planning	UWA/03/A	10,080,000	120,960,000	18,144,000
560	Conservation Department	Khaukha Samson	01470	Cook	UWA/012	540,000	6,480,000	972,000
561	Finance and Administration	Agena Kenneth Ariko	01472	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
562	Tourism Development & Business Services	Nakiru Betty	01474	Information Clerk	UWA/08	1,000,000	12,000,000	1,800,000
563	Conservation Department	Atukunda Judith	01482	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
564	Executive Director Office	Ewau James Peter	01485	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
565	Conservation Department	Baramye Julius	01486	L/Corporal Ranger	UWA/011	590,000	7,080,000	1,062,000
566	Finance and Administration	Namanya Grace	01492	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
567	Conservation Department	Mbusa Joseph Kanyisale	01493	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
568	Finance and Administration	Kazooka El-norah	01497	Administrative Assistant	UWA/06	2,105,600	25,267,200	3,790,080
569	Finance and Administration	Anguria Juliet Nsiima	01498	Senior Warden Accounts	UWA/05B	2,587,200	31,046,400	4,656,960
570	Conservation Department	Tukei Sam	01499	Driver	UWA/09	780,000	9,360,000	1,404,000
571	Conservation Department	Kirya Muhamed	01502	Driver	UWA/09	780,000	9,360,000	1,404,000
572	Conservation Department	Wanyama Frederick	01505	Senior Warden Monitoring and Research	UWA/05B	2,721,600	32,659,200	4,898,880
573	Conservation Department	Oundo Aggrey	01506	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
574	Conservation Department	Chemutai Wilfred	01507	Warden	UWA/06	1,702,400	20,428,800	3,064,320
575	Conservation Department	Makatu Patrick	01508	Assistant Warden	UWA/07	1,210,000	14,520,000	2,178,000
576	Conservation Department	Nalyanya John	01509	Project Assistant	UWA/08	1,000,000	12,000,000	1,800,000
577	Conservation Department	Chebet Jamada	01512	Assistant Warden	UWA/07	1,130,000	13,560,000	2,034,000
578	Conservation Department	Okwanyanga Peter Paul	01513	Junior Project Assist.	UWA/010	680,000	8,160,000	1,224,000
579	Finance and Administration	Mugema Stella	01519	Assistant Warden Accounts	UWA/07	1,370,000	16,440,000	2,466,000
580	Conservation Department	Mutonyi Rose	01521	Warden Community Conservation	UWA/06	2,105,600	25,267,200	3,790,080
581	Conservation Department	Musana David	01522	Driver	UWA/09	780,000	9,360,000	1,404,000
582	Conservation Department	Walusimbi Abdu	01523	Driver	UWA/09	780,000	9,360,000	1,404,000
583	Conservation Department	Ouma Robert Wanyama	01525	Driver	UWA/09	780,000	9,360,000	1,404,000
584	Conservation Department	Kizza Fred Kayanja	01531	Conservation Area Manager	UWA/04/A	5,040,000	60,480,000	9,072,000
585	Finance and Administration	Turyasingura James	01534	Warden Accounts	UWA/06	1,971,200	23,654,400	3,548,160
586	Tourism Development & Business Services	Kamara Patrick	01536	Information Clerk	UWA/08	1,000,000	12,000,000	1,800,000
587	Tourism Development & Business Services	Soita James	01537	Information Clerk	UWA/08	1,000,000	12,000,000	1,800,000
588	Tourism Development & Business Services	Kigenyi Richard	01538	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
589	Conservation Department	Baryakareba Michael	01539	Driver	UWA/09	780,000	9,360,000	1,404,000
590	Conservation Department	Kamakune Florence	01541	Office Attendant	UWA/011	590,000	7,080,000	1,062,000
591	Conservation Department	Manige Godfrey	01542	Driver	UWA/09	780,000	9,360,000	1,404,000
592	Conservation Department	Ilukol Daniel Chiyo	01562	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
593	Conservation Department	Logwee Zachary Oboya	01563	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
594	Finance and Administration	Nabende Paul	01566	Assistant Warden Accounts	UWA/07	1,370,000	16,440,000	2,466,000
595	Conservation Department	Mugisha Hassan	01567	Private Ranger	UWA/012	540,000	6,480,000	972,000
596	Conservation Department	Obore Patrick	01568	Private Ranger	UWA/012	540,000	6,480,000	972,000
597	Conservation Department	Katureebe Wilson	01569	Private Ranger	UWA/012	540,000	6,480,000	972,000
598	Conservation Department	Okello Caesar	01570	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
599	Conservation Department	Wanda Alex Moiti	01571	Private Ranger	UWA/012	540,000	6,480,000	972,000
600	Conservation Department	Begumisa Robert	01574	Driver	UWA/09	780,000	9,360,000	1,404,000
601	Conservation Department	Okite Patrick	01576	Ferry Operator	UWA/09	780,000	9,360,000	1,404,000
602	Conservation Department	Engena Charles	01577	Ferry Operator	UWA/09	780,000	9,360,000	1,404,000
603	Conservation Department	Acheng Doris	01581	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
604	Conservation Department	Rwahamuhanda David	01587	Ranger Guide	UWA/012	540,000	6,480,000	972,000
605	Finance and Administration	Mfitimukiza Geoffrey Rwalinda	01591	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
606	Conservation Department	Twinomuhangi Geoffrey	01594	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
607	Conservation Department	Nahabwe Job	01596	Lance Corporal	UWA/011	570,000	6,840,000	1,026,000
608	Conservation Department	Tugumisirize Deusdedit	01597	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
609	Conservation Department	Chelimo John Bosco	01601	Private Ranger	UWA/012	540,000	6,480,000	972,000
610	Finance and Administration	Birungi Beatrice	01602	Assistant Warden Accounts	UWA/07	1,370,000	16,440,000	2,466,000
611	Conservation Department	Mukazi Joveline	01603	Office Attendant	UWA/011	590,000	7,080,000	1,062,000
612	Finance and Administration	Imiro Richard	01608	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
613	Conservation Department	Ahimbisibwe Milka	01611	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
614	Conservation Department	Akugizibwe Emmanuel	01613	Driver	UWA/09	760,000	9,120,000	1,368,000
615	Conservation Department	Rubagumya Benon Ocol	01615	Driver	UWA/09	700,000	8,400,000	1,260,000
616	Conservation Department	Ajuga Augustus	01623	Bulldozer Operator	UWA/08	1,000,000	12,000,000	1,800,000
617	Conservation Department	Mwebaze George	01640	Seargent Ranger	UWA/09	760,000	9,120,000	1,368,000
618	Executive Director Office	Nali Lillian Kabogoza	01645	Warden Human Resources	UWA/06	2,105,600	25,267,200	3,790,080
619	Conservation Department	Natukunda Alice	01646	Personal Secretary	UWA/06	2,105,600	25,267,200	3,790,080
620	Conservation Department	Kapere Richard	01647	Manager Planning	UWA/04/B	3,920,000	47,040,000	7,056,000
621	Conservation Department	Namara Justine Tumukunde	01648	Manager Oil Monitoring & Environmental Im	UWA/04/B	3,920,000	47,040,000	7,056,000
622	Conservation Department	Muhangi Augustine	01649	Corporal Ranger	UWA/010	640,000	7,680,000	1,152,000
623	Conservation Department	Okello Tom Obong	01653	Assitant Director	UWA/03/B	6,500,000	78,000,000	11,700,000
624	Conservation Department	Ginyanya Samuel	01655	Corporal	UWA/010	660,000	7,920,000	1,188,000
625	Legal & Corporate Affairs	Kasumba Margaret	01657	Law Enforcement Cordinator	UWA/04/B	3,920,000	47,040,000	7,056,000
626	Executive Director Office	Sikuku Moses	01658	Seargent Major	UWA/08	1,000,000	12,000,000	1,800,000
627	Conservation Department	Kiwanuka Paulo Senyonjo	01663	Senior Warden Engineer	UWA/05B	2,587,200	31,046,400	4,656,960
628	Conservation Department	Isingoma George	01664	Assistant Warden - Engineering	UWA/07	1,370,000	16,440,000	2,466,000
629	Conservation Department	Tumwesige Gerald KANGOLA	01673	Corporal	UWA/010	680,000	8,160,000	1,224,000
630	Finance and Administration	Kabughu Josephine	01675	Assistant Warden Accounts	UWA/07	1,290,000	15,480,000	2,322,000
631	Conservation Department	Kyomukama Evelyn	01680	Warden	UWA/06	2,105,600	25,267,200	3,790,080
632	Conservation Department	Tukwasibwe Obed	01685	Private Ranger	UWA/012	540,000	6,480,000	972,000
633	Conservation Department	Akampurira Justus W.	01686	Private Ranger	UWA/012	540,000	6,480,000	972,000
634	Conservation Department	Otekat James	01689	Private Ranger	UWA/012	540,000	6,480,000	972,000
635	Conservation Department	Arinaitwe Joseph	01692	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
636	Conservation Department	Agenya David	01693	Seargent Ranger	UWA/09	700,000	8,400,000	1,260,000
637	Conservation Department	Mbabazi Godfrey	01694	Private Ranger	UWA/012	540,000	6,480,000	972,000
638	Conservation Department	Byaruhanga Robert	01696	Office Attendant	UWA/011	590,000	7,080,000	1,062,000
639	Finance and Administration	Outa Charles Michael	01700	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
640	Finance and Administration	Baluku Pedson	01703	Assistant Warden Accounts	UWA/07	1,370,000	16,440,000	2,466,000
641	Conservation Department	Adaruku Robert IRON	01706	Private Ranger	UWA/012	540,000	6,480,000	972,000
642	Conservation Department	Kaikubulha Peter S.	01709	Private Ranger	UWA/012	540,000	6,480,000	972,000
643	Conservation Department	Kyathumba Ezira	01711	Private Ranger	UWA/012	540,000	6,480,000	972,000
644	Conservation Department	Nuwagaba Godon	01713	Private Ranger	UWA/012	540,000	6,480,000	972,000
645	Conservation Department	Twinobusigye Hannington	01714	Private Ranger	UWA/012	540,000	6,480,000	972,000
646	Conservation Department	Ngene Reuben	01718	Assistant Warden	UWA/07	1,210,000	14,520,000	2,178,000
647	Conservation Department	Patience Hillary	01721	Private Ranger	UWA/012	540,000	6,480,000	972,000
648	Conservation Department	Magara John	01724	Private Ranger	UWA/012	540,000	6,480,000	972,000
649	National Parks	Wabusa Musamali Peter	01729	Driver	UWA/09	780,000	9,360,000	1,404,000
650	Conservation Department	Omara Faustine	01731	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
651	Conservation Department	Engweddu Richard	01732	Private Ranger	UWA/012	540,000	6,480,000	972,000
652	Conservation Department	Oyet George Smith	01734	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
653	Conservation Department	Lokapel Augustine	01736	Private Ranger	UWA/012	540,000	6,480,000	972,000
654	Conservation Department	Ochan Robert	01737	Private Ranger	UWA/012	540,000	6,480,000	972,000
655	Conservation Department	Oryema Augustine Okotcha	01738	Private Ranger	UWA/012	540,000	6,480,000	972,000
656	Conservation Department	Oketayot Geoffrey	01739	Private Ranger	UWA/012	540,000	6,480,000	972,000
657	Conservation Department	Hongom Isaiiah	01740	Private Ranger	UWA/012	540,000	6,480,000	972,000
658	Conservation Department	Otim George	01741	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
659	Conservation Department	Owiny Mercy Akoko	01743	Private Ranger	UWA/012	540,000	6,480,000	972,000
660	Conservation Department	Fungo Bernard Kiwanuka	01745	Private Ranger	UWA/012	540,000	6,480,000	972,000
661	Conservation Department	Ogonga Richard	01748	Private Ranger	UWA/012	540,000	6,480,000	972,000
662	Conservation Department	Okwakol Emmanuel	01749	Private Ranger	UWA/012	540,000	6,480,000	972,000
663	Conservation Department	Kameraho Azariah	01754	Private Ranger	UWA/012	540,000	6,480,000	972,000
664	Conservation Department	Nkwisana Ronald	01758	Senior Driver	UWA/08	1,000,000	12,000,000	1,800,000
665	Conservation Department	Byooma Dan	01760	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
666	Conservation Department	Makambo Abdallah	01764	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
667	Conservation Department	Asiimwe Robert	01765	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
668	Conservation Department	Tazanya Geoffrey	01767	Private Ranger	UWA/012	540,000	6,480,000	972,000
669	Finance and Administration	Nagide Fridah	01779	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
670	Conservation Department	Gimeyi Nimrod	01782	Private Ranger	UWA/012	540,000	6,480,000	972,000
671	Conservation Department	Gidoi James	01783	Private Ranger	UWA/012	540,000	6,480,000	972,000
672	Conservation Department	Apolot Martha	01784	Private Ranger	UWA/012	540,000	6,480,000	972,000
673	Conservation Department	Edimu Samuel	01785	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
674	Conservation Department	Abiriga Moses	01786	Lance Corporal	UWA/011	570,000	6,840,000	1,026,000
675	Conservation Department	Chebet Kasifa	01789	Private Ranger	UWA/012	540,000	6,480,000	972,000
676	Conservation Department	Lotee Jacob	01790	Private Ranger	UWA/012	540,000	6,480,000	972,000
677	Conservation Department	Blale George	01791	Private Ranger	UWA/012	540,000	6,480,000	972,000
678	Conservation Department	Okello Goretti Irene	01793	Private Ranger	UWA/012	540,000	6,480,000	972,000
679	Conservation Department	Walusansa B Mohamed	01794	Private Ranger	UWA/012	540,000	6,480,000	972,000
680	Conservation Department	Ojok Quinto Jimmex	01795	Private Ranger	UWA/012	540,000	6,480,000	972,000
681	Conservation Department	Situma Abdallah	01797	Lance Corporal	UWA/011	570,000	6,840,000	1,026,000
682	Conservation Department	Owachi Edward	01799	Lance Corporal	UWA/011	570,000	6,840,000	1,026,000
683	Conservation Department	Emeru Robert	01800	Private Ranger	UWA/012	540,000	6,480,000	972,000
684	Conservation Department	Mangusho Patrick	01801	Private Ranger	UWA/012	540,000	6,480,000	972,000
685	Conservation Department	Bwayo Michael	01802	Private Ranger	UWA/012	540,000	6,480,000	972,000
686	Conservation Department	Masaba Robert	01803	Private Ranger	UWA/012	540,000	6,480,000	972,000
687	Conservation Department	Madanda Robert	01807	Lance Corporal	UWA/011	570,000	6,840,000	1,026,000
688	Conservation Department	Bwairisa Oliver	01808	Private Ranger	UWA/012	540,000	6,480,000	972,000
689	Conservation Department	Kasoola Joseph	01809	Private Ranger	UWA/012	540,000	6,480,000	972,000
690	Conservation Department	Nangai Justin	01810	Private Ranger	UWA/012	540,000	6,480,000	972,000
691	Conservation Department	Ngorok Paul	01812	Private Ranger	UWA/012	540,000	6,480,000	972,000
692	Conservation Department	Lomilo Emmanuel Lokeris	01813	Corporal Ranger	UWA/010	640,000	7,680,000	1,152,000
693	Conservation Department	Okello Francis	01814	Private Ranger	UWA/012	540,000	6,480,000	972,000
694	Conservation Department	Yerikana Felix	01817	Private Ranger	UWA/012	540,000	6,480,000	972,000
695	Conservation Department	Cherotich Daniel	01819	Private Ranger	UWA/012	500,000	6,000,000	900,000
696	Conservation Department	Bwambale Bosco Marule	01822	Private Ranger	UWA/012	540,000	6,480,000	972,000
697	Conservation Department	Tibamwenda Yofesi	01824	Private Ranger	UWA/012	540,000	6,480,000	972,000
698	Conservation Department	Olibokiriho Justice	01826	Corporal Ranger	UWA/010	660,000	7,920,000	1,188,000
699	Conservation Department	Byukusabe Lucky	01827	Lance Corporal	UWA/011	570,000	6,840,000	1,026,000
700	Tourism Development & Business Services	Muhangi Peter	01828	Lance Corporal	UWA/011	570,000	6,840,000	1,026,000
701	Conservation Department	Akipo Hellen	01829	Private Ranger	UWA/012	540,000	6,480,000	972,000
702	Executive Director Office	Tushabe Assumptah Byensi	01833	Warden Human Resources	UWA/06	2,105,600	25,267,200	3,790,080
703	Conservation Department	Abiriga Stephen Murusale	01834	Private Ranger	UWA/012	540,000	6,480,000	972,000
704	Conservation Department	Amere Sebbi	01838	Private Ranger	UWA/012	540,000	6,480,000	972,000
705	Conservation Department	Ariko David	01842	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
706	Conservation Department	Buni Michael	01846	Private Ranger	UWA/012	540,000	6,480,000	972,000
707	Conservation Department	Byarugaba Amos	01847	Private Ranger	UWA/012	540,000	6,480,000	972,000
708	Legal & Corporate Affairs	Chadiha Keffa Ndeke	01849	Assistant Warden	UWA/07	1,050,000	12,600,000	1,890,000
709	Conservation Department	Ebine Charles	01850	Private Ranger	UWA/012	540,000	6,480,000	972,000
710	Conservation Department	Etanu Godfrey	01852	Private Ranger	UWA/012	540,000	6,480,000	972,000
711	Conservation Department	Haruna Coltuma	01853	Private Ranger	UWA/012	540,000	6,480,000	972,000
712	Conservation Department	Itima Nelson	01855	Driver	UWA/09	780,000	9,360,000	1,404,000
713	Conservation Department	Jakweyo Fred	01856	Private Ranger	UWA/012	540,000	6,480,000	972,000
714	Tourism Development & Business Services	Kabasindi Sarah	01857	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
715	Conservation Department	Majara Ronald Katusabe	01858	Private Ranger	UWA/012	540,000	6,480,000	972,000
716	Conservation Department	Komakech Albert	01859	Private Ranger	UWA/012	540,000	6,480,000	972,000
717	Conservation Department	Mbabazi Sam	01860	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
718	Conservation Department	Oywek Simon	01862	Private Ranger	UWA/012	540,000	6,480,000	972,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
719	Conservation Department	Lakony Simon Peter	01863	Corporal	UWA/010	660,000	7,920,000	1,188,000
720	Conservation Department	Nyeky Phillips	01865	Corporal	UWA/010	660,000	7,920,000	1,188,000
721	Conservation Department	Obuoja Moses	01866	Seargent Ranger	UWA/09	760,000	9,120,000	1,368,000
722	Conservation Department	Ochanda Viance Otero	01867	Private Ranger	UWA/012	540,000	6,480,000	972,000
723	Conservation Department	Okullo John Kennedy	01868	Private Ranger	UWA/012	540,000	6,480,000	972,000
724	Finance and Administration	Nanfuka Flavia	01870	Office Messenger	UWA/09	780,000	9,360,000	1,404,000
725	Conservation Department	Byaruhanga Joseph	01871	Driver	UWA/09	780,000	9,360,000	1,404,000
726	Conservation Department	Driciru Margaret	01875	Principal Warden	UWA/05/A	3,150,000	37,800,000	5,670,000
727	Finance and Administration	Muyinda Issa	01880	Assistant Warden Accounts	UWA/07	1,370,000	16,440,000	2,466,000
728	Conservation Department	Otwikende Kassim	01881	Private Ranger	UWA/012	540,000	6,480,000	972,000
729	Finance and Administration	Orom James	01888	Compound Attendant	UWA/012	540,000	6,480,000	972,000
730	Conservation Department	Tibesigwa Justice John	01891	Senior Warden	UWA/05/B	2,721,600	32,659,200	4,898,880
731	Conservation Department	Amanya Samuel	01894	Senior Warden	UWA/05/B	2,721,600	32,659,200	4,898,880
732	Conservation Department	Bwire Isaiiah	01896	Warden Community Conservation	UWA/06	1,971,200	23,654,400	3,548,160
733	Conservation Department	Kato Raymond Rukajakare	01897	Warden Monitoring and Research	UWA/06	1,971,200	23,654,400	3,548,160
734	Executive Director Office	Naiga Lillian Lubega	01900	Office Messenger	UWA/09	780,000	9,360,000	1,404,000
735	Conservation Department	Nalumansi Agnes	01901	Personal Secretary	UWA/06	2,105,600	25,267,200	3,790,080
736	Finance and Administration	Magero Geofrey	01905	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
737	Conservation Department	Safari Ben	01907	Deckhand	UWA/011	590,000	7,080,000	1,062,000
738	Conservation Department	Kisame Fred Eria	01908	Warden Monitoring and Research	UWA/06	2,105,600	25,267,200	3,790,080
739	Finance and Administration	Ainomugisha Harriet Rose	01909	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
740	Finance and Administration	Iga Edward	01911	Management Accountant	UWA/04/B	3,920,000	47,040,000	7,056,000
741	Finance and Administration	Akankwatsa Benon	01913	Assistant Warden Accounts	UWA/07	1,370,000	16,440,000	2,466,000
742	Conservation Department	Byenkya Stephen	01916	Driver	UWA/09	780,000	9,360,000	1,404,000
743	Tourism Development & Business Services	Kamuntu Patrick	01917	Office Messenger	UWA/09	780,000	9,360,000	1,404,000
744	Tourism Development & Business Services	Halera George	01918	Porter	UWA/013	340,000	4,080,000	612,000
745	Legal & Corporate Affairs	Baguma Christopher	01919	Assistant Warden Maintenance	UWA/07	1,370,000	16,440,000	2,466,000
746	Executive Director Office	Twesigye Emmanuel	01922	Pilot	UWA/04/A	6,160,000	73,920,000	11,088,000
747	Tourism Development & Business Services	Twongyeirwe Medard	01927	Lance Corporal	UWA/011	570,000	6,840,000	1,026,000
748	Tourism Development & Business Services	Binaisa Godfrey	01928	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
749	Tourism Development & Business Services	Kyomuhangi Micheal	01929	Ranger Tracker	UWA/012	540,000	6,480,000	972,000
750	Tourism Development & Business Services	Asimwe Medard John	01930	Ranger Tracker	UWA/012	540,000	6,480,000	972,000
751	Conservation Department	Byaruhanga Charles	01931	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
752	Conservation Department	Plan Titus	01932	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
753	Conservation Department	Kasaija Milton Lugese	01934	Manager Maintenance and Engineering	UWA/04/B	4,592,000	55,104,000	8,265,600
754	Conservation Department	Bogere Tonny Olinga	01935	Warden Community Conservation	UWA/06	1,971,200	23,654,400	3,548,160
755	Conservation Department	Obalim Daniel Kilama	01937	Driver	UWA/09	780,000	9,360,000	1,404,000
756	Conservation Department	Ochama Jackson	01940	Grader Operator	UWA/08	1,000,000	12,000,000	1,800,000
757	Finance and Administration	Akot Immaculate	01943	Assistant Warden Accounts	UWA/07	1,370,000	16,440,000	2,466,000
758	Executive Director Office	Asimire Yusuff	01946	Warden	UWA/06	2,105,600	25,267,200	3,790,080
759	Conservation Department	Baluku Ali Kiringabakwe	01947	Driver	UWA/09	780,000	9,360,000	1,404,000
760	Finance and Administration	Ngonzi Francis Amooti	01949	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
761	Finance and Administration	Musiimire Joan Katarikawe	01950	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
762	Finance and Administration	Nanyonjo Daisy Justine	01951	Assistant Warden Accounts	UWA/07	1,290,000	15,480,000	2,322,000
763	Conservation Department	Wejuli Juma Bruhan	01953	Driver	UWA/09	700,000	8,400,000	1,260,000
764	Finance and Administration	Musiika Fredrick	01954	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
765	Finance and Administration	Okecha Walter	01955	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
766	Finance and Administration	Ayaa Pasika	01956	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
767	Conservation Department	Wadia Rogers	01964	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
768	Finance and Administration	Asalu Pius Omule	01967	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
769	Finance and Administration	Tumusiime Cossy Barbra	01968	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
770	Conservation Department	Tumwesigire John	01969	Private Ranger	UWA/012	540,000	6,480,000	972,000
771	Executive Director Office	Onenchan John	01971	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
772	Tourism Development & Business Services	Kabuganda Reuben	01973	Porter	UWA/09	340,000	4,080,000	612,000
773	Conservation Department	Otio Herbert MacDonald	01975	Senior Driver	UWA/08	1,000,000	12,000,000	1,800,000
774	Finance and Administration	Oyirworth Wilfred	01977	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
775	Conservation Department	Picho Stanley	01978	Mechanic	UWA/010	680,000	8,160,000	1,224,000
776	Conservation Department	Logwee Gabriel	01979	Driver	UWA/09	780,000	9,360,000	1,404,000
777	Conservation Department	Chemonges Amusa	01982	Warden Community Conservation	UWA/06	2,105,600	25,267,200	3,790,080
778	Tourism Development & Business Services	Musana Yoweri	01983	Warden Tourism	UWA/06	2,105,600	25,267,200	3,790,080

