



Ministry of Education and Sports

Planning, Budgeting and Implementation Guidelines for Local Governments

for the Education and Sports Sector

FY 2021-2022

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Education and Sports Sector: Local Government Planning, Budgeting and Implementation Guidelines

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List of Acronyms

AO	Accounting Officer
BCP	Block laying and Concrete Practice

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BOG	Board of Governors
BOQ	Bills of Quantity
BTVET	Business, Technical and Vocational Education and Training
C&J	Carpentry and Joinery
CAO	Chief Administrative Officer
CC	Contracts Committee
CBO	Community Based Organisation
FBO	Faith Based Organisation
CDO	Collateralized Debt Obligation
CMU	Construction Management Unit.
COVID-19	Corona Virus Disease 2019
DE	District Engineer
DEC	Division of Early Childhood.
DEO	District Education Officer
DLG	District Local Government
EMIS	Education Management Information System
ESSF	Environmental and Social Screening Form
GBV	Gender Based Violence
GOU	Government of Uganda
GRC	Grievances redress Committee
GRM	Grievances redress Mechanism
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immunodeficiency Syndrome
HRM	Human Resource Management
ICT	Information and Communications Technology
LCI	Local Council One
LCIII	Local Council Three
LCV	Local Council Five
LG	Local Government
LRA	Lord's Resistance Army
MDA	Ministries, Departments and Agencies
MEO	Municipal Educational Officer
MoES	Ministry of Education and Sports
MoFPED	Ministry of Finance Planning and Economic Development
MOH	Ministry of Health
MoLG	Ministry of Local Government
MoPS	Ministry of Public Service
MoWT	Ministry of Works and Transport
NC	Network Computer
NDP III	National Development Plan Three
NGO	Non-Governmental Organisation
NWR	Non-Wage Recurrent
OTIMS	Online Transfer Information Management System
PBS	Programme Budgeting System
PPDA	Public Procurement and Disposal of Public Assets Authority
RDC	Residence District Commissioner
SAS	Senior Assistant Secretary
SMC	School Management Committee
SOPs	Standard Operating Procedures
STEI	Scientific, Technical and Economic Information
STEM	Science, Technology, Engineering and Math
STP	Straight Through Payment Process
TC	Town Council
TELA	Teacher Effectiveness and Learner Achievement
TVET	Technical and Vocational Education and Training
UPE	Universal Primary Education

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USE	Universal Secondary Education
VAC	Violence against Children
VIP	Very Important Person

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INTRODUCTION

These guidelines are issued by the Ministry of Education and Sports (MoES) to Local Governments (LGs) and schools to provide information about sector conditional grants, guide the preparation of local government budget estimates for the education sector, as well as the implementation of activities in the education sector. The guidelines apply to the full LG budget, and not just to spending from transfers provided by the Central Government. They guide budgeting and budget implementation in Higher Local Governments (districts and municipalities) as well as education facilities (business, technical and vocational education and training (BTVE) institutes). A separate document of planning, budgeting and implementation guidelines specifically designed for use by schools was issued.

The guidelines are structured into three parts. Part 1 provides general information about the sector and conditional grants for education services, including: (i) national policies for the sector, (ii) the role and mandate of local governments in the sector, (iii) an overview of central government grants to local governments, (iv) allocation formulae for each grant. Part 2 outlines detailed sector budget requirements and implementation guidelines for wage, non-wage recurrent and development expenditures by LGs. Part 3 outlines the process for raising and addressing grievances. Annexes provide supplementary details, including the formats for applying for claims, school budgets, output codes and the templates/formats, which should be used by LGs and schools during implementation.

PART I: GRANT INFORMATION

1 Purpose and Structure of Grants

1.1 National Development Plan and Sector Policy Priorities

The overall sector mission is to provide for, support, guide, coordinate, regulate and promote quality in the delivery of Education and Sports to all persons in Uganda for national integration, individual and national development.

The National Development Plan (NDP) III objectives under the Human Development Programme to which the Education and Sports sector contributes over the next five years:

- To improve the foundations for human capital development;
- To produce appropriate knowledgeable, skilled, and ethical labour force (with strong emphasis on science and technology, TVET and Sports);
- To streamline STEI/STEM in the education system;
- To improve population health, safety and management;
- To reduce vulnerability and gender inequality along the lifecycle; and

To promote sports, recreation, and physical education. The NDP III specifies that the sector will focus on access, quality, equity and internal efficiency; skills development in response to the labour market demand; health, safety, WASH and nutrition of learners; STEI and STEM; sports and physical education. The sector will focus on providing education for sustainable development.

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1.2 Mandate of Local Governments

Responsibilities for delivering education and sports services are divided between central and local governments. According to Schedule 2 of the Local Government Act, the education and sports functions and services for which the district councils are responsible, subject to article 176(2) of the Constitution and Sections 96 and 97 of the Local Government Act, include but are not limited to provision of education services, which cover pre-primary (nursery), primary, secondary, teacher education, science technology innovation, special needs and technical and vocational education.

For purposes of budget management, the education and sports functions listed above are broken down into four Functions as explained in the table below.

Table 1: The mandates of Vote Function at the LG level

Function	Institutions	Associated LG Mandate/Functions of Vote Function at LG level
Pre-primary and Primary	Primary Schools	Delivery of quality primary education and retention of learners.
Secondary Education	Secondary Schools	Delivery of quality secondary education and retention of learners.
Quality (Education Inspection and Monitoring)	District Education/Municipal Education Department	<ul style="list-style-type: none"> • The Municipal/District Education Office provides support supervision, monitor and inspect education service provision. • Sports & Co-curricular Development Services
Special Needs Education and career guidance	Primary and Secondary schools	<ul style="list-style-type: none"> • Recruitment, training and purchase of specialised equipment and equipping the institutions. • Address issues that affect the learners' ability to complete education cycle

Some aspects of these services have not yet been fully devolved, such as Recruitment and transfer of secondary school teachers, as well as vocational instructors, is managed by the MoES, though wages are paid through grants to Local Governments.

1.3 Overall Structure and Purpose of Sector Grants

The purpose of the sector grants are:

- To pay salaries of education staff in primary, secondary, tertiary and vocational institutions
- To fund operational costs of running primary, secondary, tertiary and vocational institutions
- To fund maintenance of school facilities
- To facilitate inspection, monitoring and support supervision of all institutions
- To facilitate measures to improve learning outcomes and attract more learners
- To finance sports activities
- To finance capital development and maintenance works of primary and secondary schools

The structure and purpose of the education sector grants is summarized in the table below. This includes one wage, one non-wage and one development conditional grant. Within the wage and non-wage grants, allocations are earmarked to the Vote Functions for (a) pre-primary and primary education, (b) secondary

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education, and (c) skills development. Funds that are earmarked within a grant are marked as ‘of which’ (o/w).

Table 2: The structure and purpose of the education sector grants

Grant	Purpose
Wage Conditional Grant	To pay salaries of education staff in primary, secondary and BTVET institutions.
o/w Pre Primary and Primary	
o/w Secondary Education	
o/w Skills Development	
Non-Wage Conditional Grant	To fund: (i) operational costs of running primary, secondary and BTVET institutions; (ii) the management and oversight of those institutions including measures to improve learning outcomes and increase enrolment; (iii) sports & co-curricular activities; iv) emergency education response and (v) maintenance works.
o/w Pre Primary and Primary and education management	
o/w Secondary Education	
o/w Skills Development	
Development Conditional Grant	To finance capital development works of primary and secondary schools.
Transitional Development – Presidential Pledges	To fund ad hoc capital investments and rehabilitation works, including presidential pledges.

2 Sector Grant Allocation Formulae

Allocation formulae are used to distribute grant funding between different Local Governments in a fair, equitable and objective manner. This section summarizes the allocation formula for each grant, including the variables used and their relative weight which form the basis of allocations. Further details of the formulae, the underlying variables and their source and actual allocations to individual LGs can be found on the Online Transfer Information System (OTIMS) link on the Uganda Budget Website: www.budget.go.ug/fiscal_transfers. Other features to enable simple explanation of the same are to be found elsewhere on budget.go.ug.

Grant allocations in the budget are automatically calculated by OTIMS based on the formula and phase in principles. Wage grants are allocated on the basis of the number of staff in the staff lists and recruitment plans for each LG.

2.1 Education Non-Wage Recurrent Grant Allocation

The non-wage recurrent grant will be allocated across LGs in two steps: First, minimum allocations to cover school capitation are calculated based on the unit costs detailed in the section ‘[Capitation Grants and Operational Costs of Education Facilities](#)’. The remainder of the grant is then allocated based on a formula using the variables and weightings in Table 3 below. Allocations are calculated separately for earmarked allocations for primary, secondary and BTVET education.

The same formula is used for primary and secondary allocations. However, the allocation for primary education uses variables tied to primary schooling (primary enrolment and school performance) while the earmarked allocation for secondary education uses variables related to secondary schooling (secondary enrolment and school performance).

BTVET allocations for each LG are calculated by the MoES to reflect the distribution and needs of these institutions.

****NB:** Please also note that all population related data in the formulae laid out below includes refugee numbers.

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Table 3: Education non-wage recurrent grant formula

Variable	Weight	Justification
Number of learners	90	The actual number of children in school is a key driver for operational costs of education services. More students need more capitation grants and other school inputs.
Performance index ^{1, 2}	6	Those local governments with lower proficiency in English and Math will receive additional resources to be used to help equalize key education performance outcomes.
Population in Hard to Reach, Hard to Stay Areas	2	Mountainous, islands, rivers, etc., have peculiar terrain which increases the cost of providing services. The formula provides greater allocations to these areas.
Land area	2	Land area can impact the cost of providing education, especially in sparsely populated areas with a large land size such as Karamoja region. The formula therefore makes allowance for this.

¹ Indicator is reversed – lower scores give higher allocations

² Weighted by Population of school going age

2.2 Education Development Conditional Grant Allocation

The development grant is also allocated across LGs in two steps: First, funds for the jointly selected projects are allocated based on the construction unit costs detailed in section '[Unit costs for eligible investments](#)'. The remainder of the grant is then allocated using an allocation formula with two components: (i) the **basic component** is calculated using the variables and weights in Table 6 (50%); and (ii) the **performance component** is calculated based on the results of the LG performance assessment system (50%), further explained in the section '[Performance component of the allocation formula](#)'.

Table 4: Steps in development grant allocation

Allocation step	Share
Step 1: Jointly selected projects / Seed secondary schools	approx. 70%
Step 2: Formula and LGPA based components	The remainder

2.2.1 Development grant formula

Table 5: Basic formula variables

Variable	Weight	Explanation
Population of school going age	30%	Is a proxy for the number of potential children who should be in school and the corresponding need for education infrastructure.
Inverse Net enrolment ^{1, 2}	30%	For increased targeting to fund maintenance etc in districts where net enrolment is lower
Fixed Allocation	19%	A fixed allocation ensures that there is a minimum development grant allocation for each LG.
Performance Index USE ³	5%	Those local governments with lower proficiency in English and Math will receive additional resources to help reduce class sizes and improve education facilities.
Performance Index UPE ⁴	5%	
Population in Hard to Reach, Hard to Stay Areas	3%	Mountainous, islands, rivers etc. have peculiar terrain which impacts the cost of education services. The greater allocations are provided to these areas.
Land area	2.5%	Land area can impact the cost of providing education, especially in sparsely populated areas with a large land size.
Islands	0.5%	For the additional costs incurred by Islands in two votes.

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Urban population	5%	So that Municipal LGs' allocations better reflect their population.
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¹ Inverse net enrolment = population of school going age divided by enrolment

² Weighted by Rural population³ Weighted by Population of primary school going age

⁴ Weighted by Population of secondary school going age

Table 6: Components of development grant formula

Component	Share	Explanation
Local Government Performance Assessment formula subcomponent	50% LGPA scores will be squared to sharpen incentives	To incentivize education-related local government performance.
Basic formula subcomponent	50%	To balance equity and performance incentives

2.2.2 Performance component of the allocation formula

An annual performance assessment will be conducted for each Local Government with the results posted on the Budget Website (http://budget.go.ug/fiscal_transfers/page/assessment_results). Local Governments that score above average (the mean score) in this assessment will receive a larger share of the development grant relative to other Local Governments in the next fiscal year. Scores are *squared* for the allocation calculation. This means that a district that performs well, receives a relatively greater reward than if the scores were not squared.

The impact from the results of the assessment will be weighted (scaled) with the basic allocation formula as outlined above to ensure that every performance indicator has a noticeable impact on the actual size of the allocations, and that the system provides appropriately sized incentives for all (larger as well as smaller LGs). The system will ensure that LGs with a performance score above the average score will receive additional funding and a LG with a score that is below the average will be allocated lower resources. The system also ensures that all the funds are allocated (no balances). The details have been programmed in OTIMS which is a function of the Programme Budget System (PBS).

In general terms, the formula for determining performance weighted total formula component allocations is: Performance weighted allocation for LG "X" = [Total Grant Resources * 50% * Allocation Formula Share for LG "X"] + [Total Grant Resources * 50% * Score * Score * Allocation performance share for LG "X"]

To illustrate this further, here are two more examples using the 50% basic formula / 50% LGPA split for FY2019/20:

Example 1: LG "Test District" gets UGX500 million according to the basic allocation formula component. In the assessment the LG achieves 55 points on the education area, which is 10% better than the average LG. If 50% of the formula resources are allocated using the performance weighted formula, this means that LG "Test District" gets a basic allocation of UGX250 million, plus a performance weighted allocation of approximately UGX250 million*110*110%, given the squaring of the LGPA score. In total this would result in about UGX552.5 million, which is an increase of 11% over the allocation the LG "Test District" would have received had the allocation been calculated using only the basic allocation formula for 100% of the allocation. The exact amount depends on an adjustment for the sample distribution, and could be slightly smaller or larger. In other words, UGX52.5 million is the incentive for continuing with a good performance as measured relative to all other districts and municipalities.

Example 2: LG "Second Test District" gets UGX500 million according to the basic allocation formula. In the assessment the LG achieves 45 points, which is 10% worse than the average LG. If 50% of the formula- component resources are allocated using the performance weighted formula, this means that LG "Second Test District" gets a basic allocation of UGX 250m, plus a performance weighted allocation of approximately UGX250 million*90%*90%. In total this would result in circa UGX452.5 million,

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which is a decrease of 9.5% over the allocation the LG “Second Test District” would have gotten had the allocation been done using the basic allocation formula for 100% of the allocation. The exact amount depends on an adjustment for the sample distribution, and could be slightly smaller or larger.

PART II: BUDGET AND IMPLEMENTATION REQUIREMENTS

The LG budget is split between revenues and expenditures, and between wage, non-wage and development activities.

The revenue budget captures information on the funding sources received by the LG and allocated to the Education Work Plan. This includes own source revenues, unconditional grants, conditional grants and other financial resources received from central government and donors.

The expenditure budget is used to allocate these resources to specific expenditures and activities. As noted in Part I of these guidelines, expenditures are recorded as both *items* (what inputs are being purchased) and *outputs* (what activities and investments are being funded).

Not all revenues may fund all kinds of expenditures:

- Wages are financed by education sector conditional grants for education staff in primary, secondary and BTVET institutions and Unconditional Grants for permanent staff in District/Municipal Education Offices.
- Non-wage recurrent spending may be financed by LGs' own source of revenue; education sector conditional grants and Unconditional Grants; and Development Partner support
- The development budget can be financed by LGs' own source of revenue; education sector conditional development grants, Discretionary Development Equalisation Grant; and Development Partner support.

The budget and implementation requirements described in part of the **guidelines apply to the full budget allocated to the Education Work Plan**, and not just to conditional grants described in Part I.

3 Summary of Budget Requirements

LGs must prepare their budgets for education and sports services in a way that is consistent with the sector budget requirements outlined below. These provide some restrictions over the outputs and inputs which may be funded under the oversight of the Higher Local Government Education Department (DEO/MEO).¹ They also set some procedures for executing the budget and reporting on financial and non-financial performance of the budget.

The MoES will review adherence to the sector requirements each year before Performance Contracts are signed between the Permanent Secretary/Secretary to the Treasury of the Ministry of Finance and Economic Development and Chief Administrative Officer of each LG. Failure to comply with these requirements in the preparation of the budget or during implementation may result in sanctions against the Chief Administrative Officer.

Table 7: Budget Requirement summary

Area	Summary of Requirements
Wage (grant item code 321466) and salary related	<ul style="list-style-type: none"> • Salaries of permanent staff (item 211101) must be within the overall staff and budget ceilings set by the Ministry of Public Service.

¹ Outputs reflect 'what activities are being funded' and have a code which begins with the Sector (07 Education), followed by the Vote Function (e.g. 81 Primary), and the Output code (two further digits in the budget). These can be grouped into wage outputs, non-wage outputs for higher local governments, non-wage outputs for lower local governments, and capital outputs. The budget for each Output will also reflect 'what inputs are being purchased' such as salaries, allowances, etc..