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
779	Conservation Department	Kitimbo Herbert	01984	Warden	UWA/06	2,105,600	25,267,200	3,790,080
780	Tourism Development & Business Services	Kasiimu Bashir	01985	Room Attendant	UWA/012	540,000	6,480,000	972,000
781	Conservation Department	Lokiru Micheal	01987	Private Ranger	UWA/012	540,000	6,480,000	972,000
782	Conservation Department	Tusuubira Justus	01990	Conservation Area Manager	UWA/04/A	6,160,000	73,920,000	11,088,000
783	Conservation Department	Musinguzi Kule Asa	01991	Conservation Area Manager	UWA/04/A	6,160,000	73,920,000	11,088,000
784	Finance and Administration	Namawanda Ruth	01992	Senior Warden Accounts	UWA/05/B	2,721,600	32,659,200	4,898,880
785	Conservation Department	Friday Tom	01993	Private Ranger	UWA/012	540,000	6,480,000	972,000
786	Conservation Department	Byenkya Charles	01994	Room Attendant	UWA/012	540,000	6,480,000	972,000
787	Conservation Department	Okello Richard Ocii	01995	Coxwain	UWA/09	780,000	9,360,000	1,404,000
788	Conservation Department	Wanyakala Moses	01996	Attendant	UWA/012	540,000	6,480,000	972,000
789	Conservation Department	Kato Moses	01997	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
790	Conservation Department	Onen Ceaser	02000	Room Attendant	UWA/012	540,000	6,480,000	972,000
791	Finance and Administration	Egessa Tom	02001	Senior Warden Accounts	UWA/05B	2,318,400	27,820,800	4,173,120
792	Conservation Department	Byegarazo Joshua	02004	Driver	UWA/09	780,000	9,360,000	1,404,000
793	Tourism Development & Business Services	Kanyaraju John	02005	Ranger Tracker	UWA/012	540,000	6,480,000	972,000
794	Tourism Development & Business Services	Tugumisirize Richard	02006	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
795	Tourism Development & Business Services	Nsabimana Fred	02007	Ranger Tracker	UWA/012	540,000	6,480,000	972,000
796	Conservation Department	Muhumuza Robert	02008	Driver	UWA/09	780,000	9,360,000	1,404,000
797	Conservation Department	Okello David Omara	02009	Driver	UWA/09	780,000	9,360,000	1,404,000
798	Tourism Development & Business Services	Masaba Stephen Sanyi	02011	Business Development Manager	UWA/04/A	6,160,000	73,920,000	11,088,000
799	Conservation Department	Watebawa Gerald	02015	Librarian	UWA/07	1,370,000	16,440,000	2,466,000
800	Conservation Department	Offiti Robert	02016	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
801	Finance and Administration	Turyatunga Denis	02017	Assistant Warden Accounts	UWA/07	1,130,000	13,560,000	2,034,000
802	Executive Director Office	Bwire Charles	02019	Private Ranger	UWA/012	540,000	6,480,000	972,000
803	Executive Director Office	Asimwe Emmanuel	02020	Private Ranger	UWA/012	540,000	6,480,000	972,000
804	Executive Director Office	Thembo Stanley	02021	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
805	Conservation Department	Tumanya Oswald	02022	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
806	Executive Director Office	Mpanuka Jonah Sabakaki	02023	Private Ranger	UWA/012	540,000	6,480,000	972,000
807	Executive Director Office	Bwire Jude	02024	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
808	Executive Director Office	Okeny Charles	02025	Assistant Warden	UWA/07	1,290,000	15,480,000	2,322,000
809	Executive Director Office	Dramoyo Sunday	02027	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
810	Conservation Department	Tolit Peter	02028	Private Ranger	UWA/012	540,000	6,480,000	972,000
811	Conservation Department	Okello John Bosco	02029	Seargent Major	UWA/08	950,000	11,400,000	1,710,000
812	Conservation Department	Onencan Bosco	02030	Private Ranger	UWA/012	540,000	6,480,000	972,000
813	Conservation Department	Chemutai Annet	02031	Private Ranger	UWA/012	540,000	6,480,000	972,000
814	Conservation Department	Ogwiko Kevin	02032	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
815	Conservation Department	Maunya Dick Tom	02033	Private Ranger	UWA/012	540,000	6,480,000	972,000
816	Conservation Department	Matanda James Mukuwa	02034	Private Ranger	UWA/012	540,000	6,480,000	972,000
817	Conservation Department	Nabukisa Sylvia Esther	02036	Private Ranger	UWA/012	540,000	6,480,000	972,000
818	Conservation Department	Ongoli Ceaser Amos	02037	Lance Corporal	UWA/012	570,000	6,840,000	1,026,000
819	Conservation Department	Achi Moses Iwa	02038	Private Ranger	UWA/012	540,000	6,480,000	972,000
820	Conservation Department	Opusa Stephen	02039	Private Ranger	UWA/012	540,000	6,480,000	972,000
821	Conservation Department	Tiyan Mark Golandinho	02040	Private Ranger	UWA/012	540,000	6,480,000	972,000
822	Conservation Department	Wateya Godfrey	02042	Private Ranger	UWA/012	540,000	6,480,000	972,000
823	Conservation Department	Matanda James	02043	Private Ranger	UWA/012	540,000	6,480,000	972,000
824	Conservation Department	Chelangat Baker	02044	Private Ranger	UWA/012	540,000	6,480,000	972,000
825	Conservation Department	Opeitum Robert	02045	Private Ranger	UWA/012	540,000	6,480,000	972,000
826	Conservation Department	Mashak Abdalla	02046	Private Ranger	UWA/012	540,000	6,480,000	972,000
827	Conservation Department	Amodoi Mark	02047	Private Ranger	UWA/012	540,000	6,480,000	972,000
828	Conservation Department	Wekomba Francisco	02048	Private Ranger	UWA/012	540,000	6,480,000	972,000
829	Conservation Department	Chemayek Aziz	02049	Seargent Ranger	UWA/09	740,000	8,880,000	1,332,000
830	Conservation Department	Waniala Robert	02051	Private Ranger	UWA/012	540,000	6,480,000	972,000
831	Conservation Department	Turyatamba H Lawrence	02053	Private Ranger	UWA/012	540,000	6,480,000	972,000
832	Conservation Department	SSempija Daniel	02056	Private Ranger	UWA/012	540,000	6,480,000	972,000
833	Conservation Department	Muhumuza David	02058	Private Ranger	UWA/012	540,000	6,480,000	972,000
834	Conservation Department	Sseguya Ali	02060	Private Ranger	UWA/012	540,000	6,480,000	972,000
835	Conservation Department	Asimwe Richard Mandela	02061	Private Ranger	UWA/012	540,000	6,480,000	972,000
836	Conservation Department	Kabugho Zipora	02062	Assistant Warden Tourism	UWA/07	1,290,000	15,480,000	2,322,000
837	Conservation Department	Tugume Jonnes	02063	Private Ranger	UWA/012	540,000	6,480,000	972,000
838	Conservation Department	Twesigye Herbert	02064	Private Ranger	UWA/012	540,000	6,480,000	972,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
839	Conservation Department	Ochom Alex	02066	Private Ranger	UWA/012	540,000	6,480,000	972,000
840	Conservation Department	Marahi Albert	02068	Private Ranger	UWA/012	540,000	6,480,000	972,000
841	Conservation Department	Namanya Benjamin	02069	Private Ranger	UWA/012	540,000	6,480,000	972,000
842	Conservation Department	Mukama Anthony	02070	Private Ranger	UWA/012	540,000	6,480,000	972,000
843	Conservation Department	Irudukunda Joan	02071	Secretary	UWA/07	1,370,000	16,440,000	2,466,000
844	Conservation Department	Byamukama Alison	02072	Private Ranger	UWA/012	540,000	6,480,000	972,000
845	Conservation Department	Kyosimire Scovia	02073	Private Ranger	UWA/012	540,000	6,480,000	972,000
846	Conservation Department	Kyokusima Milia	02075	Private Ranger	UWA/012	540,000	6,480,000	972,000
847	Conservation Department	Kukundakwe Aphophia	02076	Private Ranger	UWA/012	540,000	6,480,000	972,000
848	Conservation Department	Mbabazi Florence	02077	Private Ranger	UWA/012	540,000	6,480,000	972,000
849	Conservation Department	Mwesigwa Reuben Ndungutse	02078	Private Ranger	UWA/012	540,000	6,480,000	972,000
850	Conservation Department	Biira Petronila	02081	Corporal Ranger	UWA/010	660,000	7,920,000	1,188,000
851	Conservation Department	Masereka Alfred	02082	Corporal Ranger	UWA/010	660,000	7,920,000	1,188,000
852	Conservation Department	Esimandre Patrick Andrua	02083	Private Ranger	UWA/012	540,000	6,480,000	972,000
853	Conservation Department	Owenyo Alphonse	02084	Corporal Ranger	UWA/010	660,000	7,920,000	1,188,000
854	Conservation Department	Muhindo Joseph	02087	Private Ranger	UWA/012	540,000	6,480,000	972,000
855	Conservation Department	Mbabazi J Bridget	02088	Private Ranger	UWA/012	540,000	6,480,000	972,000
856	Conservation Department	Kananura Robert	02089	Private Ranger	UWA/012	540,000	6,480,000	972,000
857	Conservation Department	Wambi Grace	02090	Private Ranger	UWA/012	540,000	6,480,000	972,000
858	Conservation Department	Tukwatsibwe Edidah	02091	Private Ranger	UWA/012	540,000	6,480,000	972,000
859	Conservation Department	Ithungu Sadres	02093	Private Ranger	UWA/012	540,000	6,480,000	972,000
860	Conservation Department	Biira Sadress	02094	Private Ranger	UWA/012	540,000	6,480,000	972,000
861	Conservation Department	Rubyahi Robert	02096	Private Ranger	UWA/012	540,000	6,480,000	972,000
862	Conservation Department	Musinguzi Aggrey	02098	Private Ranger	UWA/012	540,000	6,480,000	972,000
863	Conservation Department	Bob Benard	02099	Private Ranger	UWA/012	540,000	6,480,000	972,000
864	Conservation Department	Kamara Richard	02102	Private Ranger	UWA/012	540,000	6,480,000	972,000
865	Conservation Department	Atukunda Damiano Benda	02103	Lance Corporal	UWA/011	570,000	6,840,000	1,026,000
866	Conservation Department	Asimwe Vincent Kasoro	02104	Private Ranger	UWA/012	540,000	6,480,000	972,000
867	Tourism Development & Business Services	Turyatunga Alex	02105	Corporal Ranger	UWA/010	680,000	8,160,000	1,224,000
868	Conservation Department	Mwanguhya Charles Kasaija	02106	Private Ranger	UWA/012	540,000	6,480,000	972,000
869	Conservation Department	Mutunzi Rogers	02108	Private Ranger	UWA/012	540,000	6,480,000	972,000
870	Conservation Department	Nsabe Jennifer	02109	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
871	Conservation Department	Sekalombi Alex	02110	Private Ranger	UWA/012	540,000	6,480,000	972,000
872	Conservation Department	Mutabazi Patrick	02111	Corporal Ranger	UWA/010	660,000	7,920,000	1,188,000
873	Conservation Department	Mbambu Marule Lavynah	02114	Assistant Warden	UWA/07	1,130,000	13,560,000	2,034,000
874	Conservation Department	Timbesigha Petersons	02116	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
875	Conservation Department	Byamukama Emmanuel	02117	Private Ranger	UWA/012	540,000	6,480,000	972,000
876	Conservation Department	Biira Eve	02118	Private Ranger	UWA/011	540,000	6,480,000	972,000
877	Conservation Department	Ndyanabo Chrispus	02119	Private Ranger	UWA/012	540,000	6,480,000	972,000
878	Conservation Department	Guma Silvio	02121	Private Ranger	UWA/012	540,000	6,480,000	972,000
879	Conservation Department	Ofoyuru Benjamin	02122	Private Ranger	UWA/012	540,000	6,480,000	972,000
880	Conservation Department	Akomi Ceaser	02123	Private Ranger	UWA/012	540,000	6,480,000	972,000
881	Conservation Department	Andanbati Y. Justus	02126	Private Ranger	UWA/012	540,000	6,480,000	972,000
882	Conservation Department	Amaniyo Akile	02127	Private Ranger	UWA/012	540,000	6,480,000	972,000
883	Conservation Department	Mondo Fred Rokani	02129	Private Ranger	UWA/012	540,000	6,480,000	972,000
884	Conservation Department	Okiria Lazaro	02130	Private Ranger	UWA/012	540,000	6,480,000	972,000
885	Conservation Department	Orodriyo Leo Lawrence	02131	Private Ranger	UWA/012	540,000	6,480,000	972,000
886	Conservation Department	Opolot Martin	02135	Private Ranger	UWA/012	540,000	6,480,000	972,000
887	Conservation Department	Lindribi Celina	02137	Private Ranger	UWA/012	540,000	6,480,000	972,000
888	Conservation Department	Andama Charles	02138	Private Ranger	UWA/012	540,000	6,480,000	972,000
889	Conservation Department	Nsamba William	02139	Private Ranger	UWA/012	540,000	6,480,000	972,000
890	Conservation Department	Ocaki Alex Okwere	02140	Private Ranger	UWA/012	540,000	6,480,000	972,000
891	Conservation Department	Uhuru Jimmy	02141	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
892	Conservation Department	Onenchan David	02142	Private Ranger	UWA/012	540,000	6,480,000	972,000
893	Conservation Department	Iranya Martine Mangui	02143	Private Ranger	UWA/012	540,000	6,480,000	972,000
894	Conservation Department	Ochen Naboth	02145	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
895	Conservation Department	Ogwang Mike Vagingtone	02146	Private Ranger	UWA/012	540,000	6,480,000	972,000
896	Conservation Department	Omoya John George	02147	Private Ranger	UWA/012	540,000	6,480,000	972,000
897	Conservation Department	Adero Florence	02148	Private Ranger	UWA/012	540,000	6,480,000	972,000
898	Conservation Department	Odong Denis	02151	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
899	Conservation Department	Nyeko Francis	02153	Private Ranger	UWA/012	540,000	6,480,000	972,000
900	Conservation Department	Chelangat Betty	02154	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
901	Conservation Department	Opio John Moe	02157	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
902	Conservation Department	Acor Christine	02158	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
903	Conservation Department	Okello Samuel	02159	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
904	Conservation Department	Okawa Charles	02160	Private Ranger	UWA/012	540,000	6,480,000	972,000
905	Conservation Department	Inyaoot Florence	02161	Corporal	UWA/010	660,000	7,920,000	1,188,000
906	Conservation Department	Businge George	02163	Warden	UWA/06	1,568,000	18,816,000	2,822,400
907	Conservation Department	Kagoro Wilson	02164	Warden Community Conservation	UWA/06	1,971,200	23,654,400	3,548,160
908	Conservation Department	Muhanguzi Alex	02165	Mechanic	UWA/09	780,000	9,360,000	1,404,000
909	Conservation Department	KAYIIRA KASSIM KAMYA	02166	Driver	UWA/09	780,000	9,360,000	1,404,000
910	Conservation Department	Muhindo Sanex	02167	Driver	UWA/09	780,000	9,360,000	1,404,000
911	Conservation Department	Mayanja Richard Kirangwa	02168	Driver	UWA/09	780,000	9,360,000	1,404,000
912	Conservation Department	Mbowa Rodgers	02169	Driver	UWA/09	780,000	9,360,000	1,404,000
913	Conservation Department	Okumu John Bwire	02170	Driver	UWA/09	780,000	9,360,000	1,404,000
914	Executive Director Office	Ijuka Innocent	02174	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
915	Conservation Department	Mugisha Emmanuel	02175	Senior Driver	UWA/08	1,000,000	12,000,000	1,800,000
916	Tourism Development & Business Services	Turyatunga Catherine	02178	Corporal Ranger	UWA/010	640,000	7,680,000	1,152,000
917	Tourism Development & Business Services	Uwihoreye Allen	02179	Lance Corporal	UWA/011	570,000	6,840,000	1,026,000
918	Tourism Development & Business Services	Okoth Yonah	02181	Lance Corporal	UWA/011	570,000	6,840,000	1,026,000
919	Tourism Development & Business Services	Droma Sam	02182	Ranger Tracker	UWA/012	540,000	6,480,000	972,000
920	Tourism Development & Business Services	Mashemererwa Ivan	02183	Ranger Tracker	UWA/012	540,000	6,480,000	972,000
921	Tourism Development & Business Services	Tindimurekura Enos	02184	Ranger Tracker	UWA/012	540,000	6,480,000	972,000
922	Tourism Development & Business Services	Habomugisha Christopher	02185	Ranger Tracker	UWA/012	540,000	6,480,000	972,000
923	Tourism Development & Business Services	Kabarangira Man	02186	Lance Corporal	UWA/09	700,000	8,400,000	1,260,000
924	Tourism Development & Business Services	Mugarura Benon	02187	Ranger Tracker	UWA/012	540,000	6,480,000	972,000
925	Finance and Administration	Tumushime Hilary K	02188	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
926	Finance and Administration	Arinaitwe Rodgers	02189	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
927	Finance and Administration	BALINDA JUDITH	02192	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
928	Finance and Administration	Aikiriza Caroline	02193	Accounts Clerk	UWA/08	950,000	11,400,000	1,710,000
929	Finance and Administration	Kashumbusha Daniel	02194	Accounts Clerk	UWA/08	950,000	11,400,000	1,710,000
930	Finance and Administration	Nalubula Irene	02195	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
931	Finance and Administration	Byamukama Tadeo M	02196	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
932	Conservation Department	Muthahunga James	02197	Driver	UWA/08	780,000	9,360,000	1,404,000
933	Conservation Department	Wafula Aggrey	02199	Lance Corporal	UWA/011	590,000	7,080,000	1,062,000
934	Conservation Department	Rukundo Emmanuel Sebarore	02200	Driver	UWA/09	780,000	9,360,000	1,404,000
935	Conservation Department	Agaba Harriet	02202	Private Ranger	UWA/012	540,000	6,480,000	972,000
936	Finance and Administration	Musindi Stephen	02204	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
937	Finance and Administration	BOGERE Christopher	02205	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
938	Finance and Administration	ASHABA Jude	02206	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
939	Finance and Administration	ADOMATI Charles	02208	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
940	Legal & Corporate Affairs	Aturinde Aggrey	02209	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
941	Legal & Corporate Affairs	Chemonges Mongea Sabila	02211	Deputy Director Legal Affairs	UWA/03/A	10,640,000	127,680,000	19,152,000
942	Legal & Corporate Affairs	Muramura Paddy Musiime	02212	Web Executive	UWA/05B	2,721,600	32,659,200	4,898,880
943	Legal & Corporate Affairs	Muhangi Jossy	02213	Public Relations Manager	UWA/04/A	5,880,000	70,560,000	10,584,000
944	Tourism Development & Business Services	Mbwebwe Peter	02214	Warden Tourism	UWA/06	2,105,600	25,267,200	3,790,080
945	Conservation Department	Gessa John Simplicious	02215	Writer Photographer	UWA/06	2,105,600	25,267,200	3,790,080
946	Legal & Corporate Affairs	Namuli Susan Lilian	02217	Monitoring and Evaluation Manager	UWA/04/B	4,592,000	55,104,000	8,265,600
947	Conservation Department	Lubwama David	02221	Warden Civil Engineering	UWA/06	1,971,200	23,654,400	3,548,160
948	Tourism Development & Business Services	Muhindo Leslie	02222	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
949	Conservation Department	Biryabagaruka Julius	02224	AW CVC Project	UWA/07	1,370,000	16,440,000	2,466,000
950	Tourism Development & Business Services	Kakooza Peter	02225	Labourer	UWA/013	340,000	4,080,000	612,000
951	Legal & Corporate Affairs	Kabandize Irene Owomugisha	02226	Senior Warden IT	UWA/05/B	2,721,600	32,659,200	4,898,880
952	Executive Director Office	Gumikiriza Philomera Kabachwezi	02227	Human Resources Manager	UWA/04/B	3,920,000	47,040,000	7,056,000
953	Legal & Corporate Affairs	Ssebalu Andrew	02228	Warden Procurement	UWA/06	1,702,400	20,428,800	3,064,320
954	Executive Director Office	Seguya Andrew Ggunga	02229	Executive Director	UWA/01	19,936,000	239,232,000	59,808,000
955	Conservation Department	Kukunda Samuel	02230	Driver	UWA/09	780,000	9,360,000	1,404,000
956	Finance and Administration	Thembo Noah	02232	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
957	Finance and Administration	Natukunda Janet	02233	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
958	Finance and Administration	Nkata Deborah	02234	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
959	Finance and Administration	Kaala Brian	02235	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
960	Tourism Development & Business Services	Opio Emmanuel	02236	Room Attendant	UWA/012	540,000	6,480,000	972,000
961	Conservation Department	Dwonga Robert Mwa	02238	Information Clerk	UWA/08	1,000,000	12,000,000	1,800,000
962	Finance and Administration	Ija Joel	02239	Stores Clerk	UWA/08	1,000,000	12,000,000	1,800,000
963	Conservation Department	Bwambale Herizon	02240	Driver	UWA/09	780,000	9,360,000	1,404,000
964	Tourism Development & Business Services	Achieng Judith Juliet	02241	Room Attendant	UWA/012	540,000	6,480,000	972,000
965	Conservation Department	Nkangi Everest	02243	Spanner Boy	UWA/012	540,000	6,480,000	972,000
966	Finance and Administration	Achola Teddy	02244	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
967	Finance and Administration	Mugisa Christopher	02245	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
968	Conservation Department	Labalpiny Paul Hozhombe	02248	Driver	UWA/09	780,000	9,360,000	1,404,000
969	Tourism Development & Business Services	Auma Esther	02249	Room Attendant	UWA/012	540,000	6,480,000	972,000
970	Finance and Administration	Tumusiime Immaculate	02250	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
971	Finance and Administration	Kabughu Scovia	02252	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
972	Conservation Department	Muhumuza Brian	02253	Private Ranger	UWA/012	510,000	6,120,000	918,000
973	Tourism Development & Business Services	Namalah Jane	02254	Porter	UWA/013	340,000	4,080,000	612,000
974	Finance and Administration	Kiconco Keneth	02255	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
975	Conservation Department	Atidi Simon	02256	Senior Mechanic	UWA/08	950,000	11,400,000	1,710,000
976	Conservation Department	Onyait John Bosco	02257	Driver	UWA/09	780,000	9,360,000	1,404,000
977	Conservation Department	Thembo Russiano	02258	Private Ranger	UWA/012	540,000	6,480,000	972,000
978	Conservation Department	Masereka Venesio	02259	Private Ranger	UWA/012	540,000	6,480,000	972,000
979	Conservation Department	Asaba Moses	02260	Private Ranger	UWA/012	540,000	6,480,000	972,000
980	Conservation Department	Birungi Gloria	02261	Private Ranger	UWA/012	540,000	6,480,000	972,000
981	Tourism Development & Business Services	Atalyeba Florence	02264	Ranger Guide	UWA/012	540,000	6,480,000	972,000
982	Conservation Department	Kayumbu Julius	02265	Private Ranger	UWA/012	540,000	6,480,000	972,000
983	Conservation Department	Mbabazi Erius	02266	Private Ranger	UWA/012	540,000	6,480,000	972,000
984	Conservation Department	Nabowomuhangi Posiano	02267	Private Ranger	UWA/012	540,000	6,480,000	972,000
985	Tourism Development & Business Services	Kusemererwa Africano	02268	Ranger Guide	UWA/012	540,000	6,480,000	972,000
986	Conservation Department	Sunday Erimos Muthahe	02269	Private Ranger	UWA/012	540,000	6,480,000	972,000
987	Tourism Development & Business Services	Bagabirwe Prossy	02270	Ranger Guide	UWA/012	540,000	6,480,000	972,000
988	Conservation Department	Masika Everline	02272	Private Ranger	UWA/012	540,000	6,480,000	972,000
989	Conservation Department	Nyongera Babra	02273	Private Ranger	UWA/012	540,000	6,480,000	972,000
990	Conservation Department	Mbusa Amos	02274	Private Ranger	UWA/012	540,000	6,480,000	972,000
991	Conservation Department	Alichwamu Richard	02275	Private Ranger	UWA/012	540,000	6,480,000	972,000
992	Tourism Development & Business Services	Asasira Rhonah	02276	Ranger Guide	UWA/012	540,000	6,480,000	972,000
993	Conservation Department	Enyangu Moses	02277	Private Ranger	UWA/012	540,000	6,480,000	972,000
994	Conservation Department	Katusi John	02278	Private Ranger	UWA/012	540,000	6,480,000	972,000
995	Tourism Development & Business Services	Katusabe Faridah	02279	Private Ranger	UWA/012	540,000	6,480,000	972,000
996	Conservation Department	Kusemererwa Ronald	02281	Private Ranger	UWA/012	540,000	6,480,000	972,000
997	Conservation Department	Twesigye Innocent	02282	Private Ranger	UWA/012	540,000	6,480,000	972,000
998	Conservation Department	Tumusiime Richard Mwesige	02283	Private Ranger	UWA/012	540,000	6,480,000	972,000
999	Conservation Department	Baluku Michael	02285	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,000	Conservation Department	Basaija Daniel	02286	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,001	Conservation Department	Tumuhimbise Nazario	02288	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,002	Conservation Department	Ayera Doreen	02289	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,003	Conservation Department	Okiria Richard	02290	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,004	Conservation Department	Thembo Simon	02291	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,005	Conservation Department	Bwambale Alozius	02292	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,006	Conservation Department	Bwambale Fana	02293	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,007	Conservation Department	Masereka Salveri	02294	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,008	Conservation Department	Muhindo Moses	02295	Private Ranger	UWA/010	600,000	7,200,000	1,080,000
1,009	Conservation Department	Tumuramye Maxensia	02296	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,010	Conservation Department	Asiimwe Zefrino	02297	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,011	Conservation Department	Amanyire Scholar	02298	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,012	Conservation Department	Alidria Bazil Andeku	02299	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,013	Conservation Department	Kisembo Jimmy	02300	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,014	Conservation Department	Kabugo Syril	02301	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,015	Conservation Department	Kananura Amos	02302	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,016	Conservation Department	Natwijuka Nelson	02303	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,017	Conservation Department	Niwaqaba Tophil	02304	Accounts Clerk	UWA/08	900,000	10,800,000	1,620,000
1,018	Conservation Department	Turyamuha Innocent	02305	Private Ranger	UWA/012	540,000	6,480,000	972,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
1,019	Conservation Department	Tumwine Albert	02306	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,020	Conservation Department	Murokole Williams	02307	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,021	Tourism Development & Business Services	Kirumira Dorothy Nakabuye	02308	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
1,022	Conservation Department	Asimwe Alex	02310	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,023	Tourism Development & Business Services	Angarireho Joshua	02311	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
1,024	Conservation Department	Namanya Elisha	02313	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,025	Conservation Department	Begumisa Moses	02314	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,026	Conservation Department	Orubaruho Daniel	02315	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,027	Tourism Development & Business Services	Hillary Jerome	02316	Ranger Guide	UWA/012	540,000	6,480,000	972,000
1,028	Conservation Department	Asingwire Rebecca	02317	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,029	Conservation Department	Muhwezi Grivin	02318	Lance Corporal	UWA/011	580,000	6,960,000	1,044,000
1,030	Conservation Department	Kabaliisa Rose	02319	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,031	Conservation Department	Sande Fred Olise	02320	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,032	Conservation Department	Baliganikya Bonny	02321	Ranger Guide	UWA/012	540,000	6,480,000	972,000
1,033	Conservation Department	Tasike Andrew Tseema	02322	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,034	Conservation Department	Egadu Anthony	02323	Driver	UWA/09	780,000	9,360,000	1,404,000
1,035	Conservation Department	Masokoyi Ismail	02324	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,036	Conservation Department	Nabukwasi Lornah	02326	Seargent Major	UWA/08	800,000	9,600,000	1,440,000
1,037	Conservation Department	Wosukira Andrew	02327	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,038	Conservation Department	Namakago Alamanzani	02328	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,039	Conservation Department	Chemutai Fred	02330	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,040	Conservation Department	Okiror Joseph	02331	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,041	Conservation Department	Madaya Benon	02332	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,042	Conservation Department	Kipsang Sammy	02333	Legal Clerk	UWA/08	850,000	10,200,000	1,530,000
1,043	Conservation Department	Menya Jildous Okello	02334	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,044	Conservation Department	Loduk Alex	02335	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,045	Conservation Department	Ngorok Annunziata	02336	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,046	Conservation Department	Loyep Eliah Frances	02337	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,047	Conservation Department	Owiny Daniel Lotukei	02339	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,048	Conservation Department	Losike Joseline	02340	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,049	Conservation Department	Ebyeu Pascal	02341	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,050	Conservation Department	Wanambwa Peter	02342	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,051	Conservation Department	Anywar Richard	02343	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,052	Conservation Department	Oyet David Kasisi	02344	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,053	Conservation Department	Osekeny Daniel	02345	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,054	Conservation Department	Onama Pius	02348	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,055	Conservation Department	Omute Justine	02349	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,056	Conservation Department	Olum Gabriel	02351	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,057	Conservation Department	Okot Isaac Peter	02352	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,058	Conservation Department	Okello Joseph	02353	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,059	Conservation Department	Odongkare Justine	02354	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,060	Conservation Department	Lokiru Moses	02356	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,061	Conservation Department	Kiplangant Silas	02357	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,062	Conservation Department	Ilukol Phillips	02358	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,063	Conservation Department	Ikule Margret Ruth	02359	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,064	Conservation Department	Ikara Samson	02360	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,065	Conservation Department	Chan-Okema Charles Omony	02361	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,066	Conservation Department	Arega Julius	02362	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,067	Conservation Department	Bwambale Edward	02363	Private Ranger	UWA/012	530,000	6,360,000	954,000
1,068	Conservation Department	Amongin Immaculate	02364	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,069	Conservation Department	Alupo Grace	02365	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,070	Conservation Department	Achan Sarah Samantha	02366	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,071	Conservation Department	Akello Angella	02367	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,072	Conservation Department	Akol Elias	02368	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,073	Conservation Department	Ogwang Thomas	02369	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,074	Conservation Department	Ogwang Simon Peter Rock	02370	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,075	Conservation Department	Kakama Phesto	02372	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,076	Conservation Department	Mucunguzi John	02373	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,077	Tourism Development & Business Services	Namatovu Ritah	02375	Ranger Guide	UWA/012	540,000	6,480,000	972,000
1,078	Tourism Development & Business Services	Kakuru Robert	02376	Ranger Guide	UWA/012	540,000	6,480,000	972,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
1,079	Tourism Development & Business Services	Niyibizi Goreth	02377	Ranger Guide	UWA/012	540,000	6,480,000	972,000
1,080	Tourism Development & Business Services	Akampurira Osbert	02378	Seargent Ranger	UWA/09	780,000	9,360,000	1,404,000
1,081	Tourism Development & Business Services	Niwanjine Peace	02379	Ranger Guide	UWA/012	540,000	6,480,000	972,000
1,082	Tourism Development & Business Services	Tugumisirize John	02380	Ranger Guide	UWA/012	540,000	6,480,000	972,000
1,083	Tourism Development & Business Services	Tugumisirize John Baptist	02382	Ranger Guide	UWA/012	540,000	6,480,000	972,000
1,084	Tourism Development & Business Services	Tumwesige Wilber	02383	Ranger Guide	UWA/012	540,000	6,480,000	972,000
1,085	Tourism Development & Business Services	Atuheire Ignatius Kabonero	02384	Ranger Tracker	UWA/012	540,000	6,480,000	972,000
1,086	Conservation Department	Tibemanya Bernard	02385	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,087	Conservation Department	Niwaqaba Laulian	02386	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,088	Tourism Development & Business Services	Mutabazi James	02387	Ranger Tracker	UWA/012	540,000	6,480,000	972,000
1,089	Conservation Department	Nsengiyunva Moses	02388	Ranger Tracker	UWA/012	540,000	6,480,000	972,000
1,090	Conservation Department	Ngabirano Onesmus	02389	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,091	Tourism Development & Business Services	Mbabazi Simon	02390	Private Ranger (Tracker)	UWA/012	540,000	6,480,000	972,000
1,092	Conservation Department	Acada John Robert	02391	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,093	Conservation Department	Turyasingura Moses	02392	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,094	Conservation Department	Atuzariwe Wence	02393	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,095	Conservation Department	Mfitumukiza Miel	02394	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,096	Conservation Department	Kaheru Posiano	02395	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,097	Conservation Department	Nduguyangu Laurensio	02396	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,098	Conservation Department	Tumwesigye Bernard	02397	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,099	Conservation Department	Niwamanya Innocent	02398	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,100	Conservation Department	Mbabazi Marios	02399	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,101	Conservation Department	Mukwase Caleb	02401	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,102	Conservation Department	Tugumisirize Alex	02402	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,103	Conservation Department	Wabwire Godfrey	02403	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,104	Conservation Department	Bwigyirire Steven	02404	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,105	Conservation Department	Ainembabazi Shillah	02405	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,106	Conservation Department	Tukamuhebwa Damiano	02406	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,107	Conservation Department	Tweheyo Isreal	02407	Corporal Ranger	UWA/010	600,000	7,200,000	1,080,000
1,108	Conservation Department	Tweheyo James	02408	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,109	Conservation Department	Kamugisha Dan	02409	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,110	Tourism Development & Business Services	Tibemanya Medard	02410	Private Ranger (Tracker)	UWA/012	540,000	6,480,000	972,000
1,111	Conservation Department	Omony Simon	02411	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,112	Finance and Administration	Ecabo Ronald	02413	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,113	Conservation Department	Okello Lovis	02414	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,114	Conservation Department	Kumakech Stephen	02415	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,115	Conservation Department	Udale Jimmy	02416	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,116	Conservation Department	Ondoga James	02418	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,117	Conservation Department	Candiru Monika	02419	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,118	Conservation Department	Ivu Bazil	02421	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,119	Conservation Department	Anyede Amos	02423	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,120	Conservation Department	Busobozi Julius	02424	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,121	Conservation Department	Idro Geoffrey	02425	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,122	Tourism Development & Business Services	Atim Harriet Vivian	02426	Ranger Guide	UWA/012	540,000	6,480,000	972,000
1,123	Conservation Department	Adiga Sunday	02427	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,124	Tourism Development & Business Services	Acham Martha	02428	Ranger Guide	UWA/012	540,000	6,480,000	972,000
1,125	Conservation Department	Giraneza Edson	02429	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,126	Conservation Department	Ojok David Sunday	02430	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,127	Conservation Department	Oribi Micheal	02431	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,128	Conservation Department	Onjoma David	02432	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,129	Conservation Department	Jakisa Francis	02434	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,130	Tourism Development & Business Services	Draga Saviour	02435	Ranger Guide	UWA/012	540,000	6,480,000	972,000
1,131	Tourism Development & Business Services	Namono Jessica	02436	Room Attendant	UWA/012	540,000	6,480,000	972,000
1,132	Conservation Department	Bogere Alfred	02437	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,133	Tourism Development & Business Services	Drago Emmanuel	02438	Ranger Guide	UWA/012	540,000	6,480,000	972,000
1,134	Tourism Development & Business Services	Auma Patricia	02439	Ranger Guide	UWA/012	540,000	6,480,000	972,000
1,135	Tourism Development & Business Services	Okot George Stephenson	02440	Ranger Guide	UWA/012	540,000	6,480,000	972,000
1,136	Conservation Department	Buleni Sunday	02441	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,137	Conservation Department	Kinyera Patrick	02442	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,138	Tourism Development & Business Services	Acidri Deo	02443	Seargent Ranger	UWA/09	740,000	8,880,000	1,332,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
1,139	Conservation Department	Odongo Felix	02444	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,140	Conservation Department	Taban Joseph F.D. Mokosa	02445	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,141	Conservation Department	Ojok Boniface	02446	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,142	Conservation Department	Mugisha Mbabazi O	02447	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,143	Conservation Department	Koma Samuel	02449	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,144	Conservation Department	Tuline Robert	02450	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,145	Conservation Department	Komakech Innocent Omon	02453	Ranger	UWA/012	540,000	6,480,000	972,000
1,146	Conservation Department	Olema Silas Feni	02454	Ranger	UWA/012	540,000	6,480,000	972,000
1,147	Executive Director Office	Kanyere Harriet	02456	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,148	Executive Director Office	Asusi Stephen	02457	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,149	Executive Director Office	Sabiiti Luke	02458	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,150	Executive Director Office	Aiso Deborah Rose	02459	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,151	Conservation Department	Otim Robert	02462	Driver	UWA/09	780,000	9,360,000	1,404,000
1,152	Tourism Development & Business Services	Kentaro Rose	02463	Room Attendant	UWA/012	540,000	6,480,000	972,000
1,153	Tourism Development & Business Services	Koreyeny Betty	02464	Room Attendant	UWA/012	540,000	6,480,000	972,000
1,154	Finance and Administration	Badaru Harriet	02465	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
1,155	Finance and Administration	Lanyero Everlyne Trucy	02466	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
1,156	Conservation Department	Ssemwogerere John Bosco	02467	Driver	UWA/09	780,000	9,360,000	1,404,000
1,157	Conservation Department	Tumuhairwe Robert	02468	Driver	UWA/09	780,000	9,360,000	1,404,000
1,158	Conservation Department	Jjemba Godfrey	02470	Driver	UWA/09	780,000	9,360,000	1,404,000
1,159	Conservation Department	Kayanja Tom	02471	Driver	UWA/09	780,000	9,360,000	1,404,000
1,160	Conservation Department	Senkuba Denis Isaac	02472	Driver	UWA/09	780,000	9,360,000	1,404,000
1,161	Tourism Development & Business Services	Kamuganga Sharon Kagwisa	02474	Warden	UWA/06	1,836,800	22,041,600	3,306,240
1,162	Tourism Development & Business Services	Katana Dick	02475	Warden Tourism	UWA/06	1,702,400	20,428,800	3,064,320
1,163	Tourism Development & Business Services	Mubeezi Grace	02476	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
1,164	Tourism Development & Business Services	Nabitosi Mabel	02477	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
1,165	Tourism Development & Business Services	Babirye Leilah	02478	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
1,166	Tourism Development & Business Services	Tukeikiriza Mellon	02480	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
1,167	Finance and Administration	Tumajje Norah	02481	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
1,168	Tourism Development & Business Services	Kanyonza Josephine	02482	Assistant Warden	UWA/07	1,370,000	16,440,000	2,466,000
1,169	Conservation Department	Murangi Godfrey	02483	Driver	UWA/09	780,000	9,360,000	1,404,000
1,170	Conservation Department	Rukundo Sam	02484	Driver	UWA/09	780,000	9,360,000	1,404,000
1,171	National Parks	Otiti Jasper	02485	Corporal	UWA/010	680,000	8,160,000	1,224,000
1,172	National Parks	Kapere Okech Frederick	02486	Coxwain	UWA/09	780,000	9,360,000	1,404,000
1,173	National Parks	Olinga Isaac	02487	Mechanic	UWA/09	780,000	9,360,000	1,404,000
1,174	National Parks	Ocakacon Remmy	02488	Deckhand	UWA/011	590,000	7,080,000	1,062,000
1,175	National Parks	Agaba Moses	02489	Mechanic	UWA/09	780,000	9,360,000	1,404,000
1,176	National Parks	Okullo Lameck Awal	02490	Mason	UWA/09	780,000	9,360,000	1,404,000
1,177	National Parks	Muhumuza Stanley	02491	Driver	UWA/09	780,000	9,360,000	1,404,000
1,178	National Parks	Omoko Jastine	02492	Deckhand	UWA/011	590,000	7,080,000	1,062,000
1,179	Conservation Department	Okello Mike	02493	Driver	UWA/09	780,000	9,360,000	1,404,000
1,180	Conservation Department	Onencan Denis	02494	Mechanic	UWA/010	680,000	8,160,000	1,224,000
1,181	Conservation Department	Osuna Moses	02495	Driver	UWA/09	780,000	9,360,000	1,404,000
1,182	Conservation Department	Onegiu Isaiha Ojara	02496	Mechanic	UWA/010	680,000	8,160,000	1,224,000
1,183	Executive Director Office	Besigye Samuel	02497	Partnership Coordinator	UWA/4/B	4,592,000	55,104,000	8,265,600
1,184	Executive Director Office	Opowo Mack	02498	Procurement Manager	UWA/4/B	4,592,000	55,104,000	8,265,600
1,185	Executive Director Office	Mugisha Barbara Ndagire	02500	Senior Warden	UWA/05/B	2,721,600	32,659,200	4,898,880
1,186	Finance and Administration	Angundaru Sally	02501	Accounts Clerk	UWA/08	1,000,000	12,000,000	1,800,000
1,187	Conservation Department	Abeneitwe Sarah Kamuntu	02505	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,188	Conservation Department	Abomugisha Anthony	02506	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,189	Executive Director Office	Abonga Alex	02507	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,190	Conservation Department	Abwoyo Anna	02508	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,191	Executive Director Office	Achola Stella	02510	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,192	Conservation Department	Achuka David Livingstone	02511	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,193	Conservation Department	Acidri Swaibu Nassur	02512	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,194	Conservation Department	Adriko Joseph Job	02513	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,195	Conservation Department	Agaba Francis	02514	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,196	Conservation Department	Agaba Oliver	02515	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,197	Conservation Department	Agetu Moses	02516	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,198	Conservation Department	Agwang Genavive Frances	02517	Private Ranger	UWA/012	540,000	6,480,000	972,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
1,199	Conservation Department	Ahebwa Joseph	02518	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,200	Conservation Department	Ahebwa Richard	02519	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,201	Executive Director Office	Aijuka Amoss	02520	Seargent Major	UWA/08	850,000	10,200,000	1,530,000
1,202	Conservation Department	Akampurira Shaffi	02521	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,203	Conservation Department	Akampwera Catherine	02522	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,204	Conservation Department	Akello Tereza	02524	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,205	Conservation Department	Akidi Paska	02525	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,206	Conservation Department	Akora Nobert Noris	02526	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,207	Conservation Department	Akum Joseph	02527	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,208	Conservation Department	Akum Josephine	02528	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,209	Conservation Department	Aliba Frank Lopio	02529	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,210	Conservation Department	Alinaitwe Matia	02530	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,211	Conservation Department	Aloyo Christine	02531	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,212	Conservation Department	Amanya Joyce	02532	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,213	Executive Director Office	Amanzuru Charles Kacebo	02533	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,214	Conservation Department	Amati Peter	02534	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,215	Conservation Department	Amidu Brani	02535	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,216	Executive Director Office	Ampeire Sheillah	02536	Seargent Major	UWA/08	850,000	10,200,000	1,530,000
1,217	Conservation Department	Ampumuza Ameria	02537	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,218	Conservation Department	Amuge Susan	02538	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,219	Conservation Department	Andati Moffat	02539	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,220	Conservation Department	Anguma Alex	02541	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,221	Conservation Department	Anywar Richard	02542	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,222	Conservation Department	Apabo Bosco	02543	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,223	Conservation Department	Apet Barnabas	02544	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,224	Conservation Department	Arinaitwe Gideon	02546	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,225	Conservation Department	Arinaitwe Leticia	02547	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,226	Conservation Department	Asasira Dickson	02548	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,227	Executive Director Office	Asasira Philemon	02549	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,228	Conservation Department	Asiikel Richard	02550	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,229	Executive Director Office	Asiimwe Daniel	02551	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,230	Executive Director Office	Asiimwe Dovico	02552	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,231	Conservation Department	Asiko Joyce	02553	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,232	Conservation Department	Asiku Emmanuel	02554	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,233	Conservation Department	Atuheire Bridget Hajarah	02555	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,234	Conservation Department	Atuhurira Pedrine	02557	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,235	Executive Director Office	Atukunda Aggrey	02558	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,236	Conservation Department	Atukunda Nice	02559	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,237	Conservation Department	Atwebembere Medard	02560	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,238	Conservation Department	Atwijukire Godard	02561	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,239	Conservation Department	Atwine Vincent	02562	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,240	Executive Director Office	Awino Emmah Ogodah	02563	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,241	Executive Director Office	Ayebale William	02564	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,242	Conservation Department	Babiha Lawrence	02565	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,243	Conservation Department	Babiye Rashidah	02566	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,244	Conservation Department	Badhisimbye Wasswa Anifu	02567	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,245	Conservation Department	Bageya George	02568	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,246	Conservation Department	Bagonza Allan	02569	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,247	Conservation Department	Baguma Matia Anthony	02570	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,248	Conservation Department	Bakesiga Spencer	02571	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,249	Conservation Department	Baluku Benson	02573	Seargent Major	UWA/08	800,000	9,600,000	1,440,000
1,250	Conservation Department	Baluku David	02574	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,251	Conservation Department	Baluku Fenahasi	02575	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,252	Conservation Department	Barigye Keneth	02576	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,253	Conservation Department	Baseme Nicholas	02577	Accounts Clerk	UWA/08	850,000	10,200,000	1,530,000
1,254	Conservation Department	Bashabe Devis	02578	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,255	Conservation Department	Bayo Geoffrey	02579	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,256	Conservation Department	Bete Ambrose	02581	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,257	Conservation Department	Bijukye David	02582	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,258	Conservation Department	Birenge Stephen Kithokwa	02583	Private Ranger	UWA/012	540,000	6,480,000	972,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
1,259	Conservation Department	Biryabarema Charles	02584	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,260	Conservation Department	Buzare Jude	02586	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,261	Conservation Department	Bwambale Boaz	02587	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,262	Conservation Department	Bwire Geoffrey	02589	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,263	Conservation Department	Bwoya James	02590	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,264	Conservation Department	Byabashaija Robert	02591	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,265	Conservation Department	Byakuma Vincent	02592	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,266	Conservation Department	Byamukama Eric	02593	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,267	Conservation Department	Byamukama Kepha	02594	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,268	Conservation Department	Byamukama Lawrence	02595	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,269	Conservation Department	Candiya Kenneth	02596	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,270	Conservation Department	Chelimo Peter	02598	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,271	Conservation Department	Chepkwemai Nancy	02599	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,272	Conservation Department	Cheptegei Musa	02600	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,273	Conservation Department	Cheptoei Kadiff	02601	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,274	Conservation Department	Cherop Faizo	02602	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,275	Conservation Department	Chesang Tom	02603	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,276	Conservation Department	Ddumba Makunmbi David	02604	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,277	Conservation Department	Drichi Obuni Isaac	02605	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,278	Conservation Department	Ekaju Benjamin	02607	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,279	Conservation Department	Ekotu Simon	02608	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,280	Conservation Department	Ekoju Emmanuel	02609	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,281	Executive Director Office	Ekwee Niko	02610	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,282	Executive Director Office	Ekwilu Silver	02611	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,283	Conservation Department	Elero Simon	02612	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,284	Conservation Department	Emagu John	02613	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,285	Conservation Department	Embatia Geoffrey	02614	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,286	Conservation Department	Emesu Silver	02615	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,287	Conservation Department	Engola Emmanuel	02616	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,288	Conservation Department	Erimu Benard	02617	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,289	Conservation Department	Erongu Yona	02618	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,290	Conservation Department	Erwau Tonny	02619	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,291	Conservation Department	Esabu Silver	02620	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,292	Conservation Department	Esasu Gerald	02621	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,293	Conservation Department	Etarembwa Suzan	02622	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,294	Conservation Department	Etidau Patrick	02623	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,295	Conservation Department	Ewuma Peter	02625	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,296	Executive Director Office	Guloba Syliver	02626	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,297	Conservation Department	Guma Robert	02627	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,298	Conservation Department	Gumisiriza Alex	02628	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,299	Executive Director Office	Gumisiriza Brian	02629	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,300	Conservation Department	Habaasa George	02630	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,301	Conservation Department	Habarulema Benon	02631	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,302	Conservation Department	Happy Wilfred	02632	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,303	Conservation Department	Hinamundi Akimu	02633	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,304	Conservation Department	Iiukol Nicholas Lokuny	02634	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,305	Conservation Department	Imbi Florence	02635	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,306	Conservation Department	Isudo Vincent	02636	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,307	Conservation Department	Itemau Phoebe	02637	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,308	Conservation Department	January Ezra	02638	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,309	Conservation Department	Kabagambe Vicensio	02639	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,310	Conservation Department	Kabahisya Kule Domazo	02640	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,311	Conservation Department	Kabihogo Annet	02641	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,312	Conservation Department	Kaburu Joel	02642	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,313	Conservation Department	Kaheru Melyven	02643	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,314	Conservation Department	Kahinju Farindah	02644	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,315	Conservation Department	Kakaire Aramanzani	02645	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,316	Conservation Department	Kaleghire Landus	02646	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,317	Conservation Department	Kambere Godwill	02647	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,318	Conservation Department	Kamukama Jolly Tusingwire	02649	Private Ranger	UWA/012	540,000	6,480,000	972,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
1,319	Conservation Department	Kamusiime Omax	02650	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,320	Conservation Department	Kangume Teddy	02651	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,321	Conservation Department	Karamagi Tanazio	02652	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,322	Conservation Department	Kareebi Obed	02653	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,323	Conservation Department	Karega Simon	02654	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,324	Conservation Department	Karuhanga Anthony	02655	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,325	Conservation Department	Karuhanga Moses	02656	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,326	Conservation Department	Kasamba Yosamu	02657	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,327	Conservation Department	Kasiringi Luke	02658	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,328	Conservation Department	Kasutama Elisha	02659	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,329	Conservation Department	Katungyi Gerald	02660	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,330	Conservation Department	Katungi Said	02661	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,331	Conservation Department	Kenzarwa Allen	02662	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,332	Conservation Department	Kibakuli Yosia	02663	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,333	Conservation Department	Kiboneka Richard	02664	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,334	Conservation Department	Kiconco Wallen	02665	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,335	Conservation Department	Kidega James	02666	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,336	Conservation Department	Kiiza John	02667	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,337	Conservation Department	Kinyera Denis	02668	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,338	Conservation Department	Kiplangat Simon	02669	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,339	Conservation Department	Kiprotich Simon Bildan	02670	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,340	Conservation Department	Kipsang Joel	02671	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,341	Conservation Department	Kiptoo Sammy	02672	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,342	Conservation Department	Kireenzi Grace	02673	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,343	Conservation Department	Kirunda James	02674	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,344	Conservation Department	Kisenyi Lawrence	02676	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,345	Conservation Department	Komakech Denis	02677	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,346	Conservation Department	Komakech Michael	02678	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,347	Executive Director Office	Komugasho Jadresss	02679	Seargent Major	UWA/08	850,000	10,200,000	1,530,000
1,348	Conservation Department	Komuhangi Martha	02680	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,349	Conservation Department	Kunihira Juliet	02682	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,350	Finance and Administration	Kwikiriza Andrew	02683	Accounts Clerk	UWA/08	850,000	10,200,000	1,530,000
1,351	Conservation Department	Kyaligonza Nelson Junior	02684	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,352	Conservation Department	Kyasiimire Florah	02685	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,353	Conservation Department	Kyofuna Joyce	02686	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,354	Conservation Department	Kyoshabire Shillah	02687	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,355	Conservation Department	Kyotalite Michael	02688	Seargent Major	UWA/08	850,000	10,200,000	1,530,000
1,356	Conservation Department	Lamaro Dinah	02689	Private Ranger	UWA/012	600,000	7,200,000	1,080,000
1,357	Executive Director Office	Lanyero Joyce	02690	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,358	Conservation Department	Letta Philliam	02691	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,359	Conservation Department	Lofoga Grism	02692	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,360	Conservation Department	Logono Daniel	02693	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,361	Conservation Department	Loibok John Lonyia	02695	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,362	Conservation Department	Lokang Patrick	02696	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,363	Conservation Department	Lokong Moses	02697	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,364	Conservation Department	Lokua Gloria	02698	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,365	Conservation Department	Lokwang John Bosco	02699	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,366	Conservation Department	Lolem Rosarya Aguti	02700	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,367	Conservation Department	Lomilo Jeremiah	02701	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,368	Conservation Department	Lomong Charles	02702	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,369	Conservation Department	Lomongin Kizito	02703	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,370	Conservation Department	Lopeyok Christopher	02704	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,371	Conservation Department	Losike Bazil	02705	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,372	Conservation Department	Lotee Zaccheaus	02707	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,373	Conservation Department	Makilyo Dismas	02708	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,374	Conservation Department	Manana Roggers	02709	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,375	Conservation Department	Mandera Kenneth	02710	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,376	Conservation Department	Manyimanyi Gilbert	02711	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,377	Conservation Department	Mariyam Muhammad Binti	02712	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,378	Conservation Department	Marwas Silvesto	02713	Private Ranger	UWA/012	540,000	6,480,000	972,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
1,379	Conservation Department	Masabato Joseph	02714	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,380	Conservation Department	Masereka Saimon	02715	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,381	Conservation Department	Masereka Surgeon	02716	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,382	Conservation Department	Masika Kasifa	02717	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,383	Conservation Department	Masola Godfrey	02718	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,384	Conservation Department	Masoni Aklaus Otoy	02719	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,385	Conservation Department	Mawa Tom	02720	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,386	Conservation Department	Mbabazi Harriet	02721	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,387	Conservation Department	Minyom Moureen	02722	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,388	Conservation Department	Monday Lamech	02723	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,389	Conservation Department	Monday Robert	02724	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,390	Conservation Department	Monday Sadam	02725	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,391	Conservation Department	Mpala Christopher Lubega	02726	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,392	Conservation Department	Mpatswe Emmanuel	02727	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,393	Conservation Department	Mpeirwe Stephen	02728	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,394	Conservation Department	Mucunguzi Alexander	02729	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,395	Conservation Department	Mugabe Michael	02730	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,396	Conservation Department	Mugabo Christopher	02731	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,397	Conservation Department	Mugenyi Patrick	02732	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,398	Conservation Department	Mugisa Jimmy	02733	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,399	Conservation Department	Mugisha Godfred	02734	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,400	Conservation Department	Muhame Robert	02735	Private Ranger	UWA/12	540,000	6,480,000	972,000
1,401	Conservation Department	Muhereza Denis	02736	Seargent Major	UWA/08	850,000	10,200,000	1,530,000
1,402	Conservation Department	Muhindo Franco	02737	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,403	Conservation Department	Muhindo Joachim	02738	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,404	Conservation Department	Muhire Geoffrey Willy	02739	Corporal Ranger	UWA/010	600,000	7,200,000	1,080,000
1,405	Conservation Department	Muhumuza Boaz	02740	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,406	Conservation Department	Muhuruzi Zephaniah	02742	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,407	Conservation Department	Muhwezi Alex	02743	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,408	Conservation Department	Muhwezi Banarbasi	02744	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,409	Conservation Department	Mukasa Charles Muruli	02747	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,410	Conservation Department	Munguriek Wilfred Avolla	02748	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,411	Conservation Department	Muntu Zakariya Bosco	02749	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,412	Conservation Department	Musau Suleiman	02751	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,413	Conservation Department	Musene Martin	02752	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,414	Conservation Department	Musabe Jonan	02753	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,415	Conservation Department	Mushime Brian	02754	Private Ranger	UWA/012	600,000	7,200,000	1,080,000
1,416	Conservation Department	Musika Nicholus	02755	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,417	Conservation Department	Musinguzi Josephat	02756	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,418	Conservation Department	Musuto Ronald	02758	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,419	Conservation Department	Mutabazi Morris	02759	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,420	Conservation Department	Mutegaya Aaron	02760	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,421	Conservation Department	Mutesi Carolyn	02761	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,422	Conservation Department	Mutokambali Julius	02762	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,423	Conservation Department	Mutungi Sam	02763	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,424	Conservation Department	Mwaka Felix	02764	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,425	Conservation Department	Mwanje Godfrey	02765	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,426	Conservation Department	Mwebesa Bosco	02766	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,427	Conservation Department	Mwesigwa Joshua	02767	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,428	Conservation Department	Mwijuka Gulielm	02768	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,429	Conservation Department	Naabya Cathehati	02770	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,430	Conservation Department	Nabende Shimoni Vicent	02771	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,431	Conservation Department	Nabwire Rosemary	02772	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,432	Conservation Department	Nahabwe Jacob	02774	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,433	Conservation Department	Nahamya Asaph	02775	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,434	Conservation Department	Nakakande Caroline	02776	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,435	Conservation Department	Nakayenze Edith	02777	Seargent Major	UWA/08	850,000	10,200,000	1,530,000
1,436	Conservation Department	Nalwanga Fatuma	02778	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,437	Conservation Department	Namara Brendah	02779	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,438	Conservation Department	Nambozo Aidat	02780	Private Ranger	UWA/012	540,000	6,480,000	972,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
1,439	Conservation Department	Namuganza Margaret	02781	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,440	Conservation Department	Namwanje Sarah Kyomunaga	02782	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,441	Conservation Department	Namwendi Karimu	02783	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,442	Conservation Department	Narora Eunice	02785	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,443	Conservation Department	Nasila Susan	02786	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,444	Conservation Department	Natamba Vicent	02787	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,445	Conservation Department	Natumanya Lamsy	02788	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,446	Conservation Department	Naturinda Owen	02789	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,447	Conservation Department	Ndema Patrick	02790	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,448	Conservation Department	Nduhukire Amos	02791	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,449	Conservation Department	Nebyamukama Nelson	02792	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,450	Conservation Department	Nemigisha Sarah	02793	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,451	Conservation Department	Ngabirano Charles	02794	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,452	Conservation Department	Ngabirano David	02795	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,453	Conservation Department	Niwagaba Locus	02797	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,454	Conservation Department	Noguniwe Francis	02798	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,455	Conservation Department	Nsabiyumva Kadogo	02799	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,456	Conservation Department	Nsingize Verah	02800	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,457	Conservation Department	Ntegyeze Onesmus	02802	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,458	Conservation Department	Nuwaijuka Nicholus	02803	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,459	Conservation Department	Nuwenyine Doreen	02804	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,460	Conservation Department	Nyakana James	02805	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,461	Conservation Department	Nyamugisha Maureen Prosper	02806	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,462	Conservation Department	Nzobindo Solomon	02807	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,463	Conservation Department	Obema Fred	02808	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,464	Conservation Department	Obonyo Simon	02809	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,465	Conservation Department	Obua Isaac	02810	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,466	Conservation Department	Obulejo Stephen Apidra	02811	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,467	Conservation Department	Ocaya Ali Moses	02813	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,468	Conservation Department	Ocen Tonny	02814	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,469	Conservation Department	Ochieng Simon	02816	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,470	Conservation Department	Odaga Christ	02817	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,471	Conservation Department	Odela Simon Peter	02818	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,472	Conservation Department	Odokonyero Christopher	02819	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,473	Conservation Department	Odong Ponsiano	02820	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,474	Conservation Department	Odwokacen Simon	02821	Corporal Ranger	UWA/010	600,000	7,200,000	1,080,000
1,475	Conservation Department	Ogik Emmanuel	02822	Seargent Major	UWA/08	850,000	10,200,000	1,530,000
1,476	Conservation Department	Ogwang Amos	02823	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,477	Conservation Department	Ogwang Laurence	02824	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,478	Conservation Department	Oiye Joseph	02825	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,479	Conservation Department	Ojok Patrick	02826	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,480	Conservation Department	Ojok Robin	02827	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,481	Conservation Department	Okello Ambrose	02828	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,482	Conservation Department	Okello Amos	02829	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,483	Conservation Department	Okello Andrew	02830	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,484	Conservation Department	Okello Emmanuel	02831	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,485	Conservation Department	Okello Ismail	02832	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,486	Conservation Department	Okello Joseph	02833	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,487	Conservation Department	Okello Moris Ogwang	02834	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,488	Conservation Department	Okello Morris Oringa	02835	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,489	Conservation Department	Okello Vicent	02836	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,490	Conservation Department	Okiria Alex	02837	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,491	Conservation Department	Okong Sam Mike	02838	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,492	Conservation Department	Okot Tonny Hannington	02839	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,493	Conservation Department	Okulai John Justine	02840	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,494	Conservation Department	Okurut Amulani	02841	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,495	Conservation Department	Okwee Rashid	02843	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,496	Conservation Department	Okwi Moses	02844	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,497	Conservation Department	Olara Simon Peter	02845	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,498	Conservation Department	Olara Jonathan	02846	Private Ranger	UWA/012	540,000	6,480,000	972,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
1,499	Conservation Department	Oloya James	02847	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,500	Conservation Department	Oloya Richard	02848	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,501	Conservation Department	Omara Jack	02849	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,502	Conservation Department	Omiat Simon Peter	02850	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,503	Conservation Department	Omoding Gabriel Oounyu	02852	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,504	Conservation Department	Omvema James	02853	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,505	Conservation Department	Ongom Simon	02854	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,506	Conservation Department	Onyango William	02855	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,507	Conservation Department	Onyko Denis	02856	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,508	Conservation Department	Onyol Philliam	02857	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,509	Conservation Department	Opio Robert	02858	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,510	Conservation Department	Opoka Geoffrey	02859	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,511	Conservation Department	Opolot Sois Peter	02860	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,512	Conservation Department	Orishaba Edgarida	02861	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,513	Conservation Department	Oryem John Jimmy	02862	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,514	Conservation Department	Otim Richard	02863	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,515	Conservation Department	Otto David Johnson	02864	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,516	Conservation Department	Otto Walter	02865	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,517	Conservation Department	Otukey Ivan	02866	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,518	Conservation Department	Owilli Mathias	02867	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,519	Conservation Department	Owomugyisha Elinah	02868	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,520	Conservation Department	Oyera Simon Peter	02869	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,521	Conservation Department	Oyirworth Gad	02870	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,522	Conservation Department	Pekorom Remi	02871	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,523	Conservation Department	Pule Pius Lew	02872	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,524	Conservation Department	Puruka Sedrack	02873	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,525	Conservation Department	Rimbererirungi Euphonia	02874	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,526	Conservation Department	Rodlin Vailetical Faure	02875	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,527	Conservation Department	Ruranga Samson	02877	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,528	Conservation Department	Rutungu Coleb	02878	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,529	Conservation Department	Safari Fred	02879	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,530	Conservation Department	Sagal Benson Lolem	02880	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,531	Executive Director Office	Sega Brenda Agutu	02881	Clerk	UWA/08	900,000	10,800,000	1,620,000
1,532	Conservation Department	Sempala Aliyyu	02882	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,533	Conservation Department	Shisa Agath	02883	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,534	Conservation Department	Shisa Alex	02884	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,535	Conservation Department	Sibendirana Widluck	02885	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,536	Conservation Department	Ssenyonga Hassan	02886	Private Ranger	UWA/010	600,000	7,200,000	1,080,000
1,537	Conservation Department	Ssetenda Emmanuel	02887	Corporal Ranger	UWA/010	600,000	7,200,000	1,080,000
1,538	Conservation Department	Sukuku Sailas	02888	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,539	Conservation Department	Sunday Richard	02889	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,540	Conservation Department	Tabu Joseph	02890	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,541	Conservation Department	Tayebwa Julius Bayebwa	02891	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,542	Conservation Department	Thembo Bazilio	02892	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,543	Conservation Department	Thembo Johnication Isaho	02893	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,544	Conservation Department	Tindimwebwa Vastine	02894	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,545	Conservation Department	Tindyebwa Julius	02895	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,546	Conservation Department	Tirwomwe Daniel	02896	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,547	Conservation Department	Toolit Denish	02897	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,548	Conservation Department	Tugume Benon	02898	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,549	Conservation Department	Tugumetushabe Zephurine	02899	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,550	Conservation Department	Tugumizemu Geoffrey	02900	Private Ranger	UWA/010	600,000	7,200,000	1,080,000
1,551	Conservation Department	Tulinayo Able	02901	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,552	Conservation Department	Tumuhaise Gerald	02902	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,553	Conservation Department	Tumuhaise Innocent	02903	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,554	Conservation Department	Tumukunde Anthony	02904	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,555	Conservation Department	Tumuramye Justus	02905	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,556	Conservation Department	Tumusiime Gabriel	02907	Private Ranger	UWA/010	600,000	7,200,000	1,080,000
1,557	Conservation Department	Tumusiime John Rushariza	02908	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,558	Conservation Department	Tumwebaze Philemon	02909	Private Ranger	UWA/012	540,000	6,480,000	972,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
1,559	Conservation Department	Turanzoomwe Flavian	02910	Seargent Major	UWA/08	850,000	10,200,000	1,530,000
1,560	Conservation Department	Turinomuhangi Cosma	02911	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,561	Conservation Department	Turyahikahi Vicent	02912	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,562	Conservation Department	Turyashemererwa Alex	02913	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,563	Conservation Department	Turyasingura Evans	02914	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,564	Conservation Department	Turyasingura Miriah	02915	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,565	Conservation Department	Turyatamba Movadi	02916	Seargent Major	UWA/08	850,000	10,200,000	1,530,000
1,566	Conservation Department	Tusiime Rose	02917	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,567	Conservation Department	Tuyisinge John	02918	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,568	Conservation Department	Twebaze David	02919	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,569	Conservation Department	Twesigye John	02920	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,570	Conservation Department	Twinamatsiko Harriet	02921	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,571	Conservation Department	Twinomuhangi Justus	02922	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,572	Conservation Department	Twongyeirwe Amos George	02923	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,573	Conservation Department	Udale Patrick	02924	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,574	Conservation Department	Uwizeye Monica	02925	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,575	Conservation Department	Wacal Francis	02926	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,576	Conservation Department	Wanzama John	02927	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,577	Conservation Department	Wasagali Aliziki	02928	Seargent Major	UWA/08	850,000	10,200,000	1,530,000
1,578	Conservation Department	Wekoyera Bob	02929	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,579	Conservation Department	Wetaka James	02930	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,580	Conservation Department	Womaungo Timothy	02931	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,581	Conservation Department	Yekini Chriss	02932	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,582	Conservation Department	Yeko Milton	02933	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,583	Conservation Department	Masinde Brenda Anyango	02934	Private Ranger	UWA/012	540,000	6,480,000	972,000
1,584	Legal & Corporate Affairs	Luzinda Ali	02935	Legal Counsel	UWA/4/B	4,256,000	51,072,000	7,660,800
1,585	Tourism Development & Business Services	Ameso Barbra	02937	Marketing Officer	UWA/06	1,971,200	23,654,400	3,548,160
1,586	Conservation Department	Aruho Robert	02938	Warden Monitoring and Research	UWA/06	1,971,200	23,654,400	3,548,160
1,587	Executive Director Office	Bushendich Patrick	02939	Assistant Warden - Law Enforcement	UWA/07	1,290,000	15,480,000	2,322,000
1,588	Conservation Department	Nimusiima Joan	02940	Warden Community Conservation	UWA/06	1,971,200	23,654,400	3,548,160
1,589	Conservation Department	Kiyai Goretii	02942	Warden Community Conservation	UWA/06	1,971,200	23,654,400	3,548,160
1,590	Conservation Department	Lukwago Ibrahim	02943	Driver	UWA/09	760,000	9,120,000	1,368,000
1,591	Finance and Administration	Mbabazi Hope Kobusheshe	02944	Accounts Clerk	UWA/08	950,000	11,400,000	1,710,000
1,592	Finance and Administration	Mbabazi Jackline	02945	Accounts Clerk	UWA/08	950,000	11,400,000	1,710,000
1,593	Finance and Administration	Asiimwe Moreen	02946	Accounts Clerk	UWA/08	950,000	11,400,000	1,710,000
1,594	Conservation Department	Agaba Hillary Kumanya	02948	Warden Monitoring and Research	UWA/06	1,971,200	23,654,400	3,548,160
1,595	Conservation Department	Ruhweza Patrick	02949	Mechanic	UWA/09	760,000	9,120,000	1,368,000
1,596	Conservation Department	Ongwech Jockine	02950	Driver	UWA/09	760,000	9,120,000	1,368,000
1,597	Conservation Department	Mugabe Willy	02951	Driver	UWA/09	760,000	9,120,000	1,368,000
1,598	Conservation Department	Ekinu Samuel Eseku	02952	Driver	UWA/09	760,000	9,120,000	1,368,000
1,599	Finance and Administration	Kyokunzire Christina	02953	Accounts Clerk	UWA/08	950,000	11,400,000	1,710,000
1,600	Conservation Department	Nkundamukama Darlius	02954	Driver	UWA/09	760,000	9,120,000	1,368,000
1,601	Executive Director Office	Bakobaki Jackline	02955	Deputy Director Human Resource	UWA/03/A	10,640,000	127,680,000	19,152,000
1,602	Finance and Administration	Abeja Angella	02956	Accounts Clerk	UWA/08	950,000	11,400,000	1,710,000
1,603	Finance and Administration	Ankunda Racheal	02957	Accounts Clerk	UWA/08	950,000	11,400,000	1,710,000
1,604	Conservation Department	Byarugaba Stuart	02959	Driver	UWA/09	760,000	9,120,000	1,368,000
1,605	Conservation Department	Mugisha Kennedy Mpinga	02960	Driver	UWA/09	760,000	9,120,000	1,368,000
1,606	Conservation Department	Chemonges Isaa Mukusia	02962	Driver	UWA/09	760,000	9,120,000	1,368,000
1,607	Conservation Department	Simali Silver	02963	Driver	UWA/09	760,000	9,120,000	1,368,000
1,608	Conservation Department	Agaba Florence	02964	Administrative Assistant	UWA/07	1,050,000	12,600,000	1,890,000
1,609	Tourism Development & Business Services	Lokang Augustine	02965	Room Attendant	UWA/011	570,000	6,840,000	1,026,000
1,610	Tourism Development & Business Services	Lokamar Moses	02966	Information Clerk	UWA/09	700,000	8,400,000	1,260,000
1,611	Conservation Department	Gakiza Stuart	02967	Assistant Warden Fleet Management	UWA/07	1,130,000	13,560,000	2,034,000
1,612	Legal & Corporate Affairs	Nuwainembabazi Patience	02968	Monitoring and Evaluation Officer	UWA/06	1,702,400	20,428,800	3,064,320
1,613	Legal & Corporate Affairs	Atwebembeire Blair	02969	Warden Legal	UWA/06	1,702,400	20,428,800	3,064,320
1,614	Legal & Corporate Affairs	Natukunda Grace	02970	Warden Legal	UWA/06	1,702,400	20,428,800	3,064,320
1,615	Legal & Corporate Affairs	Tinkasimire Jimmie	02971	Monitoring and Evaluation Officer	UWA/06	1,702,400	20,428,800	3,064,320
1,616	Legal & Corporate Affairs	Tuheisomwe Annet	02972	Legal Counsel	UWA/04/B	4,088,000	49,056,000	7,358,400
1,617	Finance and Administration	Tiko Doreen Atiku	02973	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,618	Finance and Administration	Yiga Ambrose	02974	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
1,619	Finance and Administration	Omulimo Andrew	02975	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,620	Conservation Department	Nabwire Lydia Georgina	02977	Administrative Assistant	UWA/06	1,702,400	20,428,800	3,064,320
1,621	Tourism Development & Business Services	Muhereza Joseph	02978	Concession Officer	UWA/06	1,702,400	20,428,800	3,064,320
1,622	Finance and Administration	Azeirwe Immaculate	02979	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,623	Finance and Administration	Erac Jasper	02981	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,624	Conservation Department	Musenze John Bosco	02982	Electrician	UWA/09	700,000	8,400,000	1,260,000
1,625	Executive Director Office	Opinia Gloria	02983	Warden	UWA/06	1,702,400	20,428,800	3,064,320
1,626	Conservation Department	Byamukama Robert	02984	Mason	UWA/09	700,000	8,400,000	1,260,000
1,627	Conservation Department	Nsengiyumva Bernard	02985	Carpenter	UWA/09	700,000	8,400,000	1,260,000
1,628	Executive Director Office	Kwesiga William Karamagi	02986	Warden	UWA/06	1,702,400	20,428,800	3,064,320
1,629	Conservation Department	Ochola Andrew	02987	Mason	UWA/09	700,000	8,400,000	1,260,000
1,630	Conservation Department	Mugume Clauce	02988	Mason	UWA/09	700,000	8,400,000	1,260,000
1,631	Conservation Department	Ndyaguma Geoffrey	02989	Welder	UWA/09	700,000	8,400,000	1,260,000
1,632	Conservation Department	Okot Morris Stephen	02990	Mason	UWA/09	700,000	8,400,000	1,260,000
1,633	Conservation Department	Ojara Charles	02991	Carpenter	UWA/09	700,000	8,400,000	1,260,000
1,634	Conservation Department	Ikosiot Julius	02992	Mason	UWA/09	700,000	8,400,000	1,260,000
1,635	Conservation Department	Otuna David Eluga	02994	Mason	UWA/09	700,000	8,400,000	1,260,000
1,636	Conservation Department	Emoruoit James Stephen	02995	Mason	UWA/09	700,000	8,400,000	1,260,000
1,637	Finance and Administration	Eyotaru Viola	02996	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,638	Finance and Administration	Nyirazibanje Jenipher	02997	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,639	Finance and Administration	Namukose Rose	02999	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,640	Conservation Department	Kitalikibi Filly Moses	03000	Driver	UWA/09	700,000	8,400,000	1,260,000
1,641	Conservation Department	Otto Charles	03001	Driver	UWA/09	700,000	8,400,000	1,260,000
1,642	Conservation Department	Otekat Emmanuel	03002	Deckhand	UWA/011	550,000	6,600,000	990,000
1,643	Finance and Administration	Kamusime Florence	03003	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,644	Conservation Department	Katto Alfred Ntrogwa	03004	Carpenter	UWA/09	700,000	8,400,000	1,260,000
1,645	Conservation Department	Ayo Geoffrey	03005	Driver	UWA/09	700,000	8,400,000	1,260,000
1,646	Conservation Department	Baleke Fred	03006	Driver	UWA/09	700,000	8,400,000	1,260,000
1,647	Conservation Department	Lubega Godfrey	03007	Driver	UWA/09	700,000	8,400,000	1,260,000
1,648	Finance and Administration	Kuteisa Prize	03008	Stores Clerk	UWA/08	800,000	9,600,000	1,440,000
1,649	Conservation Department	Bwambale Sedrack	03009	Driver	UWA/09	700,000	8,400,000	1,260,000
1,650	Tourism Development & Business Services	Akajo Mary Catherine	03010	Information Clerk	UWA/09	700,000	8,400,000	1,260,000
1,651	Tourism Development & Business Services	Namutebi Joweria	03011	Administrative Assistant	UWA/06	1,568,000	18,816,000	2,822,400
1,652	Tourism Development & Business Services	Wegosasa Agatha	03012	Room Attendant	UWA/011	550,000	6,600,000	990,000
1,653	Conservation Department	Wamono Michael	03013	Driver	UWA/09	700,000	8,400,000	1,260,000
1,654	Conservation Department	Oula Emmanuel Mark	03014	Driver	UWA/09	700,000	8,400,000	1,260,000
1,655	Conservation Department	Abila Paul	03015	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,656	Conservation Department	Abiriga Sunday	03016	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,657	Conservation Department	Achan Irene	03017	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,658	Conservation Department	Acire Bernard Olobo	03018	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,659	Conservation Department	Adomati Francis	03019	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,660	Conservation Department	Afoyomungu Quinto	03020	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,661	Conservation Department	Agaba Hannington	03021	Private Ranger	UWA/012	620,000	7,440,000	1,116,000
1,662	Conservation Department	Agaba Justus	03022	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,663	Conservation Department	Agudo Scovia Betty	03023	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,664	Conservation Department	Aharikundira Shallon	03024	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,665	Conservation Department	Ahasiimire Jane	03025	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,666	Conservation Department	Ahumuza Keneth	03026	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,667	Conservation Department	Akampa Naboth	03027	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,668	Conservation Department	Akampurira Gordon	03028	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,669	Conservation Department	Akello Beatrice	03029	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,670	Conservation Department	Akol Yesse	03030	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,671	Conservation Department	Aloyo Judith	03031	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,672	Conservation Department	Amis Latif	03032	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,673	Conservation Department	Amolo Joseph	03033	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,674	Conservation Department	Amongin Rebecca	03034	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,675	Conservation Department	Amuriat Martin	03035	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,676	Conservation Department	Angom Oliver	03036	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,677	Conservation Department	Anguria Joseph	03037	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,678	Conservation Department	Anu Malisa	03038	Private Ranger	UWA/012	510,000	6,120,000	918,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
1,679	Conservation Department	Apeko Elizabeth	03039	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,680	Conservation Department	Araptai Derick	03040	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,681	Conservation Department	Ariono Betty	03041	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,682	Conservation Department	Ariko Francis	03042	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,683	Conservation Department	Arinaitwe Simon Perezi	03043	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,684	Conservation Department	Asasira Gloria	03044	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,685	Conservation Department	Asimwe Brean	03045	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,686	Conservation Department	Atai Rebecca	03046	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,687	Conservation Department	Atimango Harriet	03047	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,688	Conservation Department	Atuma Isaac	03048	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,689	Conservation Department	Auma Leah	03049	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,690	Conservation Department	Ayepa Evaline Adei	03050	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,691	Conservation Department	Kobusingye Immaculate	03051	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,692	Conservation Department	Bakeiha Samson K	03052	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,693	Conservation Department	Bavuga John	03053	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,694	Conservation Department	Biretwa Edson	03054	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,695	Conservation Department	Birungi Daniel	03055	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,696	Conservation Department	Birungi Robert	03056	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,697	Executive Director Office	Bitinda Yeremiya	03057	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,698	Conservation Department	Boch Silus	03058	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,699	Conservation Department	Buyuya Ibrahim	03059	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,700	Conservation Department	Bwambale Bruno	03060	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,701	Conservation Department	Bwambale Cosmus	03061	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,702	Executive Director Office	Byarugaba Aron	03062	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,703	Conservation Department	Byarugaba Enoth	03063	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,704	Conservation Department	Byaruhanga Tomasi	03064	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,705	Conservation Department	Byomugabe Edmond	03065	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,706	Conservation Department	Chance Joseph	03066	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,707	Conservation Department	Chepkurui Victor	03067	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,708	Conservation Department	Cherotich Sharifa	03068	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,709	Conservation Department	Dunia Naume	03069	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,710	Conservation Department	Elagu Emmanuel Etibu	03070	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,711	Conservation Department	Elem Leo	03071	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,712	Conservation Department	Emiti Joseph	03072	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,713	Conservation Department	Esabu Richard	03073	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,714	Conservation Department	Eroku Moses	03074	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,715	Conservation Department	Etobu Felix	03075	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,716	Conservation Department	Ezati Simon	03076	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,717	Conservation Department	Friday Anthony	03077	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,718	Conservation Department	Gimadu Michael	03078	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,719	Conservation Department	Higenyi Isaac	03079	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,720	Conservation Department	Ilukol Simon	03080	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,721	Conservation Department	Jawiambe Mostafa	03081	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,722	Conservation Department	Imetur Imelda	03082	Private Ranger	UWA/012	620,000	7,440,000	1,116,000
1,723	Conservation Department	Kabugho Melina	03083	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,724	Conservation Department	Kalija Saimon	03084	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,725	Conservation Department	Kamira Samuel Musuubo	03085	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,726	Conservation Department	Kansiime Emmanuel	03086	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,727	Conservation Department	Kasangaki Richard	03087	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,728	Conservation Department	Kato Edison	03088	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,729	Conservation Department	Kembabazi Immaculate	03089	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,730	Conservation Department	Kibet Fred	03090	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,731	Conservation Department	Kikumu Paul	03091	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,732	Conservation Department	Kipkuto Rodgers Ndiwa	03092	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,733	Conservation Department	Kansiime Jonan	03093	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,734	Conservation Department	Kiggundu Johnson	03094	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,735	Conservation Department	Kiptoyek Alfred	03095	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,736	Conservation Department	Kirya Shafi	03096	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,737	Conservation Department	Kisambira Valerian	03097	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,738	Conservation Department	Kobusinge Annet	03098	Private Ranger	UWA/012	510,000	6,120,000	918,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
1,739	Conservation Department	Kuloba Titus	03100	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,740	Conservation Department	Kunyuk Juma	03101	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,741	Conservation Department	Kutan Peter	03102	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,742	Conservation Department	Kusasira Arther	03103	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,743	Conservation Department	Kwatampora Benson	03104	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,744	Conservation Department	Kwiocwiny Dorothy	03105	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,745	Conservation Department	Kyamwine Loy	03106	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,746	Conservation Department	Kyosimire Jenerous	03107	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,747	Conservation Department	Ling Silvano	03108	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,748	Conservation Department	Lochiyo Alfred	03109	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,749	Conservation Department	Lomuriamoe Francis	03110	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,750	Conservation Department	Longok Faustino	03111	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,751	Conservation Department	Lorot Luiji	03112	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,752	Conservation Department	Lule Willy	03113	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,753	Conservation Department	Mafabi James	03114	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,754	Conservation Department	Mandela Salim	03115	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,755	Conservation Department	Maniragaba Bosco	03116	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,756	Conservation Department	Masika Zelefa	03117	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,757	Conservation Department	Masina Emmanuel	03118	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,758	Conservation Department	Matsiko James	03119	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,759	Executive Director Office	Mauku Bridget	03120	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,760	Conservation Department	Mayanja Salim Abu	03121	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,761	Conservation Department	Mbaine David	03122	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,762	Conservation Department	Mbusa Andrew	03123	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,763	Conservation Department	Mpumwire Abert	03124	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,764	Conservation Department	Mubunga Jackson	03125	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,765	Conservation Department	Mucurezi Agustine	03126	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,766	Conservation Department	Mugabe Anorld	03127	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,767	Conservation Department	Mugisa Robert	03128	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,768	Conservation Department	Mugisha Frank	03129	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,769	Conservation Department	Mugisha Fred	03130	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,770	Conservation Department	Muhigy Valensi	03131	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,771	Conservation Department	Muhindo Geofrey	03132	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,772	Conservation Department	Muhindo Jones	03133	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,773	Conservation Department	Muhindo Julius	03134	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,774	Conservation Department	Piramoe Edward	03135	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,775	Conservation Department	Muhwezi Geoffrey	03136	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,776	Conservation Department	Mukundane Jonan	03137	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,777	Conservation Department	Muliisa Nicholas	03138	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,778	Conservation Department	Muluwe Rogers	03139	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,779	Conservation Department	Mununa James	03140	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,780	Conservation Department	Musagala Ronald	03141	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,781	Conservation Department	Musana Amos	03142	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,782	Executive Director Office	Mwanje Yusuf	03143	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,783	Conservation Department	Mwiseneza Wilson	03144	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,784	Finance and Administration	Nuwamanya Patience	03145	Accounts Clerk	UWA/08	850,000	10,200,000	1,530,000
1,785	Conservation Department	Nahabo Aisa	03146	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,786	Conservation Department	Nahabwe Brendah	03147	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,787	Tourism Development & Business Services	Nakami Lydia	03148	Reservation Officers	UWA/07	1,050,000	12,600,000	1,890,000
1,788	Conservation Department	Nakubulwa Betty	03149	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,789	Tourism Development & Business Services	Nambuba Joyce	03150	Reservation Officers	UWA/07	1,050,000	12,600,000	1,890,000
1,790	Conservation Department	Namulinda Margret	03151	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,791	Conservation Department	Namukose Lilian	03152	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,792	Tourism Development & Business Services	Namutebi Rose	03153	Reservation Officers	UWA/07	1,050,000	12,600,000	1,890,000
1,793	Conservation Department	Nanyombi Dorothy	03154	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,794	Conservation Department	Natooli Denis Wycliff	03155	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,795	Conservation Department	Natuhwera Aaron Isingoma	03156	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,796	Conservation Department	Ndaleghana Gideon	03157	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,797	Executive Director Office	Ndigendawa Augustus	03158	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,798	Conservation Department	Ndyajunwoha Naboth	03159	Private Ranger	UWA/012	510,000	6,120,000	918,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
1,799	Tourism Development & Business Services	Ninsima Doreen	03160	Reservation Officers	UWA/012	1,050,000	12,600,000	1,890,000
1,800	Conservation Department	Niwabine Dorothy	03161	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,801	Conservation Department	Niwagaba Davisi	03162	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,802	Conservation Department	Nure Dennis	03163	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,803	Conservation Department	Nuwatwine Macklean	03164	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,804	Conservation Department	Obina Vincent JL Odwar	03165	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,805	Conservation Department	Ocakacon Walter	03166	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,806	Conservation Department	Ocira Richard	03167	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,807	Conservation Department	Ocungi Alex	03168	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,808	Conservation Department	Odeke Charles	03169	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,809	Conservation Department	Odong James Henry	03170	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,810	Conservation Department	Odong Raymond	03171	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,811	Conservation Department	Odongo James	03172	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,812	Conservation Department	Ogwal Andrew	03173	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,813	Conservation Department	Okello Benson Lokwang	03174	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,814	Conservation Department	Okello Mahmud	03175	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,815	Conservation Department	Okello Moses	03176	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,816	Conservation Department	Okiro Denis	03177	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,817	Conservation Department	Okior Emmanuel	03178	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,818	Conservation Department	Okodi Basil	03179	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,819	Conservation Department	Okodi Fabiano	03180	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,820	Conservation Department	Okodi Justin Opio	03181	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,821	Conservation Department	Okot Samson	03182	Seargent Major	UWA/08	800,000	9,600,000	1,440,000
1,822	Conservation Department	Okwany Geoffrey	03183	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,823	Conservation Department	Olugu Jasper	03184	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,824	Conservation Department	Olupot Joseph	03185	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,825	Conservation Department	Omerok James	03186	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,826	Conservation Department	Omoding Edmond	03187	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,827	Conservation Department	Omoko Jackson	03188	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,828	Conservation Department	Omony Samuel	03189	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,829	Conservation Department	Onencan Godfred	03190	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,830	Conservation Department	Ongodia Febiano	03191	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,831	Conservation Department	Oola Denis	03192	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,832	Conservation Department	Opio Easu	03193	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,833	Conservation Department	Opio Patrick	03194	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,834	Conservation Department	Oryem George	03196	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,835	Conservation Department	Otekat Emmanuel	03197	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,836	Conservation Department	Ouma James	03198	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,837	Conservation Department	Oumo Emmanuel	03199	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,838	Conservation Department	Populine Dunkan	03200	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,839	Conservation Department	Rutaro Charles Owaroma	03201	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,840	Conservation Department	Rwomuhanda Bernard	03202	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,841	Executive Director Office	Sabila Andrew	03203	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,842	Conservation Department	Sabiti Bosco	03204	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,843	Conservation Department	Sabiiti Godfrey	03205	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,844	Conservation Department	Sentume Chris Nyanzi	03207	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,845	Conservation Department	Tandeka Benon	03209	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,846	Conservation Department	Tingu Fred	03210	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,847	Conservation Department	Toolit Richard	03211	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,848	Conservation Department	Tugume Joyleen	03212	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,849	Conservation Department	Tukamushaba Immaculate	03213	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,850	Conservation Department	Tukwasibwe Isaac	03214	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,851	Conservation Department	Tukwasibwe Posiano	03215	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,852	Conservation Department	Tumuhimbise Moses	03216	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,853	Conservation Department	Tumukugize Edward	03217	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,854	Conservation Department	Tumukunde Godfrey	03218	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,855	Conservation Department	Tumuramye Cosmas	03219	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,856	Conservation Department	Tumushime Godwin	03220	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,857	Conservation Department	Tumusiime Mike	03221	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,858	Conservation Department	Tumusiime Gladys	03222	Private Ranger	UWA/012	510,000	6,120,000	918,000