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Area	Summary of Requirements
costs (item codes 211102 and 211103)	<ul style="list-style-type: none"> • Salary allocations must include staff in post, be within the approved structure and salary scales within a given financial year. • School and BTVET allocations should follow the MoES staffing norms, including: <ul style="list-style-type: none"> ○ Each primary school must have at least a head teacher and a minimum of 7 additional teachers, or a minimum of one teacher per class for a school which does not cover all grades up to primary seven and where Wage permits, an additional teacher for every 53 pupils (Output 078101) ○ Additional Wage has been provided to least LGs which are staffed at less than 70% of the establishment. ○ Each secondary school must have at least 19 teaching staff for O’level. Additional Wage has been provided to the least LGs which are staffed at less than 49% (Output 078201) ○ Salaries for staff at BTVET institutions should be within the approved structure. (Output 078301) • The hard-to-reach allowance should be equivalent to 30% of a member of staff’s salary and must be provided for staff in the hard-to-reach areas outside town councils and Higher Local Government headquarters, in line with the Hard-to-Reach Framework and schedule designated by the Ministry of Public Service. • The District Education Department must prepare a recruitment plan and submit it to the Human Resource Management (HRM) Department for the vacant positions of teachers and District/Municipal Education Officers. • Additional wage has been provided to have at least one inspector for every 40 Schools. • Additional wage has been provided to transition selected refugee hosting schools • The LG recruitment plan should allocate additional teaching staff to schools with the highest vacancy rates. A table that provides evidence for this should be included in the recruitment plan.
Non-wage recurrent (grant item code 321467)	<ul style="list-style-type: none"> • <i>School capitation (Outputs 078151, 078152, 078153):</i> Minimum school capitation allocation will be provided by the MoES for each school, and pre-loaded in the Programme Budgeting System. Final budget allocations must not be less than this amount, and can be increased beyond this amount at the discretion of the LG. School guidelines must be printed and provided to schools, donor partners, SMCs and parents. • <i>Education management services and monitoring (Output 078401):</i> Must include DEO’s/MEO’s expenses for monitoring of all schools and institutes in the LG at least once per year, as well as activities to mobilise and attract children to school and improve learning outcomes (e.g. by supplementing procurement of MoES recommended scholastic materials to underserved schools from a prequalified list of suppliers). At a minimum, this function must be allocated a fixed rate of US\$ 4.5 million per LG, plus US\$ 100,000 per school, the level of the former DEO monitoring grant.

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Area	Summary of Requirements
	<ul style="list-style-type: none"> • <i>School inspections (Output 078402):</i> Must cover all expenses for inspection of all schools and institutes in the LG at least once per term. At a minimum, inspection must be allocated a fixed rate of UShs 4 million per LG, plus UShs 112,000 (3 inspections at UShs 37,333) per school for the 3 terms. • <i>Up to UShs 40 million of any remaining NWR funds</i> should be used to top up the Education Management & Sports management activities. The breakdown of the UShs 40 million allocation is as follows: <ul style="list-style-type: none"> ○ UShs 10 million must be allocated towards capacity building support to schools and community stakeholders. Key activities may include among others; orientation and training of Head Teachers and SMCs, dissemination of sector policies, SOPs and guidelines to schools. ○ UShs. 30 million should be allocated towards output 078403 (Sports & Co-Curricular Development Services)sports & co-curricular development services). ○ Sports and co-curricular activities must adhere to SOPs issued by the Ministry of Education and Sports to prevent the spread of COVID-19. • Allocation of Non-Wage to selected Refugee serving Primary Schools . • <i>The remainder</i> should be allocated towards maintenance of school infrastructure and investments in schools (output 078404) In the event that funds allow, schools will be provided with Ushs 1.5 million as a COVID 19 Emergency Education Response fund. These funds will be a one-off disbursement to public primary and secondary schools per annum for the implementation of the COVID 19 Standard Operating Procedures (SOPs).
<p>Development (grant item code 321470)</p>	<p>The Education Development Budget shall be used as follows:</p> <ul style="list-style-type: none"> • At least 95% of development budget will be used for capital investments, to fund rehabilitation or construction of service delivery and administrative infrastructure (Education Output codes ending with 80, 81, 82 or 83). • LGs must not budget for activities specified as ineligible expenditures for capital investment. • The following capital investments in school facilities can be funded: <ul style="list-style-type: none"> ○ Construction of Seed Secondary schools within earmarked sub-counties, as per the 2015 EMIS mapping exercise. To this end, the MoES shall issue the list of schools to be constructed, and the beneficiary sub-counties as outlined in the section ‘Selecting infrastructure projects and budgeting for capital investments’. ○ Outstanding Presidential Pledges for primary or secondary schools as captured in the MoES database for Presidential Pledges should also be prioritized. ○ Construction and rehabilitation of existing infrastructure and facilities which are below the national Minimum Quality Standards for school infrastructure and below the specific LG average if all schools are above the minimum standards. Priority should be given to (a) science laboratories in secondary schools that have none (b) sanitation and hygiene facilities (c) teaching and learning facilities (d) furniture (e) teachers’ houses. Latrines and classroom construction and equipment could also be possible uses of the Budget. ○ New school construction in sub-counties without secondary schools, and other exceptional circumstances. However, the LG must receive written authorisation from MoES before budgeting for a new school to be constructed.

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Area	Summary of Requirements
	<ul style="list-style-type: none"> ○ Schools affected by natural disasters. ● For all capital expenditures the Local Government must budget inputs for investment service costs and engineering supervision costs² must be budgeted for up to a maximum of 5% or Ushs. 50 million, whichever is lower, of the total development budget allocations to education infrastructure construction and rehabilitation (outputs ending with 80, 81, 82 or 83).

4 Sector Requirements for the Wage Grant

4.1 Budgeting Requirements for the Wage Grant

The Districts and Municipalities are responsible for **payment of salaries of education staff in primary, secondary and BTVET institutions**. The education wage conditional grant is used to pay permanent teaching staff in primary, secondary and BTVET institutions. Secondary and BTVET teachers must have an appointment letter and posting instructions from the MoES. The permanent staff in District/Municipal Education Offices must be budgeted for from the unconditional wage grant.

Salaries of permanent staff must be within the overall **staff and budget ceilings** set by the Ministry of Public Service in consultation with the MoES. Salary allocations must include staff in post, be within the approved structure and salary scales within a given financial year. This will be provided in a schedule by the Ministry of Public Service. In addition, the Education Department must prepare a recruitment plan and submit it to the Human Resource Management (HRM) Department for the vacant positions of teachers and District/Municipal Education Offices. The recruitment plan should rank schools according to vacancy rates, and allocate additional teaching staff to schools with the highest vacancy rates first. To ensure that staffing requirements and recurrent costs for this are adequately provided for, LGs must submit the respective school staffing requirements to the MoPS by September 30th, with copy to the MoES and MoFPED.

The budget must include all existing government primary and secondary schools and meet **minimum staffing requirements** (covering both staff in post and recruitment plan). For primary schools, the District/Municipal must budget for a Head Teacher and minimum of seven teachers per school (or a minimum of one teacher per class for a school which does not cover all grades up to primary seven. For secondary schools, the District/Municipal must budget for a head teacher, and one subject teacher per class. For Education Department, the District/Municipal must budget for positions as per staff structure, where there is a wage bill provision.

The hard-to-reach allowance equivalent to 30% of staff's salary must be provided for staff in the hard-to-reach areas **outside town councils and Higher Local Government headquarters**, in line with the Hard-to-Reach Framework and schedule designated by the Ministry of Public Service.

² Investment service costs are costs associated with the preparation of a capital project. They comprise item codes: 281501 Environment Impact Assessment for Capital Works; 281502 Feasibility Studies for Capital Works; 281503 Engineering and Design Studies & Plans for Capital Works; 281504 Monitoring, Supervision & Appraisal of Capital Works.

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4.2 Budget Implementation Requirements for the Wage Grant

4.2.1 Use of the Wage Grant and Minimum Staffing Service Delivery Standards

The Wage grant is for payment of salaries for all the Education and Sports Sector Staff at both the District/Municipal Office and the Schools / decentralized Tertiary Institutions.

As a minimum standard, Local Governments are required to ensure that staffing norms (depending on wage availability) are adhered to both at the Local Government Office and at School level. Local Governments are also required to ensure that the staff are working in the schools where they appear on the payroll (deployed).

4.2.2 Principles to guide the recruitment, deployment and management of staff in the Education facilities

The **District/Municipal LG is required to ensure:**

- The structure for primary teachers with a wage bill provision is filled.
- Proper deployment of primary school teachers across primary schools. Each primary school must have at least a head teacher and a minimum of 7 additional teachers. If sufficient teachers are available in the LG, each school must be allocated one teacher for every 53 students.
- That additional teachers are recruited for those Local Governments identified as being the least staffed (less than 70%) of the establishment. (Beneficiary LGs are shown in Annex 11)
- Teaching staff should be equitably distributed across schools in the LG. If any school in the LG has more than the minimally required number of teaching staff, and more than one teacher for every 53 students, while other schools in the LG do not meet minimum staffing requirements and have more than 53 students per teacher, then teaching staff should be redeployed to improve equity in staffing across schools.
- Teachers as indicated in the staff lists are actually deployed in the schools – teaching in schools where they are deployed/appear on the payroll. If not, provide evidence that re-deployment has been formally requested in a letter from the LG to MoPS.
- Teachers are appraised on a termly basis by the Head Teacher. Teacher appraisal reports should be archived for future reference.
- Head Teachers are appraised. Appraisals should be based on recommendations provided by inspectors. The primary school head teachers should be appraised by Senior Assistant Secretaries at the Lower Local Government (Sub-county, Town Council or Municipal Division. The secondary school head teachers should be appraised by the Chairperson of the Board of Governors. Head Teacher appraisal reports should be archived for future reference.
- For Secondary Schools, additional Wage has been provided to the least LGs which are staffed at less than 49% and the Ministry shall communicate the staffing norms and beneficiary schools where the additional personnel are to be deployed.

The **Head Teacher, under the oversight of the SMC/BOG, is required to ensure:**

- Each school publishes the list of teachers on its payroll on the school noticeboard;
- The staff attend duty. Each school should have attendance registers, which must be filled by all teachers on a daily basis.
- Timely clock in of teachers in schools where the Teacher Effectiveness and Learner Achievement (TELA) System is installed.
- Teachers should follow the education service Notice, 2012 (teachers' professional code of conduct).
- Teachers who do not comply to the professional code of conduct are disciplined.
- All teachers in a school are appraised annually.

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4.2.3 Principles to guide recruitment, deployment and management of staff at the District/Municipality level

The **District/Municipal LG is required to ensure:**

- All positions of School Inspectors and District Education Office staff are filled as per staff structure, where there is a wage bill provision.
- Equitable deployment of School Inspectors across the LGs.
- That an inspector is recruited for every 40 Primary and Secondary Schools based on the additional wage provided. (Annex 12 Contains the details of the number of additional inspectors per LG).
- School Inspectors and all other Education Management staff are timely appraised. Education Management staff are appraised by the DEO and the DEO is appraised by the CAO/TC.

The **School Inspectors and Education Management are required to ensure:**

- All public and private schools are inspected at least once per term and reports produced.
- SOPs, guidelines, policies, circulars issued by the national level are effectively communicated and explained to schools.
- School reports have been discussed and used to recommend corrective actions, and that those actions have subsequently been followed-up.

4.2.4 Approach to transition and integrate NGO Staff in Education facilities serving refugees into the Local Government Service Delivery system

Government has received a grant and under the Education and Sports Sector, it is earmarked for the transition of NGO refugee and host serving Primary Schools across refugee-hosting Local Governments to the Local Government system. This budget will cover the Wage costs for staff and Non-Wage operational costs for the schools.

The selected beneficiary schools are contained in Annex 13

5 Sector Requirements for the Non-Wage Recurrent Grant

In the Higher Local Government budget, non-wage recurrent budget allocations include funds for:

- The **operating costs of running primary, secondary and BTVET institutions** and
- The **operating cost of management and oversight of education services**

The budget and implementation requirements are outlined separately for these two types of activities. Section 8 provides further rules for schools and BTVET institutions to follow.

5.1 Budgeting Requirements for the Non-Wage Recurrent Grant

5.1.1 Capitation Grants and Operational Costs of Education Facilities

The **allocation of the capitation budget for schools and tertiary institutions** will be pre-loaded into the PBS by the MoES using the verified enrolment figures and approved list of schools and tertiary institutions in Local Governments. The allocation for primary and secondary schools will be based on the approved unit costs per school and per learner as per the table below. The allocation for tertiary institutions will be determined by the MoES.

Table 8: Capitation unit costs

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Type of school	Output code	Unit	Minimum per year (Ushs)
UPE	078151	Per school	1,350,000
		Per learner	17,000
		Per learner (SNE)	18,700
USE - government aided	078251	Per learner	175,000
Special Needs Education		Per learner (SNE) for inclusive schools	192,500
		Per learner for exclusive schools	1,230,000
UPOLET - government aided	078351	Per learner	270,000

The capitation for schools that have significantly higher costs in delivering education services because they lie in hard-to-reach areas (as classified by the Ministry of Public Service) may be supplemented by a **hard-to-reach capitation** of up to Ushs 2,000 per learner, in line with greatly increased resources for Education Offices. The unit cost for Special Needs Education is to cater for vocational training and meet boarding expenses.

In the event that funds allow, schools will be provided with Ushs 1.5 million as a COVID 19 Emergency Education Response fund. These funds will be a one-off disbursement to public primary and secondary schools per annum for the implementation of the COVID 19 Standard Operating Procedures (SOPs). The funds will be disbursed using the Straight Through Payment Process (STP) method which is also used for payment of capitation grants direct to the School accounts.

MOES will review these capitation levels on an annual basis, depending on the resources available, so that the variable component is increased.

The District/ Municipal Education office

is required to **verify and confirm the list of schools and tertiary institutions**, their enrolment and budget allocation in the Programme Budgeting System (PBS), and notify the MoES in writing, if a school or its enrolment have been listed incorrectly or missed.

5.1.2 Minimum Service Delivery Standards

Local Governments shall implement activities and deliver education services in line with the Basic Requirements and Minimum Standards issued by the Ministry of Education and Sports in 2009.

5.1.3 Management and Oversight

LGs have a statutory responsibility to provide **support supervision, monitoring and inspection of education service provision** through the Education Department with the aim to improve learning outcomes and attract more learners to schools. They are also responsible for playing an oversight role over primary school teachers.

To ensure LGs fulfil their monitoring and inspection functions the following **minimum budget requirements apply**:

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- *The budget for education management services and monitoring (Output 078401)* must include DEO's/MEO's expenses for monitoring of all schools and institutes in the Local Government at least once per year and **must be allocated a minimum of a fixed rate of US\$ 4.5 million per Local Government, plus US\$ 100,000 per school, the level of the former DEO monitoring grant.**
- *The budget for school inspections (Output 078402)* must cover all expenses for inspection of all schools and institutes in the Local Government at least once per term. **At a minimum, inspection must be allocated a minimum of a fixed rate of US\$ 4 million per Local Government, plus US\$ 112,000 (3 inspections at US\$ 37,333) per school for the 3 terms.**

Local Governments that are classified as **hard-to-reach** may budget higher unit costs for inspection and monitoring of up to US\$ 120,000 per school per term, to cover the higher cost of reaching schools. Local Governments should also utilise the above funds for monitoring/ensuring that schools/institutions adhere to the COVID 19 Standard Operating Procedures (SOPs)

5.1.4 Activities to be funded under the program 0784 – Education and Sports Management

Non-wage expenditures for management and oversight may be allocated to (i) management of education service delivery and monitoring (Output 078401); (ii) school inspections (Output 078402); (iii) sports and co-curricular development services (Output 078403); and/or (iv) maintenance of school infrastructure (Output 078404).

Following allocations for school capitation and the core education management, inspection and monitoring functions using the approved unit costs above, up to US\$ 40 million of any remaining NWR funds **should be used to top up the Education Management & Sports management activities. The breakdown of the US\$ 40 million allocation is as follows:**

- US\$ 10 million must be allocated towards capacity building support to schools and community stakeholders. Key activities may include among others; orientation and training of Head Teachers and SMCs, dissemination of sector policies and guidelines to schools.
- The 30 million should be allocated output 078403 (Sports & Co-Curricular Development Services) sports & co-curricular development services).
- Sports and Co-curricular activities must adhere to the SOPs put in place by the Ministry of Education and Sports.
- The remainder should be allocated towards maintenance of school infrastructure and investments in schools (output 078404)

It is planned to increase this grant significantly over time, to allow Education Departments to expand their activities on the other outputs above. Still, LGs are encouraged to augment central government transfers with funds from own source revenues and other sources to support these key education service delivery mandates.

5.2 Budget Implementation Requirements for the Non-wage Recurrent Grant

The Non-Wage Recurrent Grant should be used by the Higher Local Government Education Departments (DEO/MEO) for the following activities:

- 1) **Management of education service delivery and monitoring (output 078401).** Budget allocations should be used to enhance the oversight role of the DEO/MEO by for example:
 - a. Carry out monitoring and support supervision including, follow up to ensure that: schools have been inspected; inspection reports are accurate; and recommendations are being implemented.