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
1,859	Conservation Department	Tumwesigye Bright	03223	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,860	Conservation Department	Turyaheebwa Denis	03224	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,861	Conservation Department	Turyamubona Clovis	03225	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,862	Conservation Department	Twesigye Wilber	03228	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,863	Conservation Department	Twikirize Moses	03229	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,864	Conservation Department	Twinomugisha Anthony	03230	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,865	Conservation Department	Wanok Arnold	03231	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,866	Conservation Department	Wanyama Deogresias Eric	03232	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,867	Conservation Department	Wepukhulu Francis	03233	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,868	Conservation Department	Wodamba Dison	03234	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,869	Conservation Department	Wogambula Richard	03235	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,870	Conservation Department	Yapi Rodgers	03236	Private Ranger	UWA/012	510,000	6,120,000	918,000
1,871	Conservation Department	Kato Henry Kasajja	03237	Driver	UWA/09	700,000	8,400,000	1,260,000
1,872	Executive Director Office	Kusiima Gloria	03238	Office Messenger	UWA/09	700,000	8,400,000	1,260,000
1,873	Tourism Development & Business Services	Ainembabazi Lydia	03239	Room Attendant	UWA/011	550,000	6,600,000	990,000
1,874	Finance and Administration	Nakimwero Jauhara	03240	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,875	Finance and Administration	Mwiza Betty Biraro	03241	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,876	Finance and Administration	Kanyunyuzi Christine	03242	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,877	Finance and Administration	Akambangira Annah	03243	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,878	Finance and Administration	Okuonzi Bosco	03245	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,879	Finance and Administration	Mwondha Bosco	03246	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,880	Finance and Administration	Mbabazi Fiona	03247	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,881	Conservation Department	Achaun Patrick Amani	03248	Driver	UWA/09	700,000	8,400,000	1,260,000
1,882	National Parks	Tugume John Mutenga	03249	Warden Community Conservation	UWA/06	1,568,000	18,816,000	2,822,400
1,883	Tourism Development & Business Services	Muhwezi Silver	03250	Porter	UWA/013	300,000	3,600,000	540,000
1,884	Tourism Development & Business Services	Kaija John	03251	Porter	UWA/013	300,000	3,600,000	540,000
1,885	Tourism Development & Business Services	Mbabazi Scovia	03252	Camp Attendant	UWA/011	550,000	6,600,000	990,000
1,886	Conservation Department	Kiiza Moses	03253	Driver	UWA/09	700,000	8,400,000	1,260,000
1,887	Finance and Administration	Ankunda Brian J	03254	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,888	Finance and Administration	Sanyu Edwigi	03255	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,889	Finance and Administration	Aedeke Anna Rose	03256	Accounts Clerk	UWA/08	800,000	9,600,000	1,440,000
1,890	Tourism Development & Business Services	Alum Harriet	03257	Room Attendant	UWA/011	550,000	6,600,000	990,000
1,891	Tourism Development & Business Services	Nakawesi Florence	03258	Room Attendant	UWA/011	550,000	6,600,000	990,000
1,892	Tourism Development & Business Services	Wanzala Alloysius	03259	Porter	UWA/013	300,000	3,600,000	540,000
1,893	Legal & Corporate Affairs	Nanyondo Winnie	03260	Ranger	UWA/012	500,000	6,000,000	900,000
1,894	Legal & Corporate Affairs	OPIO Dennis	03261	Ranger	UWA/012	500,000	6,000,000	900,000
1,895	Legal & Corporate Affairs	Torotich Timothy	03262	Ranger	UWA/012	500,000	6,000,000	900,000
1,896	Legal & Corporate Affairs	Nakayi Halima	03263	Ranger	UWA/012	500,000	6,000,000	900,000
	Total					1,558,502,800	18,702,033,600	2,829,228,240

UWA RECRUITMENT PLAN 2017-2018								
SN	CATEGORY OF STAFF	BASIC PAY	NUMBER	ANNUAL BASIC PAY	ANNUAL GRATUITY	NSSF	TOTAL	
1	Director Finance and Administration	11,760,000	1	141,120,000	21,168,000	14,112,000	176,400,000	
2	Deputy Director Community Affairs	8,960,000	1	107,520,000	16,128,000	10,752,000	134,400,000	
3	Manager Investigation and Wildlife Crime	3,920,000	1	47,040,000	7,056,000	4,704,000	58,800,000	
4	Manager Wildlife Intelligence	3,920,000	1	47,040,000	7,056,000	4,704,000	58,800,000	
5	Planning officer	1,568,000	1	18,816,000	2,822,400	1,881,600	23,520,000	
6	Warden Oil Monitoring	1,568,000	1	18,816,000	2,822,400	1,881,600	23,520,000	
7	Warden Data Base and Records	1,568,000	1	18,816,000	2,822,400	1,881,600	23,520,000	
8	Public Relations Officer	1,568,000	1	18,816,000	2,822,400	1,881,600	23,520,000	
9	Warden Internal Audit	1,568,000	1	18,816,000	2,822,400	1,881,600	23,520,000	
10	Wildlife Crime Officers	1,568,000	2	37,632,000	5,644,800	3,763,200	47,040,000	
11	Laboratory Technicians	1,050,000	3	37,800,000	5,670,000	3,780,000	47,250,000	