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- b. Preparation and presentation of issues requiring attention of education committee of the LG Council including on findings from inspections, functionality of School Management committees, Board of Governors and Governing Councils, grant management etc.
- c. Holding meetings with school head teachers to explain and disseminate various guidelines, policies, circulars issued by the MoES during the year.
- d. Fostering transparency and accountability: publicising all schools receiving non-wage recurrent grants, e.g. through posting information on public notice boards. Ensure that schools have submitted accountability to the LG.
- e. Supporting the school planning, budgeting and financial reporting processes and reviewing budgets and financial statements.
- f. Ensure that direct transfers to schools are planned and executed as per the budget and that necessary changes to the existing list of schools are approved by the MoES.
- g. Ensuring all schools accurately complete and timely submit EMIS forms and monthly returns to the DEO's/MEOs office. DEOs/MEOs are required to forward these returns to MoES.
- h. Verify and confirm the list of schools and tertiary institutions, their enrolment and budget allocation in the Programme Budgeting System (PBS), and notify the MoES in writing, if a school or its enrolment have been listed incorrectly or missed by December 15th
- i. Maintaining a register of school assets and their condition.
- j. Human Resource Management, including budgeting, recruitment and deployment of teachers and conducting performance appraisals of head teachers.
- k. DEO/MEO to collect data on requests made by the MoES.
- l. Education department staff to discuss guidelines, inspection reports, school feeding etc.
- m. Attend sector meetings at regional and national level.

The DEO/MEO is also responsible for strategies to mobilize and attract children to school and improve learning outcomes. As part of the increased funding to the DEO/MEO, LGs are required to put in place measures that ensure children join and stay at school. Potential activities that may be undertaken include:

- a. LGs to facilitate enactment and implementation of bye-laws and ordinances to enforce the policy on the official primary school entry age of 6 years.
- b. LGs and the schools to sensitize parents/guardians on the above policy.
- c. LGs to institute local verification strategies within communities aimed at identifying children that should be in school but are not. Such communities can then be targeted for sensitization.
- d. LGs to involve political and opinion leaders in advocacy campaigns to mobilise communities on their role towards school feeding, HIV/AIDS, negative social cultural norms and practices, environmental issues, child protection issues. Parents /guardians are required to provide lunch for their children. Lack of lunch is one of the leading causes of school dropout and poor performance at school.
- e. Enlist greater involvement of parents to participate in monitoring and assessing school performance and accountability: to be concerned about absenteeism of pupils/students, head teachers and teachers; mobilize parents to attend school Open Days, Class Open Days and other functions in schools.
- f. All LGs, but especially LGs whose students perform, on average, lower than the national average performance (see the performance league table in the Annex 9), are required to budget for activities geared towards improving student performance such as:
 - Organizing refresher seminars for teachers to improve teaching methods and adherence to approved curricula.
 - Supplementing procurement of MoES recommended scholastic materials to underserved schools.

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- Support underperforming schools to develop and implement school improvement plans focusing on student and teacher performance.
- Provide training support to strengthen SMC's capacity to execute their oversight roles and responsibilities in school management.

- 2) **School inspections (Output 078402).** The DEO/MEO is responsible for inspection of schools in accordance with good practices and guidelines determined by the MoES in the *Handbook for School Inspection, 2006 Ministry of Education and Sports*. This includes:
- a. Ensuring a minimum of one (1) inspections per school (both government and private) per term and inspection reports produced in line with guidelines and Handbook for school inspection issued by MoES (*Handbook for School Inspection, 2006 Ministry of Education and Sports*).
 - b. Hold departmental meetings to analyze inspection reports and agree corrective actions.
 - c. Hold meetings with school head teachers to discuss school inspection reports and use these reports to provide recommendation for corrective action(s).
 - d. Support school head teachers to prepare action plans/school improvement plans to address identified areas of weakness.
 - e. Conducting follow up visits to check whether corrective action(s) have been implemented.
 - f. Submission of school inspection reports to the Directorate of Education Standards (DES).
 - g. Recommend interventions for special needs learners.

Given the shortage of school Inspectors across LGs, DEOs/MEOs are required to make use of the Associate Assessor Model (AAM) to supplement their staff strength for this function. LGs can draw on the pool of retired teachers who underwent inspection training recently under the World Bank funded Global Partnership for Education program (approximately 10-15 per LG except for new LGs), achieve the requisite inspection targets within the available resources (*See Guidelines on Associate Assessor Model issued by MoES*).

- 3) **Sports and Co-curricular Development Services (Output 078403).** LGs are required to allocate a proportion of the remaining non-wage recurrent funds towards facilitation of sports and co-curricular activities at the LG and regional level to motivate learners to engage in school. Specifically funds will be used to:
- a. Facilitate students to participate in regional or national sports competitions and co-curricular activities.
 - b. Monitor and support schools to ensure that school physical education and co-curricular activities are incorporated within the academic program.
- 4) **Maintenance of school infrastructure (Output 078404).** The LG is responsible for ensuring schools are maintained according to the minimum condition standards specified by the MoES. Following deduction of capitation, inspection and DEO monitoring grant allocations, LGs may use remaining funds, if any, for minor maintenance of school infrastructure. Within its annual workplan, the LG Education department should include a plan and budget for school maintenance activities in line with the 5-year development and priorities identified from assessment of the asset register of education facilities in the subsequent year(s). Eligible operations and maintenance activities include:
- Audits of the condition of school buildings at least once a year to ensure that they meet minimum quality standards.
 - Maintenance work based on priorities identified from condition assessment
 - Emergency repairs of school infrastructure affected by natural disasters.
 - Supporting schools to meet outstanding furniture needs

Maintenance activities must be:

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- Prioritised in line with the condition assessment and school-level maintenance schedule
- Appraised and discussed by the technical planning committee and the District Education Committee
- Approved by the Council and publicized to the beneficiary community and school
- In adherence to procurement procedures spelled out in the PPDA Regulations (2014) and guiding criteria provided by the MoES
- Accounted for in the LG performance reports

5. COVID 19 Emergency Education Response fund (Output 078151 and Output 078251).

a) Eligible Activities for the grant

The following items qualify for expenditure under the grant.

- i) Foot operated hand washing facilities (tip tap) including a Basin/ Bucket and a Jerry can at all critical control points,
- ii) Well calibrated working temperature guns at the school gate,
- iii) Backpack plastic spray pumps
- iv) Disinfectants liquid (JIK)
- v) hand washing soap/liquid soap,
- vi) hand sanitizers with at least 60-80% alcohol for staff.

b) Responsibilities for the Local Government:

- i) The grant shall be transferred once a year directly to the beneficiary schools.
- ii) The respective Accounting Officers (Chief Administrative Officer (CAO)/Town Clerk/ Executive Director) will be formally notified about the accountable school grant and ensure that schools submit accountability to the district.
- iii) The DEO/MEO shall verify and submit corrections on school data to ensure that the schools on the list are correctly placed.
- iv) Monitoring the schools to ensure that they abide by the guidelines on the proper utilization of funds.
- v) Receive and consolidate accountability documents from the respective schools within the district.
- vi) Submit accountability documents and consolidated report to the MoES accounts section as per the template in **Annex 10a** in both hard and soft copy.

c) Responsibilities for the Schools

- i) Publicly display amounts received from the center on the school noticeboard
- ii) Utilize the funds as specified above.
- iii) Submit a copy of accountabilities for the funds to the district as per the template in **Annex 10b** in both hard and soft copy:
- iv) Retain original copy of accountabilities at the School for review by the DLG's audit.

d) Remedial Actions in case of Non-Compliance with Grant Guidelines

Non-compliance by the school

- i) The failure by the schools to comply with the requirements automatically results in withholding any further releases to the non-compliant schools.
- ii) The Headmaster will be held personally liable for any misuse or misappropriation of these funds
- iii) The DEO/MEO will follow up and take disciplinary action against the defaulting schools.

Non-compliance by Local Governments

- i) MoES will ensure that the general public is directly informed of the situation through the mass media.
- ii) MoES will closely follow up the non-compliant District / Municipality.

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- e) Accountability for the emergency fund – Accountability forms for both the LGs and schools is attached in annex 10a and 10b, for LGs and Schools respectively).

6 Sector Requirements for the Development Grant

As per decentralization policy, the LGs are responsible for planning, procurement, construction of education infrastructure investments. These guidelines should apply to all decentralized school infrastructure construction irrespective of funding source. The MoES (the Construction Management Unit including the Engineering Assistants; Secondary and Primary Education Departments) will remain responsible for formation of policies, setting national standards, providing guidelines, providing construction designs, offering support supervision and monitoring outcomes within the context of Minimum Quality Standards. All parties should take special notice of the enhanced procedures herein, which address the jointly executed projects where needed, to ensure that land issues are adequately addressed.

Minimum Quality Standards for school infrastructure

- The Minimum Service delivery standards/norms for every primary school are:
 - Classroom: pupil ratio of 1:53
 - Desk: pupil ratio of 1:3;
 - Latrine Stance: pupil ratio of 1:40;
 - Permanent accommodation for at least four (4) teachers;
 - At least one 10,000l water harvesting tank per school;
 - At least one changing room per school.
- Minimum Service delivery standards/norms for every secondary school are:
 - Classroom: student ratio of 1:60;
 - Desk: student ratio of 1:3;
 - Latrine Stance: student ratio of 1:40;
 - Permanent accommodation for at least four (4) teachers;
 - At least one multi-purpose science laboratory per school.
 - At least one 10,000L water harvesting tank per school;
 - At least one changing room per school;
 - At least one sick bay per school.

The construction of school infrastructure is expected to have positive economic and social impacts including improved service delivery; increased employment opportunities during the construction or rehabilitation of infrastructure; development of the private sector; and increased accountability downwards as well as upwards in the public sector. It has to be acknowledged that the construction might have negative environmental and social impacts. However, the construction location and design should be chosen to minimize these potential negative impacts, and to fully mitigate any potential for land disputes. These guidelines have built-in measures to mitigate these risks.

6.1 Budgeting Requirements for the Development Grant

The Education Development Budget will be either used for capital investments and capacity development as follows:

- At least 95% of development budget will be used for capital investments and to fund rehabilitation or construction of service delivery and administrative infrastructure.
- More than zero and up to 5% of the development budget or Ushs. 50 million per Local Government, whichever is lower, will be used to fund investment service costs such as developing bills of quantities, engineering supervision and environmental impact assessment costs.

Planning and budgeting for constructing school infrastructure has to comply with the LG planning and budgeting guidelines issued by the MoFPED. The infrastructure development activities must be derived

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from guiding criteria provided by the MoES, the LGs' 5-year development plan and incorporated in the annual plans and budgets approved by the LGs.

6.1.1 Allocations to Outputs

Allocations to school facilities must be made to the following outputs:

Primary Education

- Output: 078180 Classroom construction and rehabilitation
- Output: 078181 Latrine construction and rehabilitation
- Output: 078182 Teacher house construction and rehabilitation
- Output: 078183 Provision of furniture to primary schools

• Secondary Education

- Output: 078280 Classroom construction and rehabilitation
- Output: 078281 Administration block rehabilitation
- Output: 078282 Teacher house construction
- Output: 078283 Laboratories and science room construction

6.1.2 Eligible Expenditures

LGs must not budget for activities specified as Ineligible Expenditures for capital investment. The table below provides an indicative list of **capital investments and other development activities** which may or may not be funded under the sector development budget from central government grants:

Table 9: Eligible development grant expenditures

	Eligible Expenditures under the Development Budget (what may be funded)	Ineligible Expenditures (examples of what may not be funded)
Primary education	<ul style="list-style-type: none"> • Construction, rehabilitation, renovation of classrooms • Construction, rehabilitation and renovation of School Administration Blocks • Procurement of classroom and office furniture • Construction of teachers' houses • Construction of sanitation facilities Construction of rain water harvesting facilities at schools • Construction of dormitories in primary schools with peculiar conditions (e.g. in Sebei region, Karamoja region - this varies accordingly and priority is given to the girl child) • Other infrastructure for schools (offices; kitchen and store; lightening conductors; fencing) 	<ul style="list-style-type: none"> • Procurement of Vehicles • Construction of DEO's Offices • Compulsory land purchase

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	Eligible Expenditures under the Development Budget (what may be funded)	Ineligible Expenditures (examples of what may not be funded)
Secondary Education	<ul style="list-style-type: none"> • Construction of new classrooms • Rehabilitation/renovation of classrooms • Procurement of classroom and office furniture • Construction of teachers' houses in hard to stay areas • Construction of sanitation facilities • Construction of libraries and furnishing them • Provision of ICT facilities (computers), virtual libraries • Other infrastructure for schools (offices; kitchen and store; lightening conductors; fencing; solar power) 	
Decentralized Tertiary (BTVEI)	<ul style="list-style-type: none"> • Rehabilitation and completion of unfinished infrastructural projects in selected Tertiary Institutions (see Annex 8) 	

Investment service costs³: A share of the budget allocations to education infrastructure construction and rehabilitation (capital outputs) must finance investment service costs, such as developing bills of quantities, engineering supervision and environmental impact assessment costs. The Office of the District Community Development Officer (CDO) should also be facilitated to ensure that social safeguards are addressed during project implementation. However, this share should not exceed 5% of budget allocations to education infrastructure construction and rehabilitation (capital outputs).

6.1.3 Unit costs for eligible investments

Construction of new secondary schools should be undertaken in two phases. An indicative package of facilities for secondary schools is shown in the table below as a guide.

The full package below may not be appropriate for all secondary schools and the package should be adapted for different situations when constructing new or upgrading existing schools. For example, in urban areas, teachers' housing may not be required, and in schools which only cater for pupils up to S4, which may only require 2 x 2 classroom blocks, for example, which would lead to a Ushs. 132 million reduction in the package cost indicated below, with additional reductions from for example fewer latrines and other items.

Table 10: Indicative Package of Facilities and Unit costs for a Secondary School, UShs.

S/N	Facilities	Units	Unit Cost	Total
Phase 1 - excluding housing				
1	2- Classroom blocks	3	131,753,247	395,259,741
2	Multi-purpose Science block	1	248,004,996	248,004,996
3	Administration block	1	116,534,670	116,534,670
4	5- stance VIP latrine for students	2	32,352,250	64,704,500
5	2- stance VIP latrine for teachers	2	15,515,500	31,031,000
	Sub-Total Phase 1 excluding housing			855,534,907

³ See prior definition

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S/N	Facilities	Units	Unit Cost	Total
Phase 2 - excluding housing				
1	2 - Unit External Kitchen	1	32,009,272	64,018,544
2	Multi-purpose Hall	1	100,000,000	100,000,000
3	Water Harvest System	1	9,315,789	9,315,789
4	Library block	1	97,142,910	97,142,910
5	ICT lab	1	118,303,220	118,303,220
6	Play ground	1	4,720,000	4,720,000
7	Road network	1	7,080,000	7,080,000
8	Compound trees and life fence	1	826,000	826,000
9	Electricity	1	4,130,000	4,130,000
10	Classroom furniture. 60 sets per classroom	40	313,333	75,200,000
11	Furniture for multi-purpose science blocks	1	22,408,200	22,408,200
12	Furniture for administration blocks	1	9,204,000	9,204,000
13	Furniture for library block	1	23,954,000	23,954,000
14	Furniture for ICT laboratory	1	22,397,580	22,397,580
Sub-Total Phase 2 without teachers' housing				558,700,243
Sub-total Phase 1 and Phase 2 without housing				1,414,235,150
Phase 1 - Housing				
	House for Head Teacher and Deputy	1	195,159,888	195,159,888
Sub-Total Phase 1 including housing				1,050,694,795
Phase 2 - Housing				
	2 - Unit Teacher's House	2	138,294,804	276,589,608
Sub-Total Phase 2 including housing				835,289,851
Total Phase 1 and 2 including housing				1,885,984,646

Table 11: Indicative Unit costs for a Primary School

	Infrastructural Needs	Units Used	Unit Cost	Total cost
1	Administration Block	1	92,040,000	92,040,000
2	3-Classroom Block, includes lightening arrestors	1	126,604,000	126,604,000
3	2-Classroom Block, includes lightening arrestors	1	84,671,956	84,671,956
4	2-Classroom Block, includes lightening arrestors	1	84,671,956	84,671,956
5	5-stance VIP Latrine, includes stance for SNE Students	2	32,352,250	64,704,500
6	2-unit Teacher's House	1	108,076,800	108,076,800
7	2-unit External Kitchen	1	32,009,272	32,009,272
8	2-stance VIP Latrine	2	15,515,500	31,031,000
9	Teacher's Chair	8	180,000	1,440,000
10	Teacher's Table	8	550,000	4,400,000
11	3-Seater Desks for 500 pupils	126	300,000	37,800,000
12	Water Harvest System (10,000L)	1	9,315,789	9,315,789
Total Estimated Cost				676,765,273

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Source: Construction management Unit, MoES

Please note that unit costs are based on engineers' estimates and Bills of Quantities will be customized to each Local Government following individual project needs assessments. Furthermore, local governments cannot embark on any constructions of new school prior to completing all activities in the above two phases, as well as implementing any outstanding Presidential pledges.

6.2 Budget Implementation Requirements for the Development Grant

6.2.1 Selecting infrastructure projects and budgeting for capital investments

Selection of infrastructure to be prioritized differs according to the type of infrastructure.

6.2.1.1 Joint selection

Jointly selected and executed development projects, by the national and local governments will include:

New Schools

- Any new schools will be constructed in areas with the highest school aged population out of school. The local government must receive written authorization from MoES before budgeting for a new school to be constructed.
- Infrastructure for new schools will be jointly executed projects.

Presidential Pledges

- Outstanding Presidential Pledges for primary or secondary schools which are either a) captured in the MoES database or b) communicated in writing by His Excellence the President himself or His Principal Private Secretary. These projects will usually be jointly identified executed projects or development partner funded.

The criteria and procedure for selection of the Central and Local Government **jointly executed development projects** at LG level in an inclusive manner, is briefly set out below.

- The MoES in consultation with other pertinent agencies will hold regional consultative clinics to ascertain best practice, including equity in the availability of school infrastructure both in relation to school aged population out of school and geographical location.
- Following this, a joint selection process with LG representatives from sub-counties and schools will be conducted to secure overall consensus.
- The agreed list of facilities would then be submitted to the Education and Sports Sector top management for secondment. Once seconded by top management, this list is submitted to Cabinet for a no objection agreement.
- The agreed list of facilities are then submitted to Parliament for approval. Once approved, the lists of proposed projects are shared with LGs to democratically agree on preferences of procurement clusters and lots in which they wish to participate in the tendering process.
- If subsequently, the district identifies the need for a new school, then the LG can apply to the MoES for this facility to be included in the approved list.

To guide prioritization of new school constructions and presidential pledges, MoES will continually issue alongside these guidelines the list of LG sub-counties earmarked for construction of construction of Seed Secondary schools. Sub-counties eligible for new secondary school constructions have been ranked on the basis of population and distance to the nearest secondary school. Additionally Annex 2 of these guidelines provides a list of currently outstanding Presidential Pledges for primary or secondary schools, respectively.

Coordination matters also affect selection in the following ways:

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Development Partner Funded Infrastructure

- LGs should not allocate GoU funds to schools identified for construction by donor funded projects as specified in any communication from MoES. LG budgets should identify school facilities to be constructed by development partners, and include sufficient details on where they are located.
- For all schools selected for construction the following should be considered: a) the community supports construction in that location b) land is available for the facilities and schools, c) for secondary education specifies the primary schools which will feed pupils into the secondary schools and their respective enrolment at P7.

6.2.1.2 Local selection

Local selection by the LG will include:

Completion, Expansion and Rehabilitation of Primary and Secondary Schools

Priority should be given to ensure that schools meet Minimum Quality Standards and District Averages, and evidence for this should be collected. The District Education Office will analyse this information, and in consultation with the Education Committee and the DEC select the schools and infrastructure, which are furthest below the LG average.

- Completion of ongoing secondary and primary infrastructure from the previous financial years.
- Construction and rehabilitation of primary/secondary school infrastructure and facilities, which are below the national Minimum Quality Standards for school infrastructure. Priority should be given to (a) science laboratories in secondary schools that have none (b) Sanitation and Hygiene Facilities (c) Teaching and learning facilities (d) Furniture (e) Teachers' Houses.
- Expansion of existing schools with the highest pupil to classroom ratios and highest pupil to latrine stance.
- Rehabilitation of schools affected by natural disasters.

To guide the prioritization for the Completion, Expansion and Rehabilitation of Primary and Secondary Schools, Local Governments need to maintain an up-to-date asset register of education facilities and their condition. The asset register should at a minimum contain the information in Format 1 below. A copy of the asset register should be submitted to the CMU of the MoES in writing for the purpose of budget planning alongside enrollment statistics.

Format 2 in Annex 3 of these guidelines provides a template to collect school-level infrastructure construction and improvement priorities. Wide consultation must take place at the school level for a request to be generated for school infrastructure. Alterations made in response to the requested improvements will be noted on the Form by the LG. It is also important that a) evidence of land availability and ownership and b) environmental and social screening form should accompany the application form. All school facilities budgeted for must be approved by: (a) chair of the school management committee or Board of Governors (SMC/BoG); (b) the head teacher; and (c) the village (LC1) and district/municipal councillor for the school/area in which the school is located using the form specified in the Annexes of the School guidelines.

6.2.2 Environmental and social safeguards for screening capital investments:

The location of the school infrastructure investments should not have adverse environmental and social impacts:

- The infrastructure must be constructed on land owned by the LG/ school evidenced by a land title and/or agreement in the names of the institution.
- Construction of school infrastructure should not require involuntary resettlement
- It should be ensured that the construction of facilities will not restrict use and access of the land and its resources e.g. water points.
- Construction of school infrastructure should not be done in wetlands.

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- The school infrastructure will be screened before being approved for construction using the checklist for “Screening of Projects” in Format 3.
- The infrastructure to be constructed must follow the standard technical designs provided by the MoES.

For further guidance, you are advised to use the Social and Health Safeguards Implementation guidelines for LGs(October 2020) issued by the Ministry of Gender, Labour and Social Development.

During budget preparation, the local government must ensure that environmental and social screening has taken place in accordance with the guidelines (Format 3), prior to contracting. This includes:

- The relevant screening forms (including Format 3 in Annex 3) have been completed by District Engineer and certified by the Environment and Community Development Officers at the LG level.
- Where risks are identified, the forms include mitigation actions that must be identified and the responsible parties for implementation, and
- The District Environmental Officer and Community Development Officer (Social Safeguard Specialist or certified professional) have visited the site to complete the exercise and have approved the mitigation plans.

During budget implementation, the Environmental Officer and Social Safeguard Specialist or certified professional shall

- a) approve contract provisions for environmental and social safeguards in bidding documents and
- b) confirm that environmental and social safeguards requirements have been implemented satisfactorily prior to the issuing of a certificate by the engineer and payment to contractors.

6.2.3 Procedures for Education Development Budget Execution

Locally selected projects will follow standard procurement procedures in accordance with the applicable laws and the relevant Annexes to this document.

6.2.3.1 Procurement procedures for the jointly selected and executed development projects

All procurements must be done in accordance with PPDA Regulations 2014 and guiding criteria provided by MoES. As a broad summary, some of the provisions include:

- The procurement to be done must be incorporated in the LG Procurement Plan.
- The MoES in consultation with the the MoWT and LGs shall develop technical designs of the schools to be constructed and the Bills of Quantities (BoQs) to ensure compliance to sector service delivery standards – BoQs and unit costs will be customized to each LG and will ensure that they take into account peculiarities of the individual construction projects . For economies of scale, the MoES shall also cluster local government construction works into ‘lots’ to improve the competitiveness of tenders. Each cluster will select a lead LG to which bids are submitted. In consultation with the PPDA, the MoES shall issue guidelines to LGs clarifying wide-ranging procurement arrangements including: procedures for advertising for planned works; formation of LG clusters, selection of the lead LG and methodology for receipt and joint evaluation of bids as well as the award of contracts by the LG contracts committees.
- The Bills of Quantities should incorporate measures to mitigate social and environment impacts.
- The MoES shall manage advertising for infrastructure works for economies of scale and to ensure that competent constructors are secured, and that timely procurement is conducted.
- Bids shall be opened publicly on the closing date and all bidders are free to attend.
- The MoES shall issue evaluation criteria and the evaluation of bids will be conducted jointly by the MoES and the relevant local government on the basis of the evaluation criteria issued by the Ministry. The Ministry shall nominate members to participate in the evaluation exercise and certification process at the LG level.

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- The LG Contracts Committee shall select the qualified contractor to construct the infrastructure based on the TEC report. In cases where the Contracts Committee does not adopt the recommendations of the TEC, clear reasons must be given.
- A communication of the award letter shall be written by the LG to the successful bidder requesting him/her to produce a 10% Performance Guarantee from a bank before the contract is signed.
- The Contract shall be signed between the District/Municipal LG and the Contractor witnessed by the relevant SMC/BoG.
- The contract should include a) measures to mitigate environmental and social risks identified in the checklist as the responsibility of the contractor; and b) standard clauses in the contract outlining the contractors responsibilities in terms of mitigating environmental and social risks.
- The LG will be responsible for maintenance of contract registers and procurement activity files as well as the labelling of projects including: the name, contract value, the contractor, source of funding and expected duration.

The table below outlines the proposed division of roles in procurement and contract management for jointly planned and executed construction works.

Table 12: Procurement and Contract Management Procedures in the implementation of the development grant for for the jointly selected and executed development project

No.	Task and Guidance	Proposed Responsibility Centre		Justification
		MoES	LG	
1.	Decision on projects to be implemented and those to be procured via clustering <ul style="list-style-type: none"> • Selection of infrastructure projects based on these guidelines • Specific projects as agreed between MoES and LGs identified for clustered procurement and those to be carried out by LGs independently. Environmental and Social Safeguards screening forms should be completed for all projects 	✓	✓	The sector guidelines will specify the respective roles of the LGs and line Ministry.
2.	Preparation of the procurement plans. <ul style="list-style-type: none"> • Local Governments (LGs) should prepare their procurement plans in accordance with Section 58 (4) of the PPDA Act, 2003. 		✓	Ensure that infrastructure projects to be undertaken are derived from the approved annual work plan and budget.
3.	Development and approval of Technical Designs <ul style="list-style-type: none"> • Available data relating to the general geological conditions of the different parts of the country shall be used. • Line Ministries shall seek further guidance from the Ministries of Works. 	✓		To ensure compliance to sector service delivery standards.
4.	Clustering of LG works in lots. <ul style="list-style-type: none"> • Clusters of 10 LGs shall be formed. Within the clusters, lots may be created to enable manageable implementation of the projects for both Health Centers and Seed Secondary Schools. 	✓		For economies of scale, improving competitiveness of tenders. Each cluster will agree on the lead LG.

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No.	Task and Guidance	Proposed Responsibility Centre		Justification
		MoES	LG	
	<ul style="list-style-type: none"> Each Accounting Officer shall sign a separate contract for the projects in their Entity with the successful contractor(s). Clustering of the projects shall attract competent, experienced contractors and enable the benefits of economies of scale. 			
5.	<p>Preparation of bidding documents including developing evaluation criteria, bills of quantities etc.</p> <ul style="list-style-type: none"> Once the clusters are formed, the LGs within each cluster should choose the lead LG responsible for the approval of bidding documents before publication and for receipt of bids with inputs from the line Ministries where necessary. The LG (PPDA) Regulations shall apply. Fees from sale of bidding documents are meant to cover only administrative costs of bid preparation in accordance with Regulation 48 (6) of the LG (PPDA) Regulations, 2006. <p>Environment, health and social safe guards must be included in the bidding documents and these shall be cleared by the environmental officer and social safeguard specialist or certified professional.</p> <ul style="list-style-type: none"> The PPDA Guideline on Reservation schemes to Promote Local Content in Public Procurement should be applied. 	✓	✓	Ensure contractors to be procured by LGs have the requisite qualifications. To ensure value for money for construction of infrastructure projects. The MDA will use the opportunity for strengthening the capacity of LGs.
6.	<p>Advertising for infrastructure works.</p> <ul style="list-style-type: none"> The line Ministries shall be responsible for advertising clustered works. All other works advertised by LGs 	✓	✓	Attract competent contractors & timely procurement.
7.	<p>Receipt of bids.</p> <ul style="list-style-type: none"> The nominated lead LG shall receive all the bids on behalf of the LGs in each cluster. 		✓	LG responsibility, a copy to MoH/MoES for safe custody.
8.	<p>Evaluation of bids.</p> <ul style="list-style-type: none"> Each LG in cluster shall be represented at the Evaluation with approval of the respective Contracts Committees (CC). A joint evaluation shall then be undertaken. Representatives from line Ministries should also be part of the Evaluation Committee. 	✓	✓	Evaluation will be joint guided by MoES and MoH staff to strengthen capacity of LGs for evaluation of bids.
9.	<p>Award of contracts.</p> <ul style="list-style-type: none"> Individual LG CCs shall make the contract award decisions since each LG shall be represented at bid evaluation. 		✓	The respective LG Contracts Committee.

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No.	Task and Guidance	Proposed Responsibility Centre		Justification
		MoES	LG	
10.	<p>Contracting of contractors.</p> <ul style="list-style-type: none"> Each Accounting Officer (AO) should sign a separate contract with the successful contractor for projects to be paid for under their votes. 		✓	The LG is the budget holder.
11.	<p>Supervision of contractors.</p> <ul style="list-style-type: none"> The respective LG shall have the District Education Officer and District Health Officer together with the District Engineer (DE) in charge of the day to day management of the projects. The Ministry Engineering Assistants shall play a monitoring role. Final valuation and certification of completed works should be approved by the DE. The environmental officer and social safeguard specialist or certified professional will monitor the implementation of contractual environmental and social safeguards obligations by the contractor. 	✓	✓	Ensure quality works are constructed.
12.	<p>Certification of works.</p> <ul style="list-style-type: none"> Certification of works shall be by the LG Engineer, following confirmation by the School, and the environmental officer and social safeguard specialist or certified professional. The environmental officer and social safeguard specialist or certified professional will confirm the implementation of contractual environmental and social safeguards obligations by the contractor prior to certification of works. 		✓	
13.	<p>Payment of contractors.</p> <ul style="list-style-type: none"> Payment shall be the LGs. Disbursement of funds to LGs has already been undertaken by MoFPED. 		✓	LGs are the budget holder.
14.	<p>Maintenance of contract registers & procurement activity files.</p> <ul style="list-style-type: none"> Each AO shall handle the projects as contracts within their Entity. 		✓	
15.	<p>Administrative Reviews.</p> <ul style="list-style-type: none"> Administrative reviews shall be handled by the AOs of the respective LGs. 		✓	Administrative reviews should be handled by the AOs who sign the contracts.
16.	<p>Labelling of projects including: the name, contract value, the contractor; source of funding and expected duration.</p>		✓	To promote transparency and accountability.

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NOTE: It is important to note procurement processes not conducted in line with these parameters can be cancelled in accordance with Section 75 of the PPDA Act, 2003 and Regulation 57 of the LG (PPDA) Regulations, 2006.

6.2.3.2 Construction supervision for the jointly selected and executed development projects

Supervision of contractors will be done jointly by the LG and the attached Engineering Assistant from the MoES and Engineers from the MoWT. The LG Accounting Officer shall nominate the District or Municipal Engineer as the Project Manager, who together with the Engineering Assistant, shall be responsible for supervising the site at least at the key stages of works considered for payment and issue payment certificates for satisfactorily executed works. The LG Accounting Officer shall also nominate the contract manager (i.e. the DEO for the District and MEO for the Municipality) whose major role shall be to ensure a smooth implementation of the Project.

The local government shall constitute a project site committee – this should be chaired by the CAO/Town Clerk and additionally, comprise of the Sub-county Chief (SAS), the designated contract and project managers, chairperson of the SMC/BoG (incl. members of the foundation bodies), the school head teacher, the community development and environmental officers. Monthly site meetings should be held with all key stakeholders including RDCs, LCV Chairs, Town Mayors and LCIII chairpersons. However, technical supervision of works should be undertaken more frequently by the relevant technical officers including the engineers, environment officers, etc.

The School Management Committee/Board of Governors shall be responsible for day to day supervision of works on behalf of the LG; and to conduct monthly site meetings for each of the projects. The CAO/Town Clerk shall chair the grievance redress committee, co-opting the CDO or the Human resource officer as the secretary. Further, minutes of the grievance committee meetings should be shared with the District Executive Committee and the RDC.

It is important to file all critical documentation related to the Project Site meetings. The Contract Manager (DEO) should ensure that proper site Minutes are prepared and made readily available alongside critical documents such as site visit reports. All these reports should be kept at the District Education Office with copies available at the site.

A Community/ Stakeholder activity plan and schedule should be prepared and forwarded to District/ Municipality/ City, Head of the Community Based Services Department for inclusion into the Community/ Stakeholder Plan of the entity.