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
STAFF LIST FY 2017/18								
S/N	Department	Staff Names	File Number	Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	
NO	Department	Name	File No	Designation	Salary scale	Monthly gross	Annual gross	Annual Gratuity (UGX)
1	Finance And Administration	David Kasumba	UWEC/061	Finance Manager	W2	7,568,400	90,820,800	9,600,000
2	Finance And Administration	Juliet Timbitwire	UWEC/073	Accounts Officer	W3	2,120,000	25,440,000	2,544,000
3	Finance And Administration	Edith Nabaloga	UWEC/019	Accounts Assistant	W4	1,200,000	14,400,000	1,440,000
4	Finance And Administration	Kvomugisha Phobius	UWEC/053	Stores Assistant	W4	604,200	7,250,400	725,000
5	Finance And Administration	Azia James	UWEC/010	Accounts Assistant	W4	1,000,000	12,000,000	1,200,000
6	Finance And Administration	Tusubila Benard	UWEC/050	Procurement Assistant	W4	795,000	9,540,000	954,000
7	Finance And Administration	Kiia Angella	UWEC/056	Stores Assistant	W4	954,000	11,448,000	1,144,800
8	Finance And Administration	MUJUNI Elisa	UWEC/051	Procurement Officer	W3	2,000,000	24,000,000	2,400,000
9	Finance And Administration	Joachim Bwambale	UWEC/052	Accounts Assistant	W4	604,200	7,250,400	725,040
10	Finance And Administration	Basan Makong	UWEC/058	Accounts Assistant	W4	570,000	6,840,000	684,000
11	Finance And Administration	Mwaka Emanuel	UWEC/020	Handy Man	W4	689,000	8,268,000	828,680
12	Finance And Administration	Oyet Kennedy	UWEC/071	Technician	W5	1,060,000	12,720,000	1,272,000
13	Finance And Administration	Bashir Nionzima	UWEC/054	Driver	W5	730,000	8,760,000	876,000
14	Finance And Administration	Edgar Musinguzi	UWEC/039	Handy Man	W6	561,800	6,741,600	674,160
15	Finance And Administration	Seera Agnes	UWEC/052	Office Attendant	W6	500,000	6,000,000	600,000
16	Finance And Administration	Muwonge Joseph	UWEC/018	Driver	W5	530,000	6,360,000	636,000
17	Finance And Administration	Kasujia Siraile	UWEC/037	Driver	W5	593,600	7,123,200	712,320
18	Finance And Administration	Joanita Naamala	UWEC/009	Personal Assistant	W4	1,696,000	20,352,000	2,352,000
19	Finance And Administration	James Musinguzi	UWEC/074	Executive Director	W1	11,522,979	138,275,748	138,275,748
20	Education And Information	David Musingo	UWEC/065	Manager Education	W2	5,700,000	68,400,000	6,840,000
21	Education And Information	Isaac Mujaasi	UWEC/059	Marketing/Public Relations Officer	W3	3,600,000	43,200,000	4,320,000
22	Education And Information	Francis Runihirwa	UWEC/076	Outreach Education Officer	W3	2,120,000	25,440,000	2,544,000
23	Education And Information	Alex Droma	UWEC/021	Onsite Assistant	W4	1,272,000	15,264,000	1,526,400
24	Education And Information	Clare Wandera	UWEC/076	Outreach Assistant	W4	1,696,000	20,352,000	2,352,000
25	Education And Information	Resty Kamaliza	UWEC/034	Front Desk Officer	W3	1,484,000	17,808,000	1,780,800
26	Animal And Horticulture	Dr.Julius Kyaligonza	UWEC/003	Manager Animal and Horticulture	W2	6,000,000	72,000,000	720,000
27	Animal And Horticulture	Ronald Wako	UWEC/072	Animal Keeper	W5	816,200	9,794,400	979,440
28	Animal And Horticulture	Hellen Atim	UWEC/027	Animal Keeper	W5	1,150,000	13,800,000	1,380,000
29	Animal And Horticulture	Angella Nalusiba	UWEC/011	Animal Keeper	W5	1,200,000	14,400,000	1,440,000
30	Animal And Horticulture	Jenifer Nandutu	UWEC/028	Animal Keeper	W5	901,000	10,812,000	1,812,000
31	Animal And Horticulture	Joseph Nuwomugizi	UWEC/001	Animal Keeper	W5	570,000	6,840,000	684,000
32	Animal And Horticulture	Alphonse Kasenge	UWEC/006	Animal Keeper	W5	570,000	6,840,000	684,000
33	Animal And Horticulture	Robert Olupot	UWEC/078	Animal Keeper	W5	604,200	7,250,400	725,400
34	Animal And Horticulture	Bruce Tumwesigye	UWEC/033	Animal Keeper	W5	816,200	9,794,400	979,440
35	Animal And Horticulture	Jimmy Awany	UWEC/055	Curator/Register	W3	1,484,000	17,808,000	1,780,800
36	Animal And Horticulture	Alapo Barbra	UWEC/068	Animal Health Technician	W4	1,590,000	19,080,000	1,908,000
37	Animal And Horticulture	Slovia Asimwe	UWEC/005	Animal Keeper	W5	570,000	6,840,000	684,000
38	Animal And Horticulture	Othieno Richard	UWEC/024	Horticulturalist	W4	1,050,000	12,600,000	1,260,000
39	Animal And Horticulture	Dan Mirembe	UWEC/022	Animal Keeper	W5	604,200	7,250,400	725,040
40	Animal And Horticulture	Kisembo Joseph	UWEC/002	Animal Keeper	W5	570,000	6,840,000	684,000
41	Animal And Horticulture	Kaahwa Richard	UWEC/007	Animal Keeper	W5	570,000	6,840,000	684,000
42	Animal And Horticulture	Joseph Ogwang	UWEC/060	Animal Keeper	W5	604,200	7,250,400	725,040
43	Restaurant	Acio Evaline	UWEC/082	Kitchen Helper	W6	301,414	3,616,968	361,687
44	Restaurant	Wamimbi Abamelech	UWEC/089	Waiter	W5	353,541	4,242,492	424,292
45	Restaurant	Bazazi Annet	UWEC/081	Waiter	W5	629,293	7,551,516	755,151
46	Restaurant	Mirembe Faridah	UWEC/080	Staff Cook	W5	495,265	5,943,180	594,318
47	Restaurant	Oundo Juma	UWEC/084	Staff Cook	W5	505,865	6,070,380	607,038
48	Restaurant	Sekimpi Mugerere	UWEC/087	Chef	W4	817,015	9,804,180	980,418
49	Restaurant	Milton Marahi	UWEC/088	Waiter	W5	353,541	4,242,492	424,248
50	Restaurant	Nagawa Margret		Assistant Chef	W5	561,800	6,741,600	
51	Restaurant	Ronald Ssebunio	UWEC/079	Cost Controller	W4	742,000	8,904,000	890,400
52	Restaurant	Watsis Harriet	UWEC/030	Warden	W5	816,200	9,794,400	974,400
53	Restaurant	Hanga Mujiuni	UWEC/086	Restaurant Supervisor	W3	1,696,000	20,352,000	2,035,200