Construction supervision should, among others, ascertain compliance with the following:

- Technical Requirements:
 - Conformity to the structural designs
 - Conformity to the architectural drawings
 - Conformity to the required specifications
 - Timeliness
 - Cost control
- Environmental guidelines:
 - Minimal vegetation clearing; revegetating cleared areas as quickly as practicable.
 - Ensuring proper site drainage.
 - Proper solid waste management: stripped soil (overburden) used for site restoration and landscaping, rather than being dumped offsite; workers do not litter school campus with litter (plastic bags, water bottles, etc); reusable waste (e.g. timber planks, paper bags, etc) given to local people if requested, pit latrines lined with masonry brickwork to enable their emptying with a honey sucker when full.
- Social safeguards:

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- Schedule transporting of materials and other noisy activities outside school hours to minimise risk of accidents, road dust and traffic noise at school campus
- Fencing off construction sites to avoid risk of accident of falling debris to children.
- HIV awareness among the surrounding community and workers.
- All workers should have appropriate safety gear and latrines should be safely dug on firm ground, carefully watching out for signs of possible wall failure to minimise risk of workers at heights or depth.
- Sensitization of workers and other related measures to address issues of Gender Based Violence (GBV), Violence Against Children (VAC) and other influx of labor related issues (Child Labor, labor disputes, etc)
- Sensitisation of workers on their rights and responsibilities.
- Having in place a workers register(among others to ensure that child labour is prevented)
- Provision of breast feeding corners and other child care facilities.
- Provision of safe and clean drinking water.
- Provision of First Aid Services.
- Ensuring that there is no sexual harassment Policy, Safety and Health Policy, Risk Assessment, Emergency Response Plan at the work place.
- Screening of Social risks should be based on Annex 3 in the Social Safety and Health Safeguards Implementation guidelines issued by the Ministry of Gender, Labour and Social Development.
- Transparency and Accountability:
 - At the LG level, the schools prioritised and selected for construction shall be disseminated as widely as possible.
 - At the school level, SMC/BoG will publicly display all incomes and expenditures.

6.2.3.3 Payment procedure for the works executed / supplies

Before payment can be made, the contracting firm shall request the School Management Committee/Board of Governors to confirm adequate completion of works. After approval of the works by the School Management Committee/ Board of Governors, the Head Teacher shall submit a written request including a signature of the Chairperson of the School Management Committee to the Chief Administrative Officer and the MoES confirming adequate completion of works.

The MoES **must** issue a no objection letter before payment is made to the contractor.

Thereafter, the Project Manager shall confirm with the LG Environment Officers that the environmental guidelines have been adhered to. Following this the Project manager will issue payment certificates for works satisfactorily executed and these shall be endorsed by:

- The Internal Auditor
- Chief Finance Officer
- Contract Manager

6.2.3.4 Monitoring

In addition to providing support supervision, ministries (MoES, MoFPED, MoLG and President's Office) shall be responsible for the monitoring & evaluation of construction projects across the country. Specifically, the MoES Engineering Assistant attached to each LG alongside the District/Municipal LGs, the District Executive Committee and the RDC is responsible for monitoring and evaluating the performance of schools and contractors in implementing construction projects at district / municipality level.

In addition, the key Stakeholders at the Site meetings should also include; representatives of NGOs, CBOs and FBOs.

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PART III: GRIEVANCE REDRESS

7 Types and Avenues for Grievance Redress

The grievance redress mechanism (GRM) describes avenues, procedures, steps, roles and responsibilities for managing grievances and resolving disputes. Every aggrieved person should be able to trigger this mechanism to quickly resolve their complaints.

The purpose of the grievance redress mechanism is to:

- Provide affected people with avenues for making a complaint or resolving any dispute that may arise during implementation of school activities;
- Ensure that appropriate and mutually acceptable corrective actions are identified and implemented to address complaints;
- Verify that complainants are satisfied with outcomes of corrective actions;
- Avoid the need to resort to judicial (legal court) proceedings unless it is warranted.

There are a number of types of grievance (highlighted in the table below), and a number of stakeholders who may be the source of grievance these may include:

- Pupils/students
- Teachers
- Members of the SMC
- Parents
- Members of the surrounding community
- Other

Wherever possible, the first port of call for Grievances should be at the school level, but other avenues must also be available to those with grievance and there must be appropriate referral processes. The main avenues and their purpose are set out below:

Table 13: **Grievance redress mechanisms**

Avenue	Type of Grievance
School Level	
Head Teacher	<ul style="list-style-type: none"> • Quality of works delivered by contractors • Quality of teaching • Teacher absenteeism • Other issues relating to behavior of school staff, SMC and contractors
School Management Committee/ Board of Governors	<ul style="list-style-type: none"> • Corruption and misuse of funds • Teacher absenteeism
School based counsellors	<ul style="list-style-type: none"> • Bullying • Violence against and abuse of children by teachers, staff, contracted labor
LG Level	
LG Councillors	<ul style="list-style-type: none"> • Violence against and abuse of children by teachers, staff, contracted labor • Selection of school infrastructure not in line with guidelines • Quality of teaching and teacher absenteeism

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Avenue	Type of Grievance
LG Education Office	<ul style="list-style-type: none"> • Quality of works delivered by contractors • Condition of school infrastructure and facilities • Quality of teaching • Functioning of the School Management Committee • Corruption and misuse of funds • Other issues relating to behavior of school staff, SMC and contractors
District Land Board	<ul style="list-style-type: none"> • Complaints about land associated with schools and school infrastructure
National Institutions	
Police	<ul style="list-style-type: none"> • Violence against and abuse of children by teachers, staff, contracted labour (including defilement and rape)
Uganda Child Helpline	<ul style="list-style-type: none"> • Emotional, physical or sex abuse • Child trafficking • Child neglect esp. by parents or guardian
Uganda Budget Hotline	<ul style="list-style-type: none"> • Quality of works delivered by contractors • Missing and misuse of funds
IGG Hotline	<ul style="list-style-type: none"> • Corruption and misuse of funds
Ministry of Education and Sports	<ul style="list-style-type: none"> • Unsatisfactory action against grievances taken as a result of channeling grievances via avenues above.

Note: Further reference should be made to existing mechanisms including the MoES's guidelines on Reporting, Tracking, Referral and Response for violence against children.

On membership, each GRC should have 9 members and the quorum is 5 members.

Operationalisation of the GRM/GRC should be guided by the Social, Safety and Health Safeguards Implementation Guidelines to LGs (October 2020) of Ministry of Gender, Labour and Social Development.

8 School Grievance Redress

At the school level, the GRM provides avenues for affected persons to lodge complaints or grievances against various stakeholders directly to the school management and also obtain redress. This, wherever possible and appropriate, should be the first point of grievance redress. All schools are required to

- a) Ensure that there is a systematic process for handling of grievances that arise among various stakeholders.
- b) Post information on the different avenues for grievance redress, including the school level mechanism and other mechanisms available.

For details of the school grievance redress mechanism, refer to the detailed school facility level guidelines.

9 District/Municipal Grievance Redress

The implementation of sub-projects will require establishing a simple Grievance Redress Committee (GRC) at each institution with the involvement of the LC I, Project Affected Persons, relevant staff of the institutions and the implementing agency, MoES (Project Coordination Unit), and other appropriate actors.

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The LG shall specify a system for recording, investigating and responding to grievances, which should be displayed at the district offices and made widely available.

The general steps of a grievance redress process are as follows:

1. **Receipt of complaints** - Is the first step when a verbal or written complaint from a complainant is made, received and recorded in a complaints log by the GRC.
2. **Determining and implementing the redress action** - If in his/her view, a grievance can be solved at this stage, the GRC will determine a corrective action in consultation with the aggrieved person. Grievances will be resolved and the status reported back to complainants within 5 working days. If more time is required this will be communicated clearly and in advance to the aggrieved person.
3. **Verifying the redress action** - The proposed corrective action and timeframe in which it is to be implemented will be discussed with the complainant within 5 days of receipt of the grievance. Consent to proceed with corrective action will be sought from the complainant and witnessed by the area's local council chairperson (LC Chairman).
4. **Amicable mediation and settlement** - Agreed corrective action will be undertaken by the project or its contractor within the agreed timeframe. The date of the completed action will be recorded in the grievance log.
5. **Dissatisfaction and alternative actions** - To verify satisfaction, the aggrieved person will be asked to return and resume the grievance process, if not satisfied with the corrective action.

The LG shall use the Grievance/ complaints Log in Annex 2 of the Social, Safety and Health Implementation Guidelines for Local Governments (October 2020).

Activities of the GRC such as meetings and site visits shall be facilitated under the Investment Service Costs grant.

In the event that there is no resolution to the grievance, then: (a) The GRC at the institution and the aggrieved PAP(s) shall refer the matter to the relevant District Authorities; (b) An Appeal to Court - Ugandan laws allow any aggrieved person the right to access courts of law. If the complainant still remains dissatisfied with the District's Decision, the complainant has the option to pursue appropriate recourse via a judicial process in Uganda. Courts of law will be a "last resort" option, in view of the above mechanism.

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ANNEXES

Annex 1: Outputs and Indicators

Vote Function: 0781 Pre-Primary and Primary Education

- Output: 078101 Primary Teaching Services
Indicator: No. of teachers paid salaries
Indicator: No. of qualified primary teachers
- Output: 078151 Primary Schools Services UPE (LLS)
Indicator: No. of pupils enrolled in UPE
Indicator: No. of student drop-outs
Indicator: No. of Students passing in grade one
Indicator: No. of pupils sitting PLE
- Output: 078159 Multi sectoral Transfers to Lower Local Governments
- Output: 078175 Non-standard Service Delivery Capital Investment
- Output: 078180 Classroom construction and rehabilitation
Indicator: No. of classrooms rehabilitated in UPE
Indicator: No. of classrooms constructed in UPE
- Output: 078181 Latrine construction and rehabilitation
Indicator: No. of latrine stances constructed
Indicator: No. of latrine stances rehabilitated
- Output: 078182 Teacher house construction and rehabilitation
Indicator: No. of teacher houses constructed
Indicator: No. of teacher houses rehabilitated
- Output: 078183 Provision of furniture to primary schools
Indicator: No. of primary schools receiving furniture

Programme: 0782 Secondary Education

- Output: 078201 Secondary Teaching Services
Indicator: No. of teaching and non-teaching staff paid
Indicator: No. of students passing O level
Indicator: No. of students sitting O level
- Output: 078251 Secondary Capitation (USE)(LLS)
Indicator: No. of students enrolled in USE
- Output: 078259 Multi sectoral Transfers to Lower Local Governments
- Output: 078275 Non Standard Service Delivery Capital Investment
- Output: 078280 Classroom construction and rehabilitation
Indicator: No. of classrooms constructed in USE
Indicator: No. of classrooms rehabilitated in USE
- Output: 078281 Administration block rehabilitation
Indicator: No. of Administration blocks rehabilitated
- Output: 078282 Teacher house construction
Indicator: No. of teacher houses constructed
- Output: 078283 Laboratories and science room construction
Indicator: No. of ICT laboratories completed
Indicator: No. of science laboratories constructed

Programme: 0783 Skills Development

- Output: 078301 Tertiary Education Services
Indicator: No. of tertiary education Instructors paid salaries
Indicator: No. of students in tertiary education
- Output: 078359 Multi sectoral Transfers to Lower Local Governments
- Output: 078375 Non-Standard Service Delivery Capital Investment

Programme: 0784 Education & Sports Management and Inspection

- Output: 078401 Education Management and Monitoring
[Proposed] Indicator: xxx Number of head teachers appraised
[Proposed] Indicator: xxx Number of school budgets and financial statements submitted and reviewed by the DEO

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Output: 078402 Inspection of Primary Education by Local Government

Indicator: No. of primary schools inspected in quarter

Indicator: No. of secondary schools monitored in quarter [change name]

Indicator: No. of tertiary institutions monitored in quarter [change name]

Indicator: No. of inspection reports provided to Council

Output: 078405 Mobilise and attract learners to school and improve learning outcomes

[Proposed] Indicator: xxx % Improvement in performance index

[Proposed] Indicator: Net Enrolment Rate

[Proposed for CG PBS, likely 20/21] Output: 0784xx Monitoring and Inspection of Secondary and Tertiary Education by Central Government

Indicator: No. of secondary schools inspected in quarter

Indicator: No. of tertiary institutions inspected in quarter

Indicator: No. of inspection reports provided to MoES]

Output: 078403 Sports and Co-curricular Development services

Output: 078404 Maintenance

Output: 078405 Education Office Capacity Development

Output: 078406 Schools Performance Improvement

Output: 078459 Multi sectoral Transfers to Lower Local Governments

Output: 078472 Administrative Capital Investment

Programme: 0785 Special Needs Education

Output: 078501 Special Needs Education Services

Indicator: No. of SNE facilities operational

Indicator: No. of children accessing SNE facilities

Output: 078559 Multi sectoral Transfers to Lower Local Governments

Output: 078575 Non Standard Service Delivery Capital Investment

Annex 2: List of Districts with Outstanding Presidential Pledges for Primary and Secondary Schools

S/N	PLEDGE	SUBSECTOR	DISTRICT/ LOCATION	FACILITIES
1	Kachumbala Catholic Mission 9 June 2013	Primary	Bukedea	Construction of a primary school in war affected region of Kachumbala during 1986 war
2	Kisozi Primary School 19/04/2014	Primary	Gomba	Development of the school
3	Lumanyo Primary School 19/04/2014	Primary	Gomba	Development of the school
4	Bulera Primary School 19/04/2014	Primary	Gomba	Development of the school
5	Buwama P/S	Primary	Mpigi	Construction of a Primary School
6	Kalangaalo P/S	Primary	Mubende	Construction of a primary school (1st & 2nd Installment)
7	Kanyaryeru P/S 5 dec 2013	Primary	Kiruhura	Repair and rehabilitation of school
8	Lwanyama Primary School 26 august 2012	Primary	Kamuli	Construction of a modern Primary School in Kisozi sub county
9	Mashongora Primary School 29 july 2012	Primary	Kabarole	Construction of a Primary School in Hakibaale Sub county, Burahya County
10	Nakyesanja P/S 19 october 2009	Primary	Luwero	Rehabilitation of the school
11	Nakyesanja P/S 7 November 2016	Primary	Luwero	Rehabilitation of the school (Phase 2). Pay off balance of 26.813m
12	Otuboi P/S	Primary	Kaberamaido	7 cl/rooms, 10 stance latrines, Office & store - 10,000 litre water tank
13	Palenga P/S 1 june 2009	Primary	Gulu	12 cl/rooms NC, Office & store, a kitchen, 300 desks 3 No 5-stance latrine, 2 No 10,000 litre water tanks, (1st & 2nd Instalment)
14	Bughanga Primary School 21 january 2014	Primary	Butaleja	Construction of a modern Government aided primary school in Budumba sub-county, West Bunyole.
15	Girls Boarding School 17th December 2014	Primary	Namayingo	Build a Girls Boarding School in Sigulu Islands
16	Kaguta Museveni Primary School 17th December 2014	Primary	Mbale	Build a four-classroom block

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S/N	PLEDGE	SUBSECTOR	DISTRICT/ LOCATION	FACILITIES
17	Kalasa P/S 17 December 2014	Primary	Luwero	New building and renovation of Kalasa Primary School
18	Kabatunda Primary School 9th February 2015	Primary	Kasese	re-building of the school
19	St. Kizito Boarding Primary School 25th February 2015	Primary	Kyankwanzi	Reconstruction of the school.
20	Sam Iga Memorial Primary School 12th February 2015	Primary	Luwero	Construction of a classroom block
21	Mbarara Municipal School 10th March 2016	Primary	Mbarara	Construction of a Modern Technical Workshop: i) establishment of 2 workshops (540,568,800/=), procurement of standard equipment) Areas are a workshop and classes for Food Science and Technology (100,000,000/=), Knitting and embroidery (150,000,000/=), Computer skills and technology (140,000,000/=), Carpentry and Joinery and Business management (150,000,000/=)
22	Kal Alooi Parents School 3rd November 2015	Primary	Agago	Build into a modern primary school with teachers' quarters.
23	Yabwengi Primary School 27th January 2016	Primary	Kiryandongo	Renovation of the school (including sanitation facilities)
24	Bulanga Primary School 9th November 2016	Primary	Iganga	rehabilitation of school structures
25	Kalongo Girls Primary School 9th November 2016	Primary	Kalongo	Construction of one block of teachers' houses
26	Buruunga Primary School 20th February 2017	Primary	Kiruhura	Reconstruction of the school at Buruunga - Kazo County.
27	Ringe Memorial School 27th October 2017	Primary	Nebbi	Renovating 2 classrooms blocks, constructing more classrooms and provision of a safe water source. Upgrade to a secondary school. Located in Atego Subcounty.
28	Mary Queen of Peace Mixed Day and Boarding Primary School 27th October 2017	Primary	Gulu	Construction of a dormitory.