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
UGANDA WILDLIFE CONSERVATION EDUCATION CENTRE RECRUITMENT PLAN 2017/2018								
NO	Position	Number	Monthly Basic Pay	Annual Basic Salary	Annual Gratuity	Annual NSSF	Annual Total	
1	Education onsite officer	1	2,000,000	24,000,000	2,400,000	3,600,000	30,000,000	
2	Marketing Assistant	2	750,000	18,000,000	1,800,000	2,700,000	22,500,000	
3	Assistant Animal keeper	4	570,000	27,360,000	2,736,000	4,104,000	34,200,000	
4	Research officer	1	2,000,000	24,000,000	2,400,000	3,600,000	30,000,000	
5	Monitoring and evaluation officer	1	2,000,000	24,000,000	2,400,000	3,600,000	30,000,000	
6	Veterinary officer	2	2,000,000	48,000,000	4,800,000	7,200,000	60,000,000	
7	Store assistant	1	750,000	9,000,000	900,000	1,350,000	11,250,000	
8	Driver	2	450,000	10,800,000	1,080,000	1,620,000	13,500,000	
9	Handy man (maintenance)	2	450,000	10,800,000	1,080,000	1,620,000	13,500,000	
10	Veterinary assistant	1	750,000	9,000,000	900,000	1,350,000	11,250,000	
11	Laboratory technician	1	750,000	9,000,000	900,000	1,350,000	11,250,000	
12	Animal attendant	5	530,000	6,360,000	636,000	954,000	7,950,000	

**UGANDA HOTEL AND TOURISM TRAINING INSTITUTE
STAFF LIST FY 2017/18**

S/N	Department	Staff Names	Salary Scale	Title	Monthly Gross	Annual Gross Salary	Monthly 10% NSSF	Annual Employer NSSF contribution 10% NSSF
1	HTTI	MAKATA SHABAN	HTTI2 UPPER	Hotel Manager	1,282,315	15,387,780	128,232	1,538,778
2	HTTI	ALING HELLEN	HTTI 5 LOWER	H/K Supervisor	472,079	5,664,948	47,208	566,495
4	HTTI	OCHERO BEN	Personal to h	Bar Man	352,780	4,233,360	35,278	423,336
5	HTTI	APILIGA JAMES	Personal to h	Handyman	304,189	3,650,268	30,419	365,027
6	HTTI	ACEN WINNIE	HTTI 5 LOWER	Linen Keeper	472,079	5,664,948	47,208	566,495
7	HTTI	BUYINZA TADEO	HTTI 7 UPPER	Restaurant Cashier	316,393	3,796,716	31,639	379,672
8	HTTI	BWAMIKI DAVID	HTTI 7 UPPER	Restaurant Cashier	316,393	3,796,716	31,639	379,672
9	HTTI	OKOT DAVID	HTTI 8 LOWER	Cleaner	187,660	2,251,920	18,766	225,192
10	HTTI	IPOOT MOSES	HTTI 8 LOWER	Kitchen Steward	187,660	2,251,920	18,766	225,192
11	HTTI	BOSSO HERBERT	HTTI 8 LOWER	Gardener	187,660	2,251,920	18,766	225,192
12	HTTI	OSEKENY SIMON	HTTI 8 LOWER	Cleaner	187,660	2,251,920	18,766	225,192
13	HTTI	DRICIRU BETTY	HTTI 8 LOWER	Security guard	187,661	2,251,932	18,766	225,193
14	HTTI	KULOBA GEOFREY	HTTI 3 LOWER	Instructor	798,667	9,584,004	79,867	958,400
15	HTTI	RUBAREMA GIDEON	HTTI 4 UPPER	Instructor	798,667	9,584,004	79,867	958,400
16	HTTI	KAWEESI EMMANUEL	HTTI 4 UPPER	Instructor	798,667	9,584,004	79,867	958,400
17	HTTI	ABONGI EUDU MOSES	HTTI 4 UPPER	Instructor	798,667	9,584,004	79,867	958,400
18	HTTI	OLUPOT JOSEPH	HTTI 5 UPPER	Instructor	472,079	5,664,948	47,208	566,495
19	HTTI	BOGERE PAMELLAH	HTTI 4 UPPER	Instructor	798,667	9,584,004	79,867	958,400
20	HTTI	AGERU ZIPPORA	HTTI 4 LOWER	Warden	416,617	4,999,404	41,662	499,940
21	HTTI	NTENDE BETTY	HTTI5 UPPER	Nurse	472,079	5,664,948	47,208	566,495
22	HTTI	NAMPOMBA JANAT	Personal to h	Caterer	320,000	3,840,000	32,000	384,000
23	HTTI	BAMUTAZE PETER	HTTI 7 LOWER	Driver	268,143	3,217,716	26,814	321,772
24	HTTI	OPIO SIMON	HTTI 8	Gardener	187,660	2,251,920	18,766	225,192
25	HTTI	DEBIRE KARIM	HTTI 8	Gardener	187,660	2,251,920	18,766	225,192
26	HTTI	OPIKA.O.CHRISTINE	HTTI 4 LOWER	Instructor	847,306	10,167,672	84,731	1,016,767
27	HTTI	KASANGO HAKIM	HTTI 5 LOWER	Demonstration Kitchen Attendant	447,080	5,364,960	44,708	536,496
28	HTTI	BIRYABALEMA LABAN	HTTI 5 LOWER	Trave agency operator	447,080	5,364,960	44,708	536,496
29	HTTI	SEKITO RONALD	HTTI 4 UPPER	Instructor	798,667	9,584,004	79,867	958,400
30	HTTI	KAWONGOLO GODFREY MOSES	HTTI 4 UPPER	Instructor	798,667	9,584,004	79,867	958,400
31	HTTI	AARAKIT ALICE	HTTI 4 UPPER	Instructor	798,667	9,584,004	79,867	958,400
32	HTTI	KALULE IVAN	HTTI 4 UPPER	Instructor	798,667	9,584,004	79,867	958,400
33	HTTI	OKELLO MORRIS	HTTI 5 LOWER	Comp. Lab Technician	447,080	5,364,960	44,708	536,496
34	HTTI	BAKIBINGE DANIEL MASABE	HTTI 4 UPPER	Instructor	798,667	9,584,004	79,867	958,400
35	HTTI	WANYAMA HILLARY	HTTI 4 UPPER	Instructor	798,667	9,584,004	79,867	958,400
36	HTTI	MUGISHA HENRY	Personal to h	Assistant Accountant	954,747	11,456,964	95,475	1,145,696

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
37	HTTI	AISU GRACE	Personal to h	Accounts Assistant	420,000	5,040,000	42,000	504,000
38	HTTI	KALEMBE IRENE	HTTI 4 UPPER	Asst. Procurement Officer	798,667	9,584,004	79,867	958,400
39	HTTI	ORIGA MOSES	HTTI 8 UPPER	Security guard	209,859	2,518,308	20,986	251,831
40	HTTI	NALWANGA FLORENCE	HTTI 4 LOWER	Personal Secretary	601,341	7,216,092	60,134	721,609
41	HTTI	AYO JAMES BOBIC	HTTI 8 UPPER	Security guard	209,859	2,518,308	20,986	251,831
42	HTTI	MULONGO GEOFFREY	HTTI 8 UPPER	Security guard	209,859	2,518,308	20,986	251,831
		TOTAL			21,156,982	253,883,784	2,115,698	25,388,378

HTTI GRATUITY LIST FY 2017/18

S/N	Name	Current Post	Date Of Birth	Date of current Appointment	Salary Scale	Monthly Basic	Annual Gratuity (UGX)	
1	EGESA JOHN	Laundry Attendant	20/1/1956	1/11/1996	HTTI 5 LOWER	352,780	12,700,080	retired in January 20, 2016 and was not provided in 2015/2016 budget
2	MAYANJA STEPHEN	Cook	10/11/1956	8/10/1996	HTTI 8 LOWER	352,780	12,700,080	retired in October 8, 2016
3	MUGISHA HENRY	Accountant	10/7/1956	1/11/1996	HTTI 2 UPPER	550,000	19,800,000	Will retire on 10th July 2016
4	LATIGO DOREEN	Instructor	1/7/1961	1/5/1996	HTTI 2	550,000	16,830,000	terminated in April 2013
5	ADEBO FELIX	Instructor	15/08/1958	1/11/2001		402,102	8,685,403	terminated in April 2013
6	NAMUKASA ROSEMARY						4,455,481	Died
7	NTENDE BETTY	Institute Nurse	24/04/1954	22/01/2008	HTTI 5 UPPER	472,079	3,144,018	Retired on 27 April 2014
8	AKELLO SARAH	Instructor	7/1/1967	14/05/2012	HTTI 4 UPPER	798,667	990,000	Died in 2016
9	KAWEESI EMMANUEL	Instructor	18/02/1982	8/6/2012	HTTI 4 UPPER	798,667	990,000	On contract
10	BOSSO HERBERT	Gardener	5/10/1992	6/10/2010	HTTI 8 LOWER	187,660	1,643,800	On contract
11	KASANGO HAKIM	Demonstration Kitchen Attendant	15/07/1987	2/3/2016	HTTI 5 LOWER	447,080	1,643,800	On contract
	SUB TOTAL						83,582,662	

THE LIST BELOW IS A COMPUTATION OF SERVICE CHARGE SAVINGS FOR THE STAFF WHO JOINED GOVERNMENT

							Annual Gratuity (UGX)	
1	BABINE BARBRA	-	Office	-	-	-		
2	WATSALA SAMUEL	-	Cook	-	-	-	1,350,000	ON GOV'T
3	GWOTANAKUZA JULIUS	-	Cook	-	-	-	2,250,000	ON GOV'T
4	LETITO CHRISTINE	-	Instructor	-	-	-	3,890,000	ON GOV'T
5	APIO BRIDGET	-	Office	-	-	-	972,000	ON GOV'T
6	NKONGE RICHARD	-	Instructor	-	-	-	1,035,000	ON GOV'T
7	NAMAKOOLA DAVID	-	Security guard	-	-	-	1,778,225	ON GOV'T
8	KINOKOLE SIMON	-	Cook	-	-	-	464,000	ON GOV'T
11	BYANZI GODFREY	-	-	-	-	-	1,993,333	ON GOV'T
12	MUTEBE SANON	-	Security	-	-	-	4,233,333	ON GOV'T
13	AKIA HARRIET KIPLAGAT	-	Human officer	-	-	-	770,000	ON GOV'T
							5,132,800	ON GOV'T
14	LATIGO DOREEN	-	Instructor	-	-	-		
15	WADERA DISMAS	-	Procurement officer	-	-	-	10,320,488	ON GOV'T
							1,035,000	ON GOV'T
16	MIREMBE JIMIA	-	Instructor	-	-	-		
17	OPIO FRED	-	Office	-	-	-	1,605,650	ON GOV'T
18	LUBEGA IVAN	-	Custodian	-	-	-	1,080,000	ON GOV'T

SN	Department	Name	File Number	Designation/Title	Salary Scale	Monthly Gross Salary	Annual Gross Salary	Annual Gratuity
19	DIOGO PATRICK	-	Cook	-	-	-	5,157,000	ON GOV'T
20	NDYAGUMA SAMSON	-	Academic	-	-	-	9,574,586	ON GOV'T
21	TALIKAZA JOY	-	Warden	-	-	-	7,447,500	ON GOV'T
22	EGESSA.M.WANYAMA	-	cook	-	-	-	1,617,723	ON GOV'T
23	ADEBO FELIX	-	Instructor	-	-	-	3,255,333	ON GOV'T
24	ARUHO HERBERT	-	Senior Accounts	-	-	-	2,554,730	ON GOV'T
			Assistant				2,553,435	ON GOV'T
25	CHEROP ROSE KWEMOI	-	Internal Auditor	-	-	-	6,336,000	ON GOV'T
26	OPUNA WILLIAM	-	Cook	-	-	-	3,603,333	ON GOV'T
27	BULENZI ELSIE	-	Receptionist	-	-	-	3,723,333	ON GOV'T
	SUB TOTAL						86,573,985	
							170,156,647	