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S/N	PLEDGE	SUBSECTOR	DISTRICT/ LOCATION	FACILITIES
29	St. Florence Nursery and Primary School 8th October 2017	Primary	Jinja MC	Construction of a Nursery and Primary School at Kikaramoja Village, Masese III, Walukuba Division.
30	Barlegi Primary School 11th December 2017	Primary	Otuke	Completion of the school in Okwang subcounty (completion of 8 classroom block incl. library; construction of HT office, school store, teacher houses and latrines)
31	Bombo UMEA Primary School	Primary	Luwero	Rehabilitation of the school
32	Igrah Women Group (Primary school)	Primary	Arua	Construction of four classrooms
33	Makerere Yellow Primary School - Kubiri 29th May 2018	Primary	Kampala	Renovation and Rehabilitation of the school.
34	Buterimire Primary School 25th May 2018	Primary	Kamuli	Construction of Teachers' Houses and Fencing the school.
35	Rwemiyenje Primary School 8th September 2018	Primary	Mbarara	Refurbish the school
36	Wakiso Pre-primary and Primary Headteachers Association 9th July 2018	Primary	Wakiso	Provision of a bus.
37	Ntwetwe Primary School 12th June 2018	Primary	Kyankwanzi	Provision of building materials (1,000 bags of cement; 1000 iron sheets and ridges; doors and windows)
38	Bukuya Primary School 12th June 2018	Primary	Mubende	
39	Nabitula Primary School 18th October 2018	Primary	Buyende	Rebuild Classroom block
40	Rubanga Parents' Nursery & Primary School 17th October 2018	Primary	Rukungiri	Construct Classroom blocks, rehabilitation of hall/multipurpose hall and VIP latrines
41	Budhwege Primary School 4th March 2019	Primary	Iganga	Repair roof of classroom block

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S/N	PLEDGE	SUBSECTOR	DISTRICT/ LOCATION	FACILITIES
1	Apac H.S	Secondary	Apac	Renovation
2	Kasenda S S 9 June 2013	Secondary	Kabarole	Construction of a Seed Secondary School in Kasenda Subcounty which has no secondary School
3	Atyiak Memorial Girls Sec Sch 9 June 2013	Secondary	Amuru	Construction of a Memorial Girls School in Atyiak sub county in memory of the LRA victims
4	Lwala Girls SS 14 nov 2013	Secondary	kaberaido	School bus for the School
5	St. Aloysius College, Nyapea 8 feb 2014	Secondary	Zombo	Fencing of the school
6	Masese Secondary School 9 June 2013	Secondary	Jinja MC	Construction of a secondary school on Jinja Municipality East Constituency
7	Bubare S.S 29 sept 2009	Secondary	Kabale	Construction of a science laboratory, library and state-of-the-art computer laboratory (1st & 2nd Installment)
8	Bulamu Seed SS received on 28August 2014	Secondary	Mpigi	Constuction of a Girl's Hostel
9	Dokolo Girls S.S	Secondary	Dokolo	Model S.S.S (1st & 2nd Installment)
10	Gamatui Girls Secondary School	Secondary	Kapchorwa	Construction of Basic infrastructure ICT Block; 2 Domitory blocks; 2 No. blocksof 5-stance lined latrines; Multipurpose dining Hall; Library block and Sick bay.
11	Iguli Girls SS	Secondary	Dokolo	5 classrooms completed, 1 Dormitory block, 5 Stance VIP latrines.
12	Our Lady of Guadalupe SSS 11th March 2015	Secondary	Gomba	Construction of a laboratory block
13	Kabarega S.S.S	Secondary	Masindi	Rehabilitation of the school (1st & 2nd Installment)
14	Kabbo Secondary School	Secondary	Mubende	Construction of a Secondary School (1st & 2nd Installment)
15	Magungulu S S	Secondary	Mubende	Construction of a Secondary School IN Bagezza Sub county
16	Kigando S S	Secondary	Mubende	Construction of a Secondary School in Kigando Sub county
17	Manyogaseka S S	Secondary	Mubende	Construction of a Secondary School in Manyogaseka sub county
18	Makokoto S S	Secondary	Mubende	Construction of a Secondary School in makokoto sub county

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S/N	PLEDGE	SUBSECTOR	DISTRICT/ LOCATION	FACILITIES
19	Kamuhingi Secondary School	Secondary	Bundibugyo	Construction of Hostel (1st & 2nd Installment)
20	St. Kizito Secondary School 29-Aug-2015	Secondary	Mityana	Construction Laboratory
21	Bwizi Seed SS 21 june 2011	Secondary	Kamwenge	Construction of seed Secondary School
22	Kamwenge (Bihanga) 21 june 2011	Secondary	Kamwenge	Construction of seed Secondary School
23	Kamwenge S.S	Secondary	Kamwenge	2 unit school laboratory, library, 2 classrooms, 2 unit staff houses
24	Karangura SS 29 july 2012	Secondary	Kabarole	Construction of a Secondary School in Karangura Sub county, Burahya County
25	Ariwa, Kei, Midigo, Lodonga, Drajini, Romogi, Kerwa and Kululu 15 march 2014	Secondary	Yumbe	Construction of 5 government aided secondary schools in sub counties without
26	Kinyogoga SSS	Secondary	Nakaseke	Turn school into boarding school under Universal Secondary Education (1st & 2nd Installment)
27	Kwosir Girls Secondary School	Secondary	Kween	Construction of a boarding secondary school for Sebei sub region
28	Kyezibire SSS	Secondary	Isingiro	Rehabilitation of the school
29	Makulubita Secondary School	Secondary	Luwero	Rehabilitation and construction of new structures
30	Maruzi S.S	Secondary	Apac	Construction of a Seed Secondary School (1st & 2nd Phase)
31	Ngoma SSS	Secondary	Nakaseke	Turn school into boarding school under Universal Secondary Education (1st & 2nd Installment)
32	Rukoni S.S 1 june 2009	Secondary	Ntungamo	Construction of a multi purpose science room
33	St Mary's College Kisubi	Secondary	Wakiso	Construction of a Memorial Dormitory
34	St. Paul S.S Bukinda-Rukiga	Secondary	Kabale	Multi-Purpose Science room
35	Walibo Secondary School	Secondary	Iganga	Construction of Secondary School (1st & 2nd Installment)
36	Ndagaro Seed Secondary School 5 november 2013	Secondary	Rubirizi	Provision of a seed Secondary School in Ndangaro Sub-County
37	St. Joseph's S.S 27 nov 2013	Secondary	Kyankwanzi	Rehabilitation of the school

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S/N	PLEDGE	SUBSECTOR	DISTRICT/ LOCATION	FACILITIES
38	St. Mary's Madera Girls S.S.S	Secondary	Soroti	Construction of a dormitory.
39	St. Henry's Kitovu	Secondary	Masaka	Build a science laboratory
40	Mbulamuti Secondary School 17th December 2014	Secondary	Kamuli	Build a science laboratory for a Secondary School in Mbulamuti.
41	Asinge Secondary School 22nd December 2014	Secondary	Tororo	Acquisition of a school bus.
42	Mbarara Secondary School 29th November 2014	Secondary	Mbarara	Acquisition of a school bus.
43	Arengesiep Secondary School 17th October 2014	Secondary	Nakapiripirit	Construct a girls' dormitory and a library; acquire a school lorry; construct teachers' houses
44	Kijunjula Senior Secondary School	Secondary	luwero	Up-grading
45	budago Senior Secondary School	Secondary	Nakaseke	Up-grading
46	St. Joseph's Kinaaba Community Secondary School	Secondary	Kanungu	Provide support
47	Stella Matutina Secondary School 7th February 2016	Secondary	Kiryandongo	Construct a library, computer laboratory and purchase computers
48	Kansanga Seed Secondary School 4th May 2016	Secondary	Kampala	computers and 12 classrooms block and teachers' houses.
49	kisozi senior secondary school 23rd may,2016	Secondary	gomba	Fencing of the school
50	kyogo senior secondary school 21st march,2016	Secondary	kabale	rehabilitation of the school.
51	St kizito secondary school-banda 29 august,2015	Secondary	Mityana	construction fo a laboratory
52	St. Charles Lwanga SS Lwebitakuli 9th November 2016	Secondary	Masaka	construction of classes, laboratory, library, teachers' houses and latrine stances
53	Abim Secondary School 9 th November 2016	Secondary	Kotido	construction of a VIP latrine

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S/N	PLEDGE	SUBSECTOR	DISTRICT/ LOCATION	FACILITIES
54	St. Mary's Rushoroza Vocational Secondary School 9th November 2016	Secondary	Isingiro	build and grant aid school
55	Nyakayojo Secondary School 9th November 2016	Secondary	Mbarara	construction of teachers' houses
56	Ngora High School 17 November 2016	Secondary	Ngora	Construction of a computer laboratory
57	Kasenyi SS 5/12/16	Secondary	Mubende	School bus for the School
58	Bumayoka Seed Secondary School	Secondary	Mbale	School bus for the School
59	Secondary School 20th February 2017	Secondary	Kiruhura	Construction of a modern secondary school at Buruunga - Kazo County.
60	Noble Mayombo Memorial School 4th September 2014	Secondary	Kabarole	Construction of a school
61	Bishop Balya Community School 4th September 2014	Secondary	Kabarole	Construction of a school
62	Mukura Memorial Secondary School 3rd August 2015	Secondary	Ngora	Purchase of a bus
63	Kyamate Secondary School 26 April 2017	Secondary	Ntungamo	Provision of school bus
64	Government Aided Secondary School 15 th October 2014	Secondary	Jinja	A Government Aided Secondary School for Buyengo Sub-county
65	Ngora High School 17 November 2016 3rd March 2017	Secondary	Ngora	Construction of a computer laboratory and provision of 20 computers.
66	Buruunga Seed Secondary School 20th February 2017	Secondary	Kiruhura	Construction of a modern secondary school at Buruunga - Kazo County.
67	Moroto High School 3rd August 2015	Secondary	Moroto	Purchase of a bus
68	Ikwera Girls' School 3rd August 2015	Secondary	Apac	Purchase of a bus

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S/N	PLEDGE	SUBSECTOR	DISTRICT/ LOCATION	FACILITIES
69	Alere Secondary School 3rd August 2015	Secondary	Adjumani	Purchase of a bus
70	Aculbanya Secondary School	Secondary	Kole	Purchase of a bus
71	Secondary School 17th July 2017	Secondary	Arua	Construct a Seed Secondary School in Madi Okolo County
72	Eluru Memorial Senior Secondary School 20th July 2017	Secondary	Teso region	Complete construction of Secondary School in Kapelebyong
73	Adilang Secondary School 9th August 2017	Secondary	Agago	Develop school into a fully fledged boarding secondary school. Construct teachers' houses, school library, perimeter fence and dormitory facilities. Also provide a bus.
74	Ngai Secondary School 30th August 2017	Secondary	Oyam	Reconstruction of the school
75	Busoga High School 25th September 2017	Secondary	Kamuli	Infrastructure development
76	Model School 8th December 2017	Secondary	Luuka	Construction of a model school in Bukapala village, Itakaibulu Parish
77	Bombo Senior Secondary School	Secondary	Luwero	Rehabilitation of the school and equipping science laboratory
78	Kako Senior Secondary School 14th March 2018	Secondary	Masaka	Rehabilitation of the school (replacement of asbestos roofs)
79	Kalasa College School COU, Wobulenzi 27th July 2018	Secondary	Luwero	Construction of Staff houses
80	St. Basil SS (Our Lady of Apostles) 6th July 2018	Secondary	Masaka	Construction of a computer room, a school library and an Administration Block
81	Sacred Heart Senior Secondary School 14th June 2018	Secondary	Gulu	Renovation of the school
82	Ngogwe Baskerville Secondary School 9th August 2018	Secondary	Lugazi MC	Construction of a science laboratory, library, computers, staff and transport facility
83	St. Peters Warr Girls S.S.S 24th August 2018	Secondary	Zombo	Provision of a school bus; construction of teachers' houses; construction of school fence; recruitment of teachers.

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S/N	PLEDGE	SUBSECTOR	DISTRICT/ LOCATION	FACILITIES
84	Christ The King SS Kalisizo 23rd August 2018	Secondary	Kyotera	Provision of a school bus and ICT laboratory
85	Bata Secondary School 25th September 2018	Secondary	Dokolo	Construction of a laboratory block for science subjects (Biology, Chemistry and Physics) and Computer.
86	Bumadu Seed Secondary School 11th July 2018	Secondary	Bundibugyo	700,000,000/- for purchase of land to expand the school and construct a conference/examination hall.
87	Bukoyo Senior Secondary School 12th June 2018	Secondary	Iganga	Provision of buikding materials.
88	Otuboi Comprehensive Secondary School 26th September 2018	Secondary	Kaberamaido	Rehabilitation of the school
172	Kotido Secondary School 6th December 2018	Secondary	Kotido	Provision of a school bus; construction of staff houses and a girls' dormitory.
173	Kotido Parents Advanced School 6th December 2018	Secondary	Kotido	Construction of staff houses.
174	Kacheri Senior Secondary School 6th December 2018	Secondary	Kotido	Construction of staff houses.
175	Panyangara Secondary School 6th December 2018	Secondary	Kotido	Construction of staff houses.
176	Seed Secondary School 17th January 2019	Secondary	Maracha	Construction of a seed secondary school in Oluvu Subcounty
177	Secondary Schools 6th August 2019	Secondary		Construction of Secondary Schools in Lolwe and Bukana Subcounties; Construction of a Girls' Boarding Secondary School on Bukooli Island
178	Lukole Secondary School 9th August 2019	Secondary	Luwero	Construction of a modern science laboratory, library, equipped computer laboratory, staff quarters and classrooms.
179	Kitara SS 17th April 2020	Secondary	Hoima	Purchase of a school bus
180	St. Edward's College Galamba 24th August 2020	Secondary	Nansana MC	Provision of an ICT laboratory, equipment, library and transport

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S/N	PLEDGE	SUBSECTOR	DISTRICT/ LOCATION	FACILITIES
1	Mucwini Technical Institute 9 June 2013	BTVET	Kitgum	Construction of a Technical Institute in Mucwini subcounty in memory for the LRA victims
2	Abarata Keere Technical School 31 October 2013	BTVET	Bukedea	Construction of a Technical School
3	Eriya Kategaya memorial technical college on 29th July 2014	BTVET	Ntungamo	Establishment of A technical college
4	Kaabong Technical Institute	BTVET	Kaabong	A twin workshop, 1 classroom block, 2 dormitory blocks (1st & 2nd Phase)
5	Rwentanga Farm Institute 10th Oct 2014	BTVET	Mbarara	Equip, expand and upgrade institute into an agricultural college. Facilities needed include workshops, laboratories, library and staff accommodation.
6	Nakapiripirit Technical Institute	BTVET	Nakapiripirit	Construction of 2 dormitories, a classroom block of 3 classrooms and a twin workshop (1st & 2nd Phase)
7	Iruuhura Vocational School 9 June 2013	BTVET	Kabarole	Construction of a Vocational Secondary School in Burahya; Admn block, 2 classroom block, 2 workshop block, dormitory block, (2)2 unit staff house, (2)5 stance VIP latrine stance, (2) stance lined VIP Latrine, Assorted workshop tools and equipment
8	Rutooto Primary Teachers' College 5 November 2013	BTVET	Rubirizi	Transforming the former Teachers' College into a Technical School. Facilities include Two 2 classroom blocks, administration block, library block, multipurpose hall, motorvehicle workshop, BCP workshop block, C&J workshop block, two 2 unit staff house blocks, two 4 unit open showers, 2 dormitory blocks, firewood kitchen, four 2 stance lined VIP latrines and four 5 stance VIP latrine block.
9	Okwang Technical Vocational School 23 Dec 2013	BTVET	Otuke	Construction of a Technical Vocational School in Okwang Subcounty.
10	Technical Vocational School 23 Dec 2013	BTVET	Otuke	Construction of a Technical Vocational School in any other Subcounty except Okwang.