PROCUREMENTS PLAN FOR FINANCIAL YEAR 2017-2018

UGANDA WILDLIFE AUTHORITY CONSOLIDATED PROCUREMENT PLAN FOR THE BUDGET YEAR 2017 -2018

SN	Subject of procurement	Currency	Estimated cost	Source of funding	Procurement method	Contract Type	PRE-QUAL (Yes or No)	Bid invitation date	Bid closing/ Opening date	Approval (evaluation report date)	Award notification date	Contract signing date	Completion date
1	Complete Student Center MFCA	UGX	421,267,278	UWA	Open bidding	Lump sum	No	01 st Sept 2017	29 th Sept 2017	21 st Oct 2017	04 th Nov 2017	18 th Nov 2017	17 th Feb 2018
2	Complete Student Center QECA	UGX	500,000,000	UWA	Open bidding	Lump sum	No	01 st Sept 2017	29 th Sept 2017	21 st Oct 2017	04 th Nov 2017	18 th Nov 2017	17 th Feb 2018
3	Complete Visitor Information Center BMCA	UGX	500,000,000	UWA	Open bidding	Lump sum	No	01 st Sept 2017	29 th Sept 2017	21 st Oct 2017	04 th Nov 2017	18 th Nov 2017	17 th Feb 2018
4	Construct staff Houses (KVNP, MECA, LMCA & KCA)	UGX	1,000,000,000	UWA	Direct	Lump sum	N/A	N/A	N/A	N/A	N/A	N/A	30 th June 2018
5	Boundary Marking in Matheniko Bokora WR & Pian WR	UGX	910,000,000	UWA	Open bidding	Lump sum	No	01 st Sept 2017	29 th Sept 2017	21 st Oct 2017	04 th Nov 2017	18 th Nov 2017	17 th Feb 2018
6	Kanyatala Ranger out post	UGX	25,061,460	UWA	RFQ	Lump sum	No	01 st Sept 2017	16 th Sept 2017	21 st Oct 2017	04 th Nov 2017	18 th Nov 2017	17 th Feb 2018
7	Complete Kanjokya construction	UGX	2,358,876,564	UWA	Direct	Lump sum	N/A	N/A	N/A	N/A	N/A	N/A	30 th Sept 2017
8	Repairs & Maintenance - Buildings	UGX	388,190,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
9	Repairs & Maintenance - Bridge	UGX	129,803,000		Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
	Sub Total		6,233,198,302										
	SUPPLIES												
10	Procure Station Wagon for ED	UGX	319,000,000	UWA	Direct	Lump sum	N/A	N/A	N/A	N/A	N/A	N/A	31 st Dec 2017
11	Procure 4 field single cabin pick-ups	UGX	1,081,000,000	UWA	Open bidding	Lump sum	No	15 th Aug 2017	20 th Sept 2017	14 th Oct 2017	28 th Oct 2017	10 th Nov 2017	21 st April 2018
12	Purchase crane Lorry for use in ferry, Launch and boat repairs	UGX	352,986,722	UWA	Open bidding	Lump sum	No	15 th Aug 2017	20 th Sept 2017	14 th Oct 2017	28 th Oct 2017	10 th Nov 2017	21 st April 2018
13	Food Rations	UGX	1,342,921,288	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
14	Staff Welfare - Tea, Soft Drinks	UGX	298,793,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
15	Stationery	UGX	332,420,140	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
16	Uniforms and Protective Clothing	UGX	532,453,790	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
17	Veterinary Supplies & First Aid Kit	UGX	76,648,035	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
18	Ammunition Supplies	UGX	18,400,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
19	Maps	UGX	202,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018

SN	Subject of procurement	Currency	Estimated cost	Source of funding	Procurement method	Contract Type	PRE-QUAL (Yes or No)	Bid invitation date	Bid closing/ Opening date	Approval (evaluation report date)	Award notification date	Contract signing date	Completion date
20	Water	UGX	113,970,216	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
21	Electricity (Lighting)	UGX	222,573,440	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
22	Telephone, Fax, E-mail	UGX	691,597,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
23	Vehicle Running - Fuel	UGX	2,485,454,700	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
24	Vehicle Running - Oil and Grease	UGX	269,168,128	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
25	Vehicle Running - Other	UGX	97,688,240	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
26	Tractors/Other Road Equip - Fuel	UGX	178,615,525	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
27	Tractors - Oil and Grease	UGX	55,392,568	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
28	Tractors - Other	UGX	43,181,880	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
29	Launches - Fuel	UGX	88,664,333	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
30	Launches - Oil and Grease	UGX	15,330,074	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
31	Launches - Other	UGX	-	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
32	Generator - Fuel	UGX	316,576,001	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
33	Generator - Oil & Grease	UGX	74,291,883	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
34	Aircraft Fuel	UGX	115,220,480	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
35	Lorries - Fuel	UGX	167,709,120	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
36	Lorries - Oil & Grease	UGX	43,640,656	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
37	Lorries - Others	UGX	46,954,160	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
38	Ferries - Fuel	UGX	92,611,744	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
39	Ferries - Oil & Grease	UGX	13,810,020	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
40	Boats - Fuel	UGX	137,807,878	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
41	Boats - Oil & Grease	UGX	17,913,076	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018

SN	Subject of procurement	Currency	Estimated cost	Source of funding	Procurement method	Contract Type	PRE-QUAL (Yes or No)	Bid invitation date	Bid closing/ Opening date	Approval (evaluation report date)	Award notification date	Contract signing date	Completion date
42	Aircraft - Others	UGX	11,352,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
43	Canteen & Hostel Expenses	UGX	95,031,700	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
44	Re-Sale Items	UGX	87,965,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
		UGX		UWA	Direct procurement	Frame work	No	NA	NA	NA	NA	N/A	30 th June 2018
	Sub Total		9,837,344,797										
	SERVICES												
44	Medical Allowances	UGX	2,660,499,558	UWA	Open bidding	Lump sum	No	01 st Apr 2017	22 nd Aug 2016	16 th Sept 2016	03rd Oct 2016	18 th Oct 2016	30 th June 2017
45	Training	UGX	1,618,708,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
46	Rent	UGX	147,832,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
47	Printing and Binding	UGX	227,435,500	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
48	Photocopying	UGX	74,880,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
49	Laboratory Test Charges	UGX	65,762,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
50	Tourism Promotions	UGX	1,367,414,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
51	Advertisements	UGX	123,907,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
52	Publications	UGX	249,438,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
53	Postage	UGX	2,184,660	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
54	Cleaning Requisites	UGX	167,243,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
55	Consultancy Fees and Expenses	UGX	357,968,902	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
56	Legal Fees and Expenses	UGX	315,589,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
57	Repairs & Maintenance - Vehicles - Cars	UGX	1,449,013,815	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
58	Repairs & Maint. - Tractors & Lorries	UGX	284,538,755	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
59	Repairs & Maint. - Launches	UGX	52,141,075	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
60	Repairs & Maint. - Ferries	UGX	90,406,090	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018

SN	Subject of procurement	Currency	Estimated cost	Source of funding	Procurement method	Contract Type	PRE-QUAL (Yes or No)	Bid invitation date	Bid closing/ Opening date	Approval (evaluation report date)	Award notification date	Contract signing date	Completion date
61	Repairs & Maint. - Boats	UGX	20,749,920	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
62	Repairs & Maint. - Computers	UGX	146,313,982	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
63	Repairs & Maint. - Radio Equipment	UGX	113,025,800	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
64	Repairs & Maint. - Other Office Equipment	UGX	165,537,400	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
65	Repairs & Maint. - Office Furniture & Fittings	UGX	121,199,600	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
66	Repairs & Maint. - Roads	UGX	463,268,739	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
67	Repairs & Maint. - Tracks, Trails & Boundaries	UGX	382,009,012	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
68	Repairs & Maintenance - Others	UGX	117,775,886	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
69	Repairs & Maintenance - Generator	UGX	99,982,415	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
70	Repairs & Maintenance - Aircraft/airstrip	UGX	15,235,877	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
71	Insurance - Aircraft	UGX	200,000,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
72	Insurance - Vehicles	UGX	335,000,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
73	Insurance - Lorries & Trucks	UGX	100,000,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
74	Insurance - Computer Equipment	UGX	50,000,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
75	Insurance - Communication Equipment	UGX	15,000,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
76	Insurance - Boats	UGX	70,000,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
77	Insurance - Ferries	UGX	70,000,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
78	Insurance - Building	UGX	150,000,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
79	Insurance - Plant & Machinery	UGX	80,000,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
80	Insurance - Furniture & Fittings	UGX	5,000,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
81	Insurance - Camping Equipment	UGX	5,000,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
82	Insurance - Others	UGX	600,000,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018

SN	Subject of procurement	Currency	Estimated cost	Source of funding	Procurement method	Contract Type	PRE-QUAL (Yes or No)	Bid invitation date	Bid closing/ Opening date	Approval (evaluation report date)	Award notification date	Contract signing date	Completion date
83	Office Rent	UGX	27,920,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
84	Land Survey & Evaluation	UGX	36,420,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
85	Subscriptions	UGX	225,650,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
86	Public Relations & Entertainment	UGX	332,170,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
87	Compound Maintenance	UGX	99,220,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
88	Workshops	UGX	500,175,267	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
89	Smart card expenses	UGX	11,600,000	UWA	Direct procurement	Frame work	No	N/A	N/A	N/A	N/A	N/A	30 th June 2018
	Sub Total		13,813,215,253										
	GRAND TOTAL	UGX	29,883,758,352										
UGANDA HOTEL AND TOURISM TRAINING INSTITUTE (UHTTI) CONSOLIDATED PROCUREMENT PLAN FOR THE BUDGET YEAR 2017 -2018													
	WORKS												
1	Renovation of Nile bar	UGX	50,000,000		RFQ	Lump sum	YES					9-Apr-18	9-May-18
2	Renovation of Two Guestrooms	UGX	20,000,000		RFQ	Lump sum	YES					18-Oct-17	20-Oct-17
3	Painting of Guestrooms	UGX	30,000,000		RFQ	Lump sum	YES					3-Jan-18	5-Feb-18
4	Minor Civil Works	UGX	37,600,000		RFQ	Lump sum	YES					5-Feb-18	6-Apr-18
	SUPPLIES												
5	Newspapers, Periodical and Books	UGX	10,711,996		RFQ	Lump sum	YES					10-Oct-17	1-Nov-17
6	Desk Computer and Accessories	UGX	27,790,000		RFQ	Lump sum	YES					3-Nov-16	17-Nov-16
7	Tablet	UGX	1,200,000		RFQ	Lump sum	YES					3-Nov-16	17-Nov-16
8	Computer and Photocopier	UGX	9,310,000		RFQ	Lump sum	YES					6-Aug-17	18-Aug-17
9	Assorted Stationary	UGX	8,000,000		RFQ	Lump sum	YES					28-Aug-17	15-Sep-17
10	Supply of Gas	UGX	9,880,000		RFQ	Frame work	YES					N/A	N/A
11	Supply of Charcoal	UGX	5,760,000		RFQ	Frame work	YES					N/A	N/A
12	Food	UGX	267,148,534		RFQ	Frame work	YES					N/A	N/A
13	Cleaning Materials	UGX	11,600,000		RFQ	LUMPSUM	YES					N/A	N/A
14	Practical materials	UGX	86,415,000		RFQ	Frame work	YES					N/A	N/A
15	Tyres	UGX	7,200,000		RFQ	Lump sum	YES					1-Sep-17	15-Sep-17
16	Students sport equipment and material	UGX	6,000,000		RFQ	Lump sum	YES					3-Nov-16	17-Nov-16
17	Uniforms, Nametags and Identity Cards	UGX	63,571,920		RFQ	Lump sum	YES					3-Nov-16	17-Nov-16
18	Tonnners and Cartridges	UGX	7,710,000		RFQ	Lump sum	YES					10-Oct-17	1-Nov-17

SN	Subject of procurement	Currency	Estimated cost	Source of funding	Procurement method	Contract Type	PRE-QUAL (Yes or No)	Bid invitation date	Bid closing/ Opening date	Approval (evaluation report date)	Award notification date	Contract signing date	Completion date
19	Students Drugs and medical sundries	UGX	20,090,000		RFQ	Lump sum	YES					6-Aug-17	18-Aug-17
20	Motor Vehicle and Generator Fuel / Lubricants	UGX	21,533,333		RFQ	Lump sum	YES					1-Sep-17	15-Sep-17
21	Hotel Drinks	UGX	32,000,004		RFQ	Lump sum	YES					6-Aug-17	18-Aug-17
22	Hotel Linen	UGX	6,000,000		RFQ	Lump sum	YES					5-Feb-18	12-Feb-16
23	PBX	UGX	15,000,000		DIRECT	N/A	N/A					N/A	N/A
24	Furniture and Window Blinds	UGX	11,100,000		RFQ	YES	YES					9-Apr-18	23-Apr-18
25	Freezer	UGX	5,000,000		MICRO	N/A	N/A					N/A	N/A
	SERVICES												
26	Printing and Photocopying	UGX	24,250,000		RFQ	Lump sum	YES					10-Oct-17	1-Nov-17
27	Entertainment	UGX	25,000,000		RFQ	Lump sum	YES					10-Oct-17	1-Nov-17
28	Advertising and Public relations	UGX	89,300,000		RFQ	Lump sum	YES					6-Aug-17	18-Aug-17
29	Repair and maintenance of vehicles and motor cycles	UGX	36,720,000		RFQ	Lump sum	YES					1-Sep-17	15-Sep-17
30	Fumigation Services	UGX	5,400,000		RFQ	Lump sum	YES					1-Sep-17	15-Sep-17
31	Students Hostel Rent	UGX	132,000,000		RDB	Lump sum	NO					N/A	N/A
32	DSTV Subscription	UGX	4,920,000		DIRECT	Lump sum	NO					N/A	N/A
33	Trading License	UGX	1,560,000		DIRECT	Lump sum	NO					N/A	N/A
34	Driving Permit License	UGX	17,031,000		DIRECT	Lump sum	NO					N/A	N/A
35	Repair of kitchen Equipment	UGX	5,500,000		RFQ	Lump sum	YES					3-Nov-16	17-Nov-16
36	Repair of Office Equipment	UGX	300,000		MICRO	N/A	N/A					N/A	N/A
37	Garden Mowing & Maintenance	UGX	7,200,000		RFQ	Lump sum	YES					6-Aug-17	18-Aug-17
38	Security Services	UGX	32,100,000		RFQ	Frame work	YES					N/A	N/A
39	Subscription Professional Bodies	UGX	200,000		Direct	N/A	N/A					N/A	N/A
40	Travel Abroad	UGX	65,487,600		RFQ	YES	YES					5-Feb-18	12-Feb-16
41	Supply of Water	UGX	42,500,000		Direct	N/A	N/A					N/A	N/A
42	Telecommunication	UGX	17,004,000		Direct	N/A	N/A					N/A	N/A
43	Supply of Electricity	UGX	47,600,000		Direct	N/A	N/A					N/A	N/A
44	Insurance	UGX	4,725,000		Direct	N/A	N/A					N/A	N/A
SN	UGANDA WILDLIFE RESEARCH AND TRAINING INSTITUTE (UWRTI) CONSOLIDATED PROCUREMENT PLAN FOR THE BUDGET YEAR 2017 -2018												
	WORKS												
1	Maintenance civil		14,000,000		RFQ	Framework	Yes					3/7/2017	29/06/2018
2	Install water tanks and Generator		40,000,000		RFQ	Framework	Yes					3/7/2017	29/12/2017
	SUPPLIES												
1	Assorted food for students and staff feeding		193,000,000		RFQ	Framework	Yes					3/7/2017	29/06/2018
2	Assorted office stationary		15,000,000		RFQ	Framework	Yes					3/7/2017	30/09/2017
3	Assorted laundry materials		4,000,000		RFQ	Framework	Yes					3/7/2017	30/09/2017
4	Assorted kitchen utensils		8,000,000		RFQ	Framework	Yes					3/7/2017	30/11/2017

SN	Subject of procurement	Currency	Estimated cost	Source of funding	Procurement method	Contract Type	PRE-QUAL (Yes or No)	Bid invitation date	Bid closing/ Opening date	Approval (evaluation report date)	Award notification date	Contract signing date	Completion date
5	Fuel, lubricants and oil		40,000,000		RFQ	Framework	Yes					3/7/2017	29/06/2018
6	Sports Materials and equipment		7,000,000		RFQ	Framework	Yes					1/12/2017	30/03/2018
7	Students uniform		12,000,000		RFQ	Framework	Yes					3/7/2017	29/09/2017
8	Assorted electric materials		3,000,000		RFQ	Framework	Yes					3/7/2017	29/09/2017
9	Assorted training equipment		17,000,000		RFQ	Framework	Yes					3/7/2017	29/09/2017
10	Computers		20,000,000		RFQ	Framework	Yes					01/12/217	28/02/2018
11	Assorted office tonners and cartridges		3,000,000		RFQ	Framework	Yes					3/7/2017	29/12/2017
12	Library books, newspapers and periodicals		40,500,000		RFQ	Framework	Yes					3/7/2017	29/06/2018
13	Small office equipment		7,500,000		RFQ	Framework	Yes					3/7/2017	29/06/2017
14	Office filing cabinets and other furniture		15,000,000		RFQ	Framework	Yes					3/7/2017	30/04/2018
15	Hire of tents and other sundries during graduation		8,000,000		RFQ	Framework	No					30/03/2018	6/4/2018
16	Drugs and other related costs		9,400,000		RFQ	Framework	Yes					3/7/2017	29/06/2018
17	Fire wood and other related charges		10,000,000		RFQ	Framework	Yes					3/7/2017	25/05/2018
	SERVICES												
1	Emptying of latrines		8,000,000		RFQ	Framework	Yes					3/7/2017	30/04/2018
2	Travel a broad		30,000,000		RFQ	Lump sum	No					2/10/2017	30/11/2018
3	Workshops and seminars		17,000,000		RFQ	Framework	Yes					3/7/2017	29/06/2018
4	Advertising and public relations		25,000,000		RFQ	Framework	Yes					3/7/2017	29/06/2018
5	Special meals and drinks		2,000,000		RFQ	Framework	Yes					3/7/2017	29/06/2018
6	Processing land tittle		10,000,000		RFQ	Framework	Yes					3/7/2017	29/06/2018
7	Welfare and entertainment		35,000,000		RFQ	Framework	Yes					3/7/2017	29/06/2018
8	Maintenance vehicles		25,000,000		RFQ	Framework	Yes					3/7/2017	29/06/2018
	UGANDA WILDLIFE CONSERVATION EDUCATION CENTRE (UWEC) CONSOLIDATED PROCUREMENT PLAN FOR THE BUDGET YEAR 2017 -2018												
	Works												
1	Refurbish the library and		100,000,000		Request for	Lump sum	Yes					01-08-2017	2/10/2017
2	Construct one regional satellite		5,000,000,000		Open Domestic	Lump sum	Advertise					01-08-2017	30-11-2017
3	Completion of the First floor of		300,000,000		Restricted	Lump sum	Yes					Signed	In Progress
4	Refurbishment of toilets		50,000,000		Request for	Lump sum	Yes					11-08-2017	11/9/2017
5	Construction of elephant Exhibit		500,000,000		Restricted	Lump sum	Yes					31-08-2017	31-10-2017
6	Major Repairs on animal		100,000,000		Request for		Yes					01-09-2017	6/9/2017
7	Supplies												
8	Develop and Print Conservation		50,000,000		Request for	Lump sum	Yes					08-09-2017	10/10/2017
9	Develop and install bill boards,		40,000,000		Request for	Lump sum	Yes					08-09-2017	10/10/2017
10	Produce promotional materials		200,000,000		Restricted	Lump sum	Yes					31-10-2017	30-11-2017
11	Purchase of wildlife related		20,000,000		Request for	Lump sum	Yes					08-09-2017	10/10/2017
12	Purchase of animal, staff &		760,000,000		Open Domestic		Advertise					01-08-2017	For Three Years
13	Restaurant Beverages		170,000,000		Restricted	Lump sum	Yes					31-10-2017	30-11-2017
14	Purchase of drugs for animals		40,000,000		Request for	Lump sum	Yes					08-09-2017	10/10/2017

SN	Subject of procurement	Currency	Estimated cost	Source of funding	Procurement method	Contract Type	PRE-QUAL (Yes or No)	Bid invitation date	Bid closing/ Opening date	Approval (evaluation report date)	Award notification date	Contract signing date	Completion date
15	Purchase of protective wear.		5,000,000		Micro	Lump sum	Yes					23-11-2017	30-11-2017
16	Purchasing animal utensils and		5,000,000		Micro	Lump sum	Yes					23-11-2017	30-11-2017
17	purchase of animal enrichment		10,000,000		Request for	Lump sum	Yes					01-01-2018	31-01-2018
18	Purchase of staff Uniforms		20,000,000		Request for	Lump sum	Yes					01-01-2018	31-01-2018
19	Cleaning and Maintenance		170,000,000		Open Domestic		Advertise					01-08-2017	For Three Years
20	Fuel for vehicles		108,000,000		Restricted	Lump sum	Yes					31-10-2017	30-11-2017
21	Supply of office stationery		50,000,000		Request for		Yes					01-08-2017	For Three Years
22	Software services		10,000,000		Request for	Lump sum	Yes					08-09-2017	10/10/2017
23	Supply of double cabin pick up		250,000,000		Open Domestic	Lump sum	Yes					01-08-2017	1/9/2017
24	Supply of computers		15,000,000		Request for	Lump sum	Yes					08-09-2017	10/10/2017
25	conference Tables & Chairs		20,000,000		Request for	Lump sum	Yes					01-01-2018	31-01-2018
26	Beach chairs & Tables		10,000,000		Request for	Lump sum	Yes					01-01-2018	31-01-2018
	Services												
27	Maintain UWEC website		5,000,000		Micro	Lump sum	Yes					23-11-2017	30-11-2017
28	Conduct media campaigns on		200,000,000		Open Domestic	Lump sum	Yes					31-10-2017	31-12-2017
29	Periodic medical checking of		10,000,000		Request for	Lump sum	Yes					01-01-2018	31-01-2018
30	Supply and harvesting of grass		20,000,000		Request for	Lump sum	Yes					01-01-2018	31-01-2018
31	Maintaining of Medicinal		5,000,000		Micro	Lump sum	Yes					23-11-2017	30-11-2017
31	Provision of Medical Insurance		70,000,000		Request for	Lump sum	Yes					01-08-2017	2/10/2017
33	Fumigation Services		5,000,000		Micro	Lump sum	Yes					23-11-2017	30-11-2017
34	Servicing of Fire Extinguishers		5,000,000		Micro	Lump sum	Yes					23-11-2017	30-11-2017
35	Servicing and repair of vehicles		80,000,000		Request for	Lump sum	Yes					01-08-2017	2/10/2017
36	Provision of Internet Services		30,585,600		Request for	Lump sum	Yes					28-02-2018	28-02-2019
37	Provision of Internal Audit		20,000,000		Request for	Lump sum	Yes					08-09-2017	10/10/2017
38	Insurance services		50,000,000		Request for	Lump sum	Yes					08-09-2017	10/10/2017
39	Provision of Legal Services		10,000,000		Request for	Lump sum	Yes					01-01-2018	31-01-2018

THE COMPETITIVENESS ENTERPRISE DEVELOPMENT PROJECT (CEDP)

1.0 Background

The Competitiveness Enterprise Development Project (CEDP) is a US \$100 million, four year Government of Uganda (GoU) Project financed under IDA credit and Government of Uganda contribution of US\$2.5million. The project builds upon Private Sector Competitiveness Project (PSCP II), which seeks to improve the business environment in the country by addressing policy constraints, strengthening institutions, and enhancing the public-private sector dialogue and providing support to firms. The Project Development Objective (PDO) is to improve the competitiveness of enterprises in Uganda by providing support for reforms in priority productive and service sectors geared towards a better investment climate with particular focus on SMEs. The FY 2014/15 marked the first year of project Implementation.