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S/N	PLEDGE	SUBSECTOR	DISTRICT/ LOCATION	FACILITIES
11	James Mbigiti Memorial Technical Institute 25 march 2013	BTVET	Iganga	Construction of a Technical Institute in Bugweri
12	Polytechnic School 17th December 2014	BTVET	Namayingo	Build a polytechnic school in Sigulu Islands
13	Olio Community Polytechnic	BTVET	Serere	Connect Olio Community Polytechnic to the national grid
14	Katugunda Polytechnic School 4th September 2014	BTVET	Kabarole	Construction of a Polytechnic School. Facilities include 2 classroom block, administration block, library/computer room block, multipurpose hall, motorvehicle workshop, welding and metal fabrication workshop block, C&J workshop block, 2 unit staff house block, 4 unit open showers, dormitory block, firewood kitchen, 2 stance lined VIP latrine and 5 stance VIP latrine block.
15	Rubanda Technical Institute, 21st Jan 2015	BTVET	Kabale	Government takeover of the Technical Institute. Facilities to be provided include administration block, multipurpose hall, motorvehicle workshop, C&J workshop block, dormitory block (girls), 4 unit open showers, 2 stance lined VIP latrine and three 5 stance VIP latrine block.
16	Canon Ephraim Technical Institute 23rd February 2015	BTVET	Mbarara	Build a Technical Institute in Rubaya subcounty, Kashari-Mbarara in memory of the late Canon Ephraim Rwakanengyere. Facilities include two 2 classroom blocks, administration block, library block, multipurpose hall, metal fabrication and welding/plumbing, BCP workshop block, C&J workshop block, two 2 unit staff house blocks, two 4 unit open showers, dormitory block, firewood kitchen, four 2 stance lined VIP latrines and four 5 stance VIP latrine blocks.
17	Engineer Kauliza Kasadha Technical Institute	BTVET	Bugiri	Administration, 4 Classrooms, 2 Workshops, 2 Dormitories, 12 VIP Lat. Stance, 1 W/Equipments, and 4 Staff houses.
18	Prof. Dan Nabudera Memorial Technical Institute	BTVET	Sironko	Construction of a Technical Institute in Buyobo Subcounty

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S/N	PLEDGE	SUBSECTOR	DISTRICT/ LOCATION	FACILITIES
19	Maumbe Mukhwana Memorial Technical Institute	BTVET	Mbale	Construction of a Technical Institute in Bungokho subcounty
20	Djira Comprehensive Vocational Institute 27th November 2014	BTVET	Lira	Construction of a multi-purpose hall, workshops, agriculture science room and girls' dormitory
21	Arua Core PTC 27th October 2017	TIET	Arua	Provision of a bus
22	Kassanda South Technical Institute 27th October 2017	BTVET	Mubende	Construction of a Technical Institute in Kiganda Subcounty, Kasanda South Constituency.
23	Ngora Hospital School of Nursing and Midwifery 6th December 2017	BTVET	Ngora	Construction of a Boys Hostel Block
24	Agricultural Training Centre 14th December 2017	BTVET	Budaka	Convert the centre in Iki Iki County into a Vocational Institute
25	Nawanyago Technical Institute 17th April 2018	BTVET	Kamuli	Construction of a girls dormitory
26	Technical Institute 22nd October 2020	BTVET	Kalaki	Construction of a Technical Institute
1	Bishop Stuart University, Mbarara	Tertiary	Mbarara	Three science laboratories valued at 6.9bn
2	Makerere University	Tertiary	Kampala	Completion of the Food Science and Business Incubation Centre
3	Makerere University	Tertiary	Kampala	Equipment/pilot plant for banana juice extraction
4	Makerere University	Tertiary	Kampala	Bioscience research laboratory
5	Makerere University	Tertiary	Kampala	Fencing Makerere University
6	Nkumba University	Tertiary	Wakiso	Construction of Biology and Environment Science laboratories (1st and 2nd installment)
7	Nkumba University	Tertiary	Wakiso	Computers/Law Journals/ Mini-bus for Institute of Criminal Justice (1st & 2nd Installment)

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S/N	PLEDGE	SUBSECTOR	DISTRICT/ LOCATION	FACILITIES
8	Uganda Christian University 9 June 2013	Tertiary	Mukono	Purchase of 300 computers for University Computer Laboratory
9	Busitema University- Namasagali campus	Tertiary	Kamuli	Procure assorted equipment, rehabilitate 6 units of staff quarters and a workshop. Rehabilitate mainhall, administration block, library and water borne toilets at namasagali college
10	Constituent College for Agriculture (Gulu University)	Tertiary	Nakapiripirit	Establish a Gulu University Constituent College of Agriculture in Karamoja
11	Ibanda University 31st March 2017	Tertiary	Ibanda	Procure a bus (65-seater)
12	Muteesa 1 royal University 27th October 2017	Tertiary	Masaka	Construction of a modern library
13	Team University 27th October 2017	Tertiary	Kampala	Support establishment of the Faculty of Health and Applied Sciences
14	Uganda Martyrs University - Fort Portal Branch 23rd February 2018	Tertiary	Kabarole	Financial Support to renovate Bishop McCauley Learning Centre that will house seven lecture rooms, 2 computer labs, a library and two electronic laboratories.
15	Nkumba University 19th March 2018	Tertiary	Wakiso	Procure a bus
1	Buhinga Stadium 5 July 2013	Others	Kabarole	Construction of a 5000-seater stadium

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Annex 3: Formats/Checklists

Format 1: Education Facility Asset Register at LG level

<i>School name</i>	<i>EMIS number</i>		<i>Number of classrooms</i>	<i>Number of latrines</i>	<i>Number of desks</i>	<i>Number of laboratories</i>	<i>Teacher accommodation</i>
<i>Primary school A</i>	<i>Total Existing</i>					
		<i>No. in need of rehabilitation</i>					
<i>Secondary school B</i>	<i>Total Existing</i>					
		<i>No. in need of rehabilitation</i>					

Format 2: School Application Form for facilities improvements

School Name:

School EMIS Number:

District: _____

Subcounty: _____

	<i>Number of classrooms</i>	<i>Number of latrines</i>	<i>Number of desks</i>	<i>Number of laboratories</i>	<i>Teacher accommodation</i>
Existing Facilities					
Facilities Required					
<i>No. in need of rehabilitation</i>					
<i>No. new facilities required</i>					

We certify that:

- The land required for the construction and operation of the new facility(y/ies) is owned by the school;
- The guidelines at school and local government levels, applicable laws and regulations, have been fully reviewed and this request is in accordance with them;
- An inclusive process of consultation has been followed regarding key aspects of the application (state those consulted by name and designation and changes made to take into account results of consultations below):

;
- The information contained on this form is truthful and other financing options to build the facilities have been fully investigated prior to this application.
- An ESSP has been filled out for this application, and is attached.

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Signed: Chairperson SMC
Date:.....

Designation on
SMC:.....
.....

Signed: 2nd Representative SMC
Date:.....

Designation on
SMC:.....
.....

Signed: Local councillor of the parish/subcounty/TC/Division in which the facilit(y/ies) is/are to be built:

.....

Date:.....

Designation:.....
.....

Signed: Headteacher.....

Date:.....

Signed: owner of school

Date:.....

Description of others consulted, how they were consulted, and what changed as a result of the consultation:

AFFIX MORE PAGES IF REQUIRED

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Format 3: Checklist for Screening of Subprojects for environmental and social safeguards

School Infrastructure Identification

District/Municipal Council				
Sub-county/Town Council/Municipal Division				
Parish				
Village				
Name of the School				
School Code				
Description of Infrastructure to Construct				
No.	Will the school infrastructure have any of the following impacts (please mark next to the relevant potential impact)	Yes	No	If Yes, describe mitigation measures
1.	• Loss of vegetation cover causing erosion of soil			
2.	• Dumping of construction debris in wetlands or other sensitive areas			
3.	• Use of limited or sensitively located local construction materials			
4.	• Dust pollution due to movement of equipment, digging			
5.	• Noise pollution due to construction			
6.	• Pollution of surface water			
7.	• Health hazards due to inadequate cleaning and maintenance of school latrines			
8.	• Occupation and safety hazards due to collapsing latrine pits			
9.	• Privacy concerns and sexual violence due e.g. to lack of gender separated school latrines			
10.	• Dust and noise pollution due to movement of vehicles etc			
11.	• Safety concerns due to speeding vehicles			
12.	• Land disputes related to the infrastructure (including access)			
13.	• School does not own the land required			
14.	• Involuntary resettlement required to make the land available			
15.	• Influx of labour to carry out the works			

NB: This list is not intended to be exhaustive. For more detailed guidance please refer to the local government environment guidelines issued by NEMA. Please provide more information on a separate sheet.

Name: Title:

Signature : Date:

Facility-level formats are in the school guidelines.

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Format 4: Public Notice for Grievance Redress

The following notice should be posted on the LG Notice board, with details specific to the Local Government completed. Schools should fill in requisite sections themselves and update all sections.

Vote - – Avenues for Education Feedback and Grievance Redress

Date:.....

If a pupil, teacher, parent, member of the public or other school stakeholder has a complaint or grievance in relation to the school, the following are avenues of grievance redress:

Avenue	Type of Grievance	Contact Details
LG Level		
LG Councillors	<ul style="list-style-type: none"> • Violence against and abuse of children by teachers, staff, contracted labor • Selection of school infrastructure not in line with guidelines • Quality of teaching and teacher absenteeism 	Telephone: Email: Address:
Education Office	<ul style="list-style-type: none"> • Quality of works delivered by contractors • Condition of school infrastructure and facilities • Quality of teaching • Functioning of the School Management Committee • Corruption and misuse of funds • Other issues relating to behavior of school staff, SMC and contractors 	Telephone: Email: Address:
National Institutions		
Police	<ul style="list-style-type: none"> • Violence against and abuse of children by teachers, staff, contracted labor (including defilement and rape) 	Telephone: 112/999 CP ANTI-CORRUPTION 0717 121 110 CP ANTI HUMAN TRAFFIC MINISTRY OF INTERNAL AFFAIRS 0715 411 677 CP SEXUAL & GBV 0713 534 713 CP SEXUAL OFFENCES 0718 642 477 Email: info@upf.go.ug Address: https://www.upf.go.ug/key-uganda-police-phone-contacts/
Uganda Child Helpline	<ul style="list-style-type: none"> • Emotional, physical or sex abuse • Child trafficking • Child neglect esp. by parents or guardian 	Web: http://uchl.mglsd.go.ug/ Phone: 116
Uganda Budget Hotline	<ul style="list-style-type: none"> • Quality of works delivered by contractors • Corruption and misuse of funds 	Call for free: 0800 229 229 Feedback: www.budget.go.ug Email: budget@finance.go.ug

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Avenue	Type of Grievance	Contact Details
IGG Hotline	<ul style="list-style-type: none"> Corruption, fraud and misuse of funds 	Report: https://www.igg.go.ug/complaints/ Call: +256 414 347387 Email: kampala@igg.go.ug (other regions addresses at https://www.igg.go.ug/contact/)
Ministry of Education and Sports	<ul style="list-style-type: none"> Unsatisfactory action against grievances taken as a result of channeling grievances via avenues above. 	Email: pro@education.go.ug Call: 0414 257 038 Feedback: http://www.education.go.ug/data/faqs/faqs.html

Annex 4: Safeguards procedures to be attached to school construction contracts

Prior to procurement of any investments, and preferably during budget preparation, the local government must ensure that environmental and social screening has taken place in accordance with the guidelines, prior to contracting.

This includes:

- The schools will be screened and “Format 3” – Screening of Projects including Annex 4 completed before being approved for construction
- Where risks are identified, the forms include mitigation actions must identified and the responsible parties, corresponding budgets and
- The District Environmental Officer and Social Safeguard Specialist or certified professional have visited the site to complete the exercise and have approved the mitigation plans.
- The location of the facility should not cause serious and irreversible environmental and social impacts:
- The infrastructure must be constructed on land owned by the LG/ school evidenced by a land title and/or agreement in the names of the institution
- Construction of the infrastructure should not require involuntary resettlement/economic displacement
- It has to be ensured that the construction of infrastructure will not restrict use and access of the land and its resources e.g. water points.
- Construction of the infrastructure should not be done in wetlands
- The infrastructure to be constructed must follow the standard technical designs provided by the MoES

More specifically, the Contractor and his/her employees shall adhere and/or take all other measures required by the Engineer to prevent harm, and to minimize the impact of his/her operations on the social and natural environment.

- **Environmental guidelines:**
 - Minimal vegetation clearing; revegetating cleared areas as quickly as practicable.
 - Ensuring proper site drainage
 - Proper solid waste management: stripped soil (overburden) used for site restoration and landscaping, rather than being dumped offsite; workers do not litter school campus with litter (plastic bags, water bottles, etc); reusable waste (e.g. timber planks, paper bags, etc) given to local people if requested, pit latrines lined with masonry brick work to enable their emptying with a honey sucker when full.
 - The contractor should ensure that these sites (a) are not located within designated forest areas; (b) do not impact natural drainage courses; and (c) do not impact endangered/rare flora. Under no circumstances shall the contractor dispose of any material in environmentally sensitive areas.
- **Social safeguards**
 - Schedule transporting of materials and other noisy activities outside of schools active hours to minimise risk of accidents, road dust and traffic noise
 - Fencing off construction sites to avoid risk of accident of falling debris to children.
 - HIV awareness among the surrounding community and workers
 - All workers should have appropriate safety gear and latrines should be safely dug on firm ground, carefully watching out for signs of possible wall failure to minimise risk of workers at heights or depth
 - The Contractor should whenever possible locally recruit the majority of the workforce and shall provide appropriate training as necessary

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- Communities and workers should be sensitized on risks associated with labour influx (Gender Based Violence (GBV), Violence Against Children (VAC), social tensions, etc. and labour disputes issues
- Gender equality should be promoted.
- The LG should also use the Social Screening tool in the Social, Safety and Health Safeguarrrds Implementation Guidelines for LGs (October 2020) of Ministry of Gender, Labour and Social Development –Annex 3.

The Environmental and Social Screening Form (ESSF) in Annex 4 must be completed and submitted to the Environment Focal Point Person at Sub-county level or the Environment officer at the District/Municipal level.

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Annex 5: Environmental and social screening form (ESSF)

This form is to be filled in by the Environment Focal Point Person at Sub-county level or Environment officer at the District/Municipal level

REPUBLIC OF UGANDA

School / Health Facility Environmental and Social Screening Form

Please type or print clearly, completing this form in its entirety. You may provide additional information on a separate sheet of paper if necessary. Kindly note that the information you are to provide is required by Section 19 of the National Environmental Act, Cap. 153.

Name of the project:

Sector of the project:

Department implementing the project

Name of the District/Municipality where the project is to be implemented:.....

Name of Lower Local Government:

Name of Approving Authority

Name, job title, and contact details for the person who is responsible for filling out this form.

Name:.....

Job Title:

Telephone number:

Fax number:

E-mail address

Date:.....

Signature:.....

1. Brief Project Description

Please provide information on the type and scale of the project (project area, area of required land, approximate size of total building floor areas, etc.)

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2. The Natural Environment

(a) Describe the land formation, topography, vegetation in/adjacent to the project area (*e.g. is it a low-lying land, water logged, rocky, swampy or wetland, etc.*)

(b) Estimate and indicate whether vegetation might need to be cleared

(c) Are there any environmentally sensitive areas or threatened species that could be adversely affected by the project (specify below)?

(i) Intact natural forests Yes _____ No _____

(ii) Riverine forest Yes _____ No _____

(iii) Wetlands (lakes, rivers, seasonally inundated [flooded] areas) Yes _____ No _____

(iv) How far are the nearest wetlands (lakes, rivers, seasonally inundated [flooded] areas)?
_____ km

(v) Habitats of endangered species for which protection is required under Ugandan laws and/or international agreements. Yes _____ No _____

(vi) Others (describe). Yes _____ No _____ (*e.g. cultural sites, burial places, etc.*)

3. Rivers and Lakes Ecology

Is there a possibility that due to construction and operation of the project the river and lake ecology will be adversely affected? Attention should be paid to water quality and quantity; the nature, productivity and use of aquatic habitats, and variations of these over time.

Yes _____ No _____

4. Protected areas

Does the project area (or components of the project) occur within/adjacent to any protected areas designated by government (national park, national reserve, world heritage site, etc.)

Yes _____ No _____

If the project is outside of, but close to, any protected area, is it likely to adversely affect the ecology within the protected area (*e.g. interference with the migration routes of mammals or birds*)

Yes _____ No _____

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5. Geology and Soils

Based upon visual inspection or available literature, are there areas of possible geologic or soil instability (erosion prone, landslide prone, subsidence-prone)?

Yes _____ No _____

Based upon visual inspection or available literature, are there areas that have risks of large-scale increase in soil salinity?

Yes _____ No _____

6. Landscape/aesthetics

Is there a possibility that the project will adversely affect the aesthetic attractiveness of the local landscape?

Yes _____ No _____

7. Historical, archaeological or cultural heritage site.

Based on available sources, consultation with local authorities, local knowledge and/or observations, could the sub-project alter any historical, archaeological or cultural heritage site or require excavation nearby?

Yes _____ No _____

8. Resettlement and/or Land Acquisition

Will involuntary resettlement, land acquisition, or loss, denial or restriction of access to land and other economic resources be caused by the project implementation?

Yes _____ No _____

9. Loss of Crops, Fruit Trees and Household Infrastructure

Will the project result in permanent or temporary loss of crops, fruit trees and household infrastructure (such as granaries, outside toilets and kitchens, etc.)?

Yes ___ No _____

10. Noise pollution during Construction and Operations

Will the operating noise level exceed the allowable noise limits?

Yes ___ No _____

11. Solid or Liquid Wastes, including Medical Waste.

Will the project generate solid or liquid wastes, including medical waste?

Yes _____ No _____

If "Yes", does the project include a plan for their adequate collection and disposal?

Yes _____ No _____

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12. Pesticides, Insecticides, Herbicides or any other Poisonous or Hazardous Chemicals.

Will the project require the use of such chemicals? Yes___ No_____

If, "Yes", does the project include a plan for their safe handling, use and disposal? Yes___ No_____

13. Occupational health and safety

Will there be any risks of accidents during construction or operation of the project which could affect both human health and environment? Yes_____ No_____

14. Community Health and Safety

Will the surrounding community be exposed to accidents due to increased traffic and movement of heavy machinery, Communicable diseases brought by workers from outside of the area?

15. Land use

Are there any plans for future land uses on or around the location which could be affected by the project? Yes_____ No_____

16. Climate Impacts

Is the Project location susceptible to earth quakes, landslides, flooding, erosion, or extreme weather conditions that could affect the project?

17. Human health

Will the project involve the use, storage, transportation and/or handling of substances that could be harmful to human health or the surrounding environment?