The 4 year project comprises of **four major components**:

- i. Land Administration Reform Component –US\$54m.
- ii. Business Registration and Business Licensing Reforms-US\$ 10m.
- iii. Tourism Competitiveness Development (US\$25m.)
- iv. Matching Grant Facility-(US\$ 8m).

Thus the Tourism sector features under **component 3: Tourism Competitiveness Development (US\$25 million)** which is divided as follows;

Sub-component 1: Strengthening the capacity of the MTWA and UTB (US\$3 million)

Sub-component 2: Development of Labor Force for the Tourism Sub-sector (US\$12 million)

Sub-component 3: Tourism Product Planning, Packaging, and Promotion (US\$10 million)

In regards to the tourism sector, the project focuses on:

- ✓ Increased international tourist arrivals;
- ✓ Tourism sector employment;
- ✓ Direct projects beneficiaries (number), of which female (percentage).

1.1 Expected Results

- Number of external Industry and Educational bodies which have accredited to HTTI to raise to 3
- Construction of one HTTI
- Number of staff at all levels across the MoTWA (Ministry and Agencies) who completed project provided training in tourism sector issues to rise to 130
- Number of new Tourism SME's - raised from 37 to 125
- Number of female owned new tourism MSME's raised from 7 to 40

2.0 PROGRESS ON PROJECT IMPLEMENTATION

2.1 A case of Market Representative Firms

Hiring of three (3) Market Representative Firms in U.K and Ireland, Germany, Austria and Switzerland as well as the United States and Canada was one of the most important intervention supported by the project under the subcomponent of Tourism Product Planning, Packaging, and Promotion. The three firms were hired to represent Uganda in the growing global travel market at a total cost of US\$1.5million for the one year period June 2016 to May 2017 in what was then believed to be a five-year project, with their contracts being renewable on satisfactory performance. Significant progress has been registered as indicated in the Table below.

Table 1: Performance of PR firms

ACTIVITY	OUTPUT/PROGRESS
FIRM 1: PHG Consulting – North America Representation	
<ul style="list-style-type: none"> • Men's Fitness Magazine with circulation of approx. 700,000 featured Uganda on its list of 8 Adventure Travel Destinations for 2017. 	<ul style="list-style-type: none"> • Ugandan lodges Adrift and Wild Waters are highlighted in the article, and several bookings have already been made by Adventure Tourists and Travel Agents in North America.
<ul style="list-style-type: none"> • Columbia Sportswear, an American Adventure clothing company with annual revenues of \$2 billion, featured Uganda in its Travel Adventure Show titled Directors of Toughness. 	<ul style="list-style-type: none"> • The footage on Uganda's national parks, gorillas, and mountain climbing activities viewed by over 500,000 viewers on social media. • Uganda seen as a potential film production location to promote Film Tourism • Uganda showcased in a corresponding Adventure Travel Magazine which reaches a targeted audience of over 1,000 Adventure Travellers
<ul style="list-style-type: none"> • Baby Gorilla from Bwindi National Park image featured at Times Square New York, a major 	<ul style="list-style-type: none"> • Advertisement value worth millions of dollars and Destination Uganda exposed to huge tourist

ACTIVITY	OUTPUT/PROGRESS
<p>commercial intersection and neighborhood in Midtown Manhattan, New York City, at the junction of Broadway and Seventh Avenue, and stretching from West 42nd to West 47th Streets. Brightly adorned with billboards and advertisements, Times Square is sometimes referred to as The Crossroads of the World, The Center of the Universe.</p>	<p>potential at a high-traffic location.</p> <ul style="list-style-type: none"> Times Square is one of the world's busiest pedestrian intersections; it is also the hub of the Broadway Theater District and a major center of the world's entertainment industry. Times Square is one of the world's most visited tourist attractions, drawing an estimated 50 million visitors annually. Approximately 330,000 people pass through Times Square daily, many of them tourists, while over 460,000 pedestrians walk through Times Square on its busiest days.
<ul style="list-style-type: none"> Uganda represented at major North American Travel Trade events: Association for Promotion of Tourism to Africa, United States Tour Operators Association, TTE-Travel Trade Exchange 	<ul style="list-style-type: none"> Meetings held with over 300 North American Tour Operators and Travel Agents. Many exposed to Uganda for the first time and over 75 operators have now included Uganda in their travel packages (7-10 night packages) for 2017/18.
<ul style="list-style-type: none"> In an effort to better connect with the North American travel trade, the Uganda Tourism Board, through its PR agency PHG Consulting, joined the United States Tour Operators Association (USTOA) and the Association for the Promotion of Tourism to Africa (APTA). USTOA serves to promote and develop travel on a worldwide basis, while educating the public about tours, vacation packages, and tour operators. APTA's goal is to promote tourism to Africa through educational, networking and marketing opportunities amongst the travel trade in Africa and North America. 	<ul style="list-style-type: none"> Uganda now well positioned to tap into the network of thousands of major USA tour operators and through our partnership with PHG is now an Associate Member of USTOA and APTA. USTOA was founded in 1972 by a small group of California tour operators and is now a national organization with headquarters in New York. Today, USTOA Active members represent some of the top names in travel and tourism, and account for a sizeable portion of the tour operator market in North America. APTA is a USA-based B-2-B travel association focused on selling African destinations. It has over 20 chapters across the United States and Uganda is now an Associate Member with access to a huge database of travel agents and tour operators in North America
FIRM 2: KAMAGEO	
<ul style="list-style-type: none"> Launch of a month long marketing drive on National Geographic TV 	<ul style="list-style-type: none"> 210 hours of sponsored content featuring Uganda's mountain gorillas and chimpanzee products.
<ul style="list-style-type: none"> Widespread coverage in major U.K. publications; Rough Guides magazine, The Sun, Daily Mirror, Financial Times, and 	<ul style="list-style-type: none"> Premium articles on Uganda tourism featured in major U.K. media. <i>Rough Guides</i> is an online publication that has a circulation of 2 million monthly sessions. It has 153,000 face book followers and 190,000 likes on Instagram.

ACTIVITY	OUTPUT/PROGRESS
<ul style="list-style-type: none"> • Kamageo organized a Roadshow alongside the World Travel Market (WTM) • Kamageo launches a marketing project at Uganda High Commission London using an animatronic gorilla named Bakwate. 	<ul style="list-style-type: none"> • B2B meetings held with major U.K. wholesalers who are now booking Uganda as a new destination package. • Market exposure for Destination Uganda at one of the world's most iconic locations at Trafalgar Square. Collateral media exposure worth 1 million Pounds.
FIRM 3: KPRN	
<ul style="list-style-type: none"> • KPRN organized a 14- day Roadshow for UTB covering the European nations of Austria, Germany and Switzerland, under the auspices of the annual Africa Academy event. 	<ul style="list-style-type: none"> • Over 35 new packages of Uganda tours booked, widespread media coverage of Destination Uganda in prime German-speaking markets
<ul style="list-style-type: none"> • KPRN organized a working visit to Le Roche and Glion hospitality training schools in Switzerland 	<ul style="list-style-type: none"> • Advanced discussions are in place to create a tailored training program for the Uganda hospitality training school in Jinja -HTTI and also to organize marketing events at the Les Roche and Glion campuses in Montreaux, Switzerland (a High-Net Worth area with wealthy residents) and other campuses in London, Chicago, and Madrid.

It is extremely important that the above and other interventions be sustained to consolidate the gains to the sector and the whole Ugandan economy.

The section 2.2 below provides highlights of the progress made under the three (3) sub-components being implemented by the Tourism Sector. Details of the funds spent, the additional funding requirements as well the financial effect of financial restructuring.

2.2 STATUS OF IMPLEMENTATION OF ACTIVITIES

2.2.1 Sub-component 1: Strengthening the capacity of the MTWA and UTB (US\$3 million)

This sub-component focuses on capacity building and institutional development for Ministry of Tourism, Wildlife and Antiquities to respond adeptly to the fastest growing tourism sector that needs a strong Ministry. The progress on planned activities, funds available and the funding gap are highlighted in the table below.

#	Output	Allocated funds (US\$)		Spent/ committed	Progress	Pending activities/intervention	Funds available (US\$)	Additional funds required (US\$)
		Initial allocation	After restructuring					
1	Tourism Management Information System	500,000	36,000	36000	<ul style="list-style-type: none"> The consultant has submitted a draft report on the assessment of the Tourism Management Information System 	<ul style="list-style-type: none"> The available funds can only cover the design and upgrade of the systems. Additional funds are required for: <ul style="list-style-type: none"> Purchase and installation of equipment/software Recruitment and training of staff Undertaking surveys Undertaking benchmarking studies 	0	600,000
2	Capacity built for the staff of MTWA, HTTI, UTB & UWA	2,026,000	100,000	0	Consultant to be procured	Reviewing the skill gaps for the staff of MTWA, HTTI, UTB & UWA and implementing capacity development programs.	100,000	900,000
3	MICE Policy and Strategy	134,000	134,000	134,000		<ul style="list-style-type: none"> Implement the Mice policy, marketing and gift strategy. 	0	1,000,000
4	Tourism Value Chain Analysis	150,000	41,000	41,000	<ul style="list-style-type: none"> The consultant was procured and the study is ongoing, expected to be completed by May 2017. 	<ul style="list-style-type: none"> Implement the short term interventions identified in the report. 	0	1,370,000

#		Allocated funds (US\$)					Funds available (US\$)	Additional funds required (US\$)
	Output	Initial allocation	After restructuring	Spent/ committed	Progress	Pending activities/intervention		
5	Guidelines for Agro, Tourism, culinary tourism and tourist stop overs	100,000	0	0		<ul style="list-style-type: none"> • Complete the development of the tourism products guidelines. Produce and disseminate them • Implement the guidelines • Develop the designs for a model stopover 	0	1,000,000
6	Vehicle and Computers purchased	90,000	90,000	90,000	<ul style="list-style-type: none"> • One vehicle, 2 Personal Computers, 2 Printers, 2 Laptops and one Overhead projector were purchased and delivered to the Ministry. 	None	0	0
7	Design and implement a lodging classification and system	0	6,000	0	None	<ul style="list-style-type: none"> • Consultative meetings (Local and regional) • Sensitisation of system • Benchmarking study • Piloting the classification and grading system Purchase of classification software		53,000
8	Review of the Tourism Act, 2008	0	93,000	0	None	<ul style="list-style-type: none"> • Review the Tourism Act to effect the implementation of the new Tourism Policy, 2015. 	0	93,000
	TOTAL	3,000,000	500,000	301,000			106,000	5,016,000

2.2.2 Sub-component 2: Development of Labor Force for the Tourism Sub-sector (US\$12 million) under HTTI

The component focuses on: (a) construction of a 3 star Training hotel (b) Construction and equipping of instructional facilities (c) provision of training for said institute's instructors and administrators; (d) reviewing and accrediting the institute's curricula and instructional programs; and (e) developing and implementing a sustainable business model including a revenue generation strategy for said institute. The progress on planned activities, funds available and the funding gap are highlighted in the table below.

#	Output	Allocated funds (US\$)		Spent/ committed	Activity/Progress	Pending activities/intervention	Funds available	Additional funds required (US\$)
		Initial allocation	After restructuring					
1	Constructed Crested Crane Hotel to a level appropriate to meet market demand and designing, Installing and upgrading the associated Instructional facilities	12,000,000	7,000,000	25,850	Update of Environmental impact assessment report			0
				158,722	Feasibility study for the redevelopment and upgrade of the Institute and a business model to reposition the Institute were conducted, reports submitted to the IDA and approved.	Construction of the Hotel with 50 rooms, 2 Kitchens, 2 restaurants and furnishing them and Construction supervision of the works	6,120,681	0
				484,338	Design and construction Supervision firm contracted and first Inception Report presented in December 2016. Revised designs will be ready by the end of March 2017			
				0		Construction and equipping of Instructional Facilities(class rooms, library, computer labs and language student hostels)		7,400,000

#	Output	Allocated funds (US\$)		Spent/ committed	Activity/Progress	Pending activities/intervention	Funds available	Additional funds required (US\$)
		Initial allocation	After restructuring					
				57,852 77,500	Facilitating project management: 10 desktop computers, 3 laptops and 1 heavy duty printer/ photocopier procured; 1 double cabin pick up procured. Providing Learning Materials and Hotel and Tourism training proprietary soft ware 30 Camping Tents, 10 pieces of Global Positioning System (GPS) and 20 Binoculars , 200 text books, 3 Printers and 2 Projectors are under procurement process	Procurement of Students Bus, Land cruiser, Staff Van and a Catering Van. Hotel and Tourism training proprietary soft ware	0 0	500,000
2	Achieved accreditations of HTTI by international institutions			61,482	-A review of the curriculum was completed in November 2016, submitted to the National Council for Higher Education and approval is expected in March 2017.	- Operationalization of the revised curriculum through: discussion and adoption of NCHE comments on the draft curriculum, development of assessment formats and test blue prints including sample question papers and training/instructor /learners manuals and pre-test.	0	400,000
				0	International accreditation will be pursued upon realization of the approval by the National Council	Obtaining International Accreditation of the revised curriculum	0	

#		Allocated funds (US\$)						Additional funds required (US\$)
	Output	Initial allocation	After restructuring	Spent/ committed	Activity/Progress	Pending activities/intervention	Funds available	
					for Higher Education and completion of instructional facilities. .	once the same is operational.		
3	Professionally developed instructors and institute administrators.				The training awaits completion of a capacity assessment which is being handled under MTWA that will inform the training plan for instructors and administrators of HTTI.	Professional development of instructors and administrators via short (<6 months) and medium length (not more than 18 months) training programs.	0	300,000
	Repositioned HTTI with a sustainable business model, a revenue-generating strategy, and associated revenue-generating activities.			0	- The feasibility study and business plan have been developed and recommend for adoption of a sustainable business model, a revenue-generating strategy, and associated revenue-generating activities.	-Management Contact with an International Hotel and Tourism Institution.	0	500,000
	TOTAL	12,000,000	7,000,000	865,844			6,128,000	9,100,000

2.2.3 Sub-component 3: Tourism Product Planning, Packaging, and Promotion (US\$10 million) under UTB & UWA

The progress on planned activities, funds available and the funding gap are highlighted in the table below.

a) Activities implemented by Uganda Wildlife Authority

#	Output	Allocated funds (US\$)		Spent/ committed	Progress	Pending activities	Funds available	Additional funds required(US\$)
		Initial allocation	After restructuring					
1	Five (5) Fifty Two (52) Seater Domestic Tour Buses.	1,041,000	1,041,000	1,041,000	<ul style="list-style-type: none"> Delivery expected by end of March 2017. Buses utilisation proposal has been completed. 	Delivery of the buses.	0	0
2	Three (3) Forty Five Seater Motorised Boats (Launches)	2,386,682	2,386,682	2,386,682	The boats have already docked in Mombasa. They will be delivered in Uganda by the second week of March 2017.	Delivery of the motorized boats.	0	0
3	Fleet Management System	150,004	150,004	150,004	A&S Electronics Limited has completed the installation and operationalisation of the Fleet Management System in all 172 vehicles, equipments and plants.	None	0	0
4	Printing UWA Publications.	25,314.47	25,314.47	25,314.47	Publications entitled "National Parks of Uganda" publications have already been delivered at UWA Headquarters.	None	0	0
5	Integrated Financial Management and Information System; IFMIS	710,000	0	0	Evaluation is still going on.	Designing, Commissioning and Installation of IFMIS.	0	700,000
6	Consultancy for design review and preparation of tender documents for	43,548	43,548	43,548	Final approved architectural plans were submitted to UWA by DEC Consultants.	None	0	0

#		Allocated funds (US\$)						Additional funds required(US\$)
	Output	Initial allocation	After restructuring	Spent/ committed	Progress	Pending activities	Funds available	
	Modern Gates/Visitor Centres.							
7	Construction Supervision Consultancy for Modern Gates/Visitor Centres.	254,066	0	0	TORs have been submitted to the World Bank	Construction Supervision	0	254,066
	Construction of six (6) Modern Gates/Visitor Centres.	2,050,129	0	0	Approved architectural plans.	Construction of six Modern Gates	0	2,050,129
8	Roll-out of the Smart Card Access System	1,354,849	0	0	Justification for direct contracting of Expand Technology was approved by Contracts Committee.	Roll-out of the Smart Card Access System	0	1,354,849
9	The Concessioning Programme	510,000	0	0	<ul style="list-style-type: none"> • Evaluation was completed for the Concessioning Framework and Operational Manual. • Requests for Proposals have been sent to the short-listed service providers for Market Assessment of Uganda's Nature Based Tourism Product. 	Delivery of the Concessioning Framework, Operational Manual and Market Assessment of Uganda's Nature Based Tourism Product.	0	510,000
10	Online Booking and Payment System.	89,600	0	0	Specifications are being revised to make them more comprehensive.	Specifications	0	89,600
11	Ten (10) Twenty Seater Game Drive Trucks	800,000	0	0	Procurement process was terminated due to non-compliance.	Ten (10) Twenty Seater Game Drive Trucks	0	800,000
	Bird Watching Tourism	200,000	0	0	Terms of Reference have been	Bird Watching	0	200,000

#		Allocated funds (US\$)						Additional funds required(US\$)
	Output	Initial allocation	After restructuring	Spent/ committed	Progress	Pending activities	Funds available	
	Product Development				completed.	Tourism Product Development		
	SUB-TOTAL	9,615,193	3,646,549	3,646,549			0	5,958,644

b) Activities implemented by Uganda Tourism Board

Tourism product planning, packaging and promotion

#		Allocated funds (US\$)						Additional funds required(US\$)
	Output	Initial allocation	After restructuring	Spent/ committed	Progress	Pending activities/intervention	Funds available	
1								
2	Promote Uganda in source markets	1,500,000	1,500,000	1,500,000	-Three Public Relations Firms were contracted to market Uganda in the source markets as follows: Kamageo in English speaking countries (UK and Ireland), PHG Hospitality in the US and KPRN in German speaking countries -Supported Martyrs Day Activities in 2015 -Participation in the Pearl of Africa Tourism Expo 2015 -Hosting of Barcelona	Renew contracts of PR firms in UK, US & Germany and include FAM Trips, Press Trips, Marketing Collateral and B2B engagements and marketing events (US\$ 0.7m per firm- FY2017/18) PR firms in 5 new markets for awareness purposes: USD 0.3m for awareness in year 1 including materials	0	2,400,000

#		Allocated funds (US\$)						Additional funds required(US\$)
	Output	Initial allocation	After restructuring	Spent/ committed	Progress	Pending activities/intervention	Funds available	
					legends 2015 -Facilitated participation in Matka (Finland Show) in 2015			
3	Enhance participation of UTB in international trade fairs			826,174		Marketing Campaigns - Stand Space & design at selected trade fairs (e.g EIBTM, FITUR, Matka, ITB, WTMA, JATA, INDABA, ATM, KARIBU, MAGICAL KENYA, AKWABA		800,000
4	Sensitize Hotel owners, managers and the public about quality standards					Sensitize hotels owners, managers, staff and the public about quality standards and train more local hotel assessors		125,000
5	To classify all hotels facilities in the national parks					4 pickup Vehicles procured		180,000
	TOTAL	2,826,174	2,826,174	2,826,174			0	3,505,000

3.0 FUNDING FOR THE PROJECT

3.1 Financial restructuring

Project implementation has encountered funding challenges notably the financial restructuring that followed the project mid-term review (MTR) conducted in 2016 and the need to consolidate and sustain the gains that the sector has already registered.

The financial restructuring led to the reduction of the financing for the Tourism Competitiveness Development component from US\$25m to US\$13.5m. This created a huge funding gap and thus several interventions will not be implemented unless more resources are committed to the interventions.

Table 2: Comparison of CEDP funding before and after financial restructuring

	Sub-component	CEDP Document Budget (USD Million)	Project Budget After financial restructuring (USD Million)
1	<i>Strengthening the capacity of the MTWA and UTB</i>	3	0.5
2	<i>Development of Labor Force for the Tourism Sub-sector</i>	12	7
3	<i>Tourism Product Planning, Packaging, and Promotion</i>	10	6
	Total	25	13.5

3.2 Funding requirements to implement project activities

Besides the financial restructuring, it is important to consolidate the gains already achieved by the project as well as implementing the short term interventions recommended in the studies funded by the project. The estimated funding requirements totals to US\$ 23,579,644 only.

Table 3: Summary of additional funds required

	Sub-component	Additional funding requirement (USD)
1	<i>Strengthening the capacity of the MTWA and UTB</i>	5,016,000
2	<i>Development of Labor Force for the Tourism Sub-sector</i>	9,100,000
3	<i>Tourism Product Planning, Packaging, and Promotion</i>	9,463,644
	Total	23,579,644

Note: *The pending activities that require additional funds are detailed in section 3*

4.0 Challenges encountered in implementation

1. Financing restructuring which has led to reduced funds.
2. Inadequate Tourism /hospitality expertise at the PCU to support implementing agencies under the Tourism Competitiveness Development Component led to delays in reviewing the TORs that were submitted to the PCU.
3. Inadequate communication between PCU and the Implementing Agencies created information gaps between the two Parties leading to delays in implementing the Project
4. Some adverts such as the MICE Policy and Strategy attracted very busy candidates.
5. Procurement delays for all activities.
6. Delayed responses from IDA to PCU coupled with inadequate information sharing between PCU and Implementing Agencies.

5.0 CONCLUSION

Success has been achieved on a number of outputs as highlighted. For others, work plans are now in advanced stages of procurement and some contracts have been signed. Meanwhile some earlier challenges such as the recruitment of PCU staff, existence of information gaps and inadequate communication between PCU and Implementing Agencies among others have been sorted out.

It's the sector's prayer that the funding gaps be addressed to enable the achievement of the various objectives of the subcomponents.