RECOMMENDATIONS:

Based on the above screening results, the following recommendations are made:

_____ (a) Implementation of the environmental mitigation measures as proposed in the Environmental and Social Management Plan and Clause 8 contained in the Bidding Documents

_____ (b) Before construction can commence, preparation of the relevant safeguard instruments (site specific ESMPs) and implementation of a resettlement action plan/compensation plan consistent with the provisions of the Resettlement Policy Framework, November 2002, will be required

TESTIMONY

I confirm that the information provided herein is accurate to the best of my knowledge. I will also endeavour to provide additional information and facilitate a site visit if required.

Signed : Environment Officer

Date :

Signed: SAS/Town Clerk/Division Assistant Clerk

Date:

Annex 6: Staff Structure for Seed Secondary School

POST TITLE	STAFF ESTABLISHMENT	SALARY SCALE	MONTHLY SALARY PER STAFF CATEGORY	COMPUTED BASIC PAY	ANNUAL PAY
Teaching Staff					
Headteacher	1	U1	2,270,984	27,251,808	27,251,808
Deputy Headteacher	1	U2	1,631,769	19,581,228	19,581,228
Graduate Teachers Arts	5	U4	960,288	11,523,456	57,617,280
Graduate Teachers Sciences	6	U4	1,102,361	13,228,332	79,369,992
Diploma Teachers Arts	6	U5	745,000	8,940,000	53,640,000
Diploma Teachers Sciences	6	U5	795,804	9,549,648	57,297,888
	25		7,506,206	90,074,472	294,758,196
Non-Teaching Staff					
Senior Accounts Assistant	1	U5	472,079	5,664,948	5,664,948
Steno Secretary	1	U5	447,080	5,364,960	5,364,960
Enrolled Nurse	1	U7 Sc	613,158	7,357,896	7,357,896
Laboratory Assistant	2	U7	316,393	3,796,716	7,593,432
Library Assistant	1	U7	268,143	3,217,716	3,217,716
	6		2,116,853	25,402,236	29,198,952
Total	31		9,623,059	115,476,708	323,957,148

Annex 7: 27 Seed Schools for Construction Under Additional Financing

SN	REGION	DISTRICT	SUB COUNTY
1	ACHOLI	AGAGO	LAMIYO
2	ACHOLI	AGAGO	OMIYA PACWA
3	ANKOLE	KAZO	BURUNGA
4	ANKOLE	IBANDA	IGORORA TC
5	BUGANDA	BUTAMBALA	KIBIBI
6	BUGANDA	NAKASEKE	NGOMA
7	BUGANDA	KYANKWANZI	NTWETWE
8	BUGANDA	KIBOGA	BUKOMERO RURAL
9	LANGO	OYAM	ALEKA
10	BUKEDI	BUDAKA	KAKULE
11	BUKEDI	TORORO MC	EASTERN DIVISION
12	BUNYORO	KAGADI	BURORA
13	BUSOGA	JINJA MC	CENTRAL DIVISION
14	BUSOGA	KALIRO	NANSOLOLO
15	ELGON	BUDUDA	BUSHIRIBO
16	ELGON	MANAFWA	BUTTA
17	ELGON	MANAFWA	SISUNI
18	KARAMOJA	KARENKA	LOBALANGIT
19	KARAMOJA	ABIM	MAGAMAGA
20	KARAMOJA	NAPAK	LOPEI
21	LANGO	AMOLATAR	AKWON
22	TESO	KABERAMAIDO	APERIKIRA
23	TOORO	BUNDIBUGYO	NTOTORO
24	TOORO	KYENJOJO	KYARUSOZI
25	TOORO	BUNYANGABU	KYAMUKUBE TC
26	WEST NILE	ZOMBO	KANGO
27	WEST NILE	ZOMBO	ABANGA

Annex 8: List of Local Governments receiving funds for construction/rehabilitation of Technical Schools and Polytechnics Not Completed Due to Lack of Funding.

Sn	Local Government	Amount
1.	Kabale District	800,000,000
2.	Katakwi District	1,000,000,000
3.	Luweero District	1,000,000,000
4.	Arua City	250,000,000
5.	Jinja City	1,103,055,710
6.	KCCA	1,440,000,000
Total		5,593,055,710

Annex 9: Performance Index

Vote code	District	Performance Index USE	Performance Index UPE
501	Adjumani District	0.33	0.44
502	Apac District	0.35	0.56
503	Arua District	0.35	0.45
504	Bugiri District	0.23	0.49
505	Bundibugyo District	0.23	0.61
506	Bushenyi District	0.50	0.73
507	Busia District	0.28	0.59
508	Gulu District	0.39	0.61
509	Hoima District	0.39	0.55
510	Iganga District	0.33	0.56
511	Jinja District	0.39	0.61
512	Kabale District	0.41	0.62
513	Kabarole District	0.35	0.74
514	Kaberamaido District	0.31	0.47
515	Kalangala District	0.39	0.75
517	Kamuli District	0.30	0.54
518	Kamwenge District	0.34	0.59
519	Kanungu District	0.38	0.56
520	Kapchorwa District	0.28	0.45
521	Kasese District	0.27	0.60
522	Katakwi District	0.34	0.57
523	Kayunga District	0.41	0.52
524	Kibaale District	0.37	0.49
525	Kiboga District	0.31	0.52
526	Kisoro District	0.36	0.51
527	Kitgum District	0.34	0.44
528	Kotido District	0.53	0.60
529	Kumi District	0.37	0.52
530	Kyenjojo District	0.31	0.65
531	Lira District	0.41	0.59
532	Luwero District	0.43	0.62
533	Masaka District	0.46	0.73
534	Masindi District	0.37	0.61
535	Mayuge District	0.29	0.50
536	Mbale District	0.31	0.54
537	Mbarara District	0.46	0.75
538	Moroto District	0.42	0.68
539	Moyo District	0.36	0.48
540	Mpigi District	0.45	0.61
541	Mubende District	0.33	0.52
542	Mukono District	0.52	0.67
543	Nakapiripirit District	0.26	0.60
544	Nakasongola District	0.32	0.55
545	Nebbi District	0.31	0.46
546	Ntungamo District	0.43	0.62
547	Pader District	0.42	0.42
548	Pallisa District	0.27	0.44
549	Rakai District	0.41	0.58
550	Rukungiri District	0.42	0.65
551	Sembabule District	0.31	0.59
552	Sironko District	0.28	0.55

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Vote code	District	Performance Index USE	Performance Index UPE
553	Soroti District	0.39	0.44
554	Tororo District	0.34	0.46
555	Wakiso District	0.51	0.71
556	Yumbe District	0.32	0.43
557	Butaleja District	0.24	0.50
558	Ibanda District	0.40	0.65
559	Kaabong District	0.40	0.54
560	Isingiro District	0.36	0.56
561	Kaliro District	0.30	0.51
562	Kiruhura District	0.33	0.61
563	Koboko District	0.37	0.55
564	Amolatar District	0.28	0.51
565	Amuria District	0.32	0.45
566	Manafwa District	0.27	0.44
567	Bukwo District	0.21	0.43
568	Mityana District	0.42	0.57
569	Nakaseke District	0.35	0.64
570	Amuru District	0.33	0.47
571	Budaka District	0.31	0.49
572	Oyam District	0.36	0.47
573	Abim District	0.39	0.60
574	Namutumba District	0.33	0.53
575	Dokolo District	0.34	0.52
576	Buliisa District	0.28	0.55
577	Maracha District	0.31	0.52
578	Bukedea District	0.33	0.61
579	Bududa District	0.25	0.46
580	Lyantonde District	0.41	0.68
581	Amudat District	0.25	0.43
582	Buikwe District	0.45	0.61
583	Buyende District	0.26	0.55
584	Kyegegwa District	0.32	0.58
585	Lamwo District	0.35	0.44
586	Otuke District	0.45	0.49
587	Zombo District	0.26	0.46
588	Alebtong District	0.33	0.46
589	Bulambuli District	0.26	0.49
590	Buvuma District	0.41	0.49
591	Gomba District	0.28	0.53
592	Kiryandongo District	0.42	0.60
593	Luuka District	0.30	0.52
594	Namayingo District	0.32	0.51
595	Ntoroko District	0.30	0.70
596	Serere District	0.30	0.45
597	Kyankwanzi District	0.30	0.49
598	Kalungu District	0.47	0.66
599	Lwengo District	0.38	0.60
600	Bukomansimbi District	0.32	0.58
601	Mitooma District	0.39	0.71
602	Rubirizi District	0.46	0.75
603	Ngora District	0.38	0.50
604	Napak District	0.50	0.62

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Vote code	District	Performance Index USE	Performance Index UPE
605	Kibuku District	0.31	0.58
606	Nwoya District	0.29	0.44
607	Kole District	0.42	0.57
608	Butambala District	0.41	0.57
609	Sheema District	0.44	0.72
610	Buhweju District	0.36	0.64
611	Agago District	0.36	0.43
612	Kween District	0.21	0.41
613	Kagadi District	0.37	0.55
614	Kakumiro District	0.37	0.48
615	Omoror District	0.39	0.49
616	Rubanda District	0.41	0.53
617	Namisindwa District	0.27	0.42
618	Pakwach District	0.31	0.50
619	Butebo District	0.27	0.52
620	Rukiga District	0.41	0.58
621	Kyotera District	0.41	0.66
622	Bunyangabu District	0.35	0.65
623	Nabilatuk District	0.26	0.60
624	Bugweri District	0.33	0.56
625	Kasanda District	0.33	0.52
626	Kwania District	0.35	0.56
627	Kapelebyong District	0.32	0.45
628	Kikuube District	0.39	0.55
629	Obongi District	0.36	0.48
630	Kazo District	0.33	0.61
631	Rwampara District	0.46	0.75
632	Kitagwenda District	0.34	0.59
633	Madi-Okollo	0.35	0.45
634	Karenga District	0.40	0.54
635	Kalaki District	0.31	0.47
751	Arua Municipal Council	0.35	0.45
752	Entebbe Municipal Council	0.51	0.71
753	Fort-Portal Municipal Council	0.35	0.60
754	Gulu Municipal Council	0.39	0.61
755	Jinja Municipal Council	0.39	0.61
757	Kabale Municipal Council	0.41	0.62
758	Lira Municipal Council	0.41	0.59
759	Masaka Municipal Council	0.46	0.73
760	Mbale Municipal Council	0.31	0.54
761	Mbarara Municipal Council	0.46	0.75
762	Moroto Municipal Council	0.42	0.68
763	Soroti Municipal Council	0.39	0.55
764	Tororo Municipal Council	0.34	0.46
770	Kasese Municipal Council	0.27	0.60
771	Hoima Municipal Council	0.39	0.55
772	Mukono Municipal Council	0.52	0.67
773	Iganga Municipal Council	0.33	0.56
774	Masindi Municipal Council	0.37	0.61
775	Ntungamo Municipal Council	0.43	0.62
776	Busia Municipal Council	0.28	0.59
777	Bushenyi- Ishaka Municipal Council	0.50	0.73

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Vote code	District	Performance Index USE	Performance Index UPE
778	Rukungiri Municipal Council	0.42	0.65
779	Nansana Municipal Council	0.51	0.71
780	Makindye-Ssabagabo Municipal Council	0.49	0.71
781	Kira Municipal Council	0.51	0.71
782	Kisoro Municipal Council	0.36	0.51
783	Mityana Municipal Council	0.42	0.57
784	Kitgum Municipal Council	0.34	0.44
785	Koboko Municipal Council	0.37	0.55
786	Mubende Municipal Council	0.33	0.52
787	Kumi Municipal Council	0.37	0.52
788	Lugazi Municipal Council	0.45	0.61
789	Kamuli Municipal Council	0.30	0.54
790	Kapchorwa Municipal Council	0.28	0.45
791	Ibanda Municipal Council	0.40	0.65
792	Njeru Municipal Council	0.39	0.61
793	Apac Municipal Council	0.35	0.56
794	Nebbi Municipal Council	0.31	0.46
795	Bugiri Municipal Council	0.23	0.49
796	Sheema Municipal Council	0.44	0.72
797	Kotido Municipal Council	0.53	0.60

Annex 10: Accountability format for the COVID 19 Emergency response funds

10 a) Local Government Accountability

Vote:
 Local Government:
 Date:
 Accounting Officer Signature:
 District Education Officer Signature:.....

SN	School Name	Foot Operated Handwash Facility		Temperature Handgun		Handwashing Soap		Disinfectant		Sanitizers		Total (Ugx)
		Quantity (Unit)	Price (Ugx)	Quantity (Unit)	Price (Ugx)	Quantity (Litres)	Price (Ugx)	Quantity (Litres)	Price (Ugx)	Quantity (Litres)	Price (Ugx)	

Accounting Officer Signature:

District Education Officer..... Signature:.....

10 b) School Level Accountability

Local Government:.....
 School Name:.....
 Date:.....

Foot Operated Hand wash Facility		Temperature Handgun		Handwashing Soap		Disinfectant		Sanitizers		Total (Ugx)
Quantity (Unit)	Price (Ugx)	Quantity (Unit)	Price (Ugx)	Quantity (Litres)	Price (Ugx)	Quantity (Litres)	Price (Ugx)	Quantity (Litres)	Price (Ugx)	

Head teacher

Signature:.....

Annex 11: Least Staffed Local Governments that are to recruit additional teachers

SN	Vote Code	Local Government	PRIMARY		SECONDARY		
			No. of Primary Teachers to be recruited	Additional Wage	No. of Secondary Arts Teachers to be recruited	No. of Secondary Sciences Teachers to be recruited	Additional Wage
1	501	Adjumani District	0	0	0	1	16,366,537
2	502	Apac District	31	151,826,220	0	0	0
3	503	Arua District	229	1,123,213,393	0	0	0
4	504	Bugiri District	0	0	0	2	32,733,075
5	505	Bundibugyo District	0	0	1	3	63,356,820
6	506	Bushenyi District	0	0	0	0	0
7	507	Busia District	0	0	12	28	519,002,435
8	508	Gulu District	0	0	0	0	0
9	509	Hoima District	0	0	0	0	0
10	510	Iganga District	0	0	1	5	96,089,894
11	511	Jinja District	0	0	0	0	0
12	512	Kabale District	0	0	0	0	0
13	513	Kabarole District	0	0	0	0	0
14	514	Kaberamaido District	91	445,683,420	0	0	0
15	515	Kalangala District	0	0	0	0	0
16	517	Kamuli District	0	0	23	52	976,757,379
17	518	Kamwenge District	0	0	8	20	363,774,380
18	519	Kanungu District	0	0	0	0	0

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SN	Vote Code	Local Government	PRIMARY		SECONDARY		
			No. of Primary Teachers to be recruited	Additional Wage	No. of Secondary Arts Teachers to be recruited	No. of Secondary Sciences Teachers to be recruited	Additional Wage
19	520	Kapchorwa District	0	0	5	10	206,436,996
20	521	Kasese District	0	0	0	0	0
21	522	Katakwi District	99	484,864,380	8	14	314,674,768
22	523	Kayunga District	0	0	0	0	0
23	524	Kibaale District	0	0	0	0	0
24	525	Kiboga District	0	0	6	12	253,427,279
25	526	Kisoro District	0	0	0	0	0
26	527	Kitgum District	0	0	0	0	0
27	528	Kotido District	0	0			
28	529	Kumi District	283	1,386,026,460	0	3	49,099,612
29	530	Kyenjojo District	0	0	7	12	267,684,486
30	531	Lira District	0	0	0	0	0
31	532	Luwero District	0	0	0	0	0
32	533	Masaka District	0	0	0	0	0
33	534	Masindi District	0	0	3	8	173,703,921
34	535	Mayuge District	0	0	0	0	0
35	536	Mbale District	0	0	12	28	519,002,435
36	537	Mbarara District	0	0	0	0	0
37	538	Moroto District	0	0	1	3	73,937,633

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SN	Vote Code	Local Government	PRIMARY		SECONDARY		
			No. of Primary Teachers to be recruited	Additional Wage	No. of Secondary Arts Teachers to be recruited	No. of Secondary Sciences Teachers to be recruited	Additional Wage
38	539	Moyo District	0	0	0	0	0
39	540	Mpigi District	0	0	0	0	0
40	541	Mubende District	0	0	0	0	0
41	542	Mukono District	0	0	0	0	0
42	543	Nakapiripirit District	0	0	0	0	0
43	544	Nakasongola District	0	0	0	0	0
44	545	Nebbi District	0	0	0	0	0
45	546	Ntungamo District	0	0	0	0	0
46	547	Pader District	414	2,027,614,680	8	18	331,041,306
47	548	Pallisa District	279	1,366,435,980	18	40	772,429,713
48	549	Rakai District	0	0	21	52	944,024,305
49	550	Rukungiri District	0	0	2	7	143,080,177
50	551	Sembabule District	0	0	0	3	49,099,612
51	552	Sironko District	0	0	0	0	0
52	553	Soroti District	62	303,652,440	0	0	0
53	554	Tororo District	440	2,156,611,213	40	90	1,653,097,198
54	555	Wakiso District	0	0	0	0	0
55	556	Yumbe District	0	0	11	25	472,012,152
56	557	Butaleja District	289	1,415,412,180	24	45	882,776,815

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SN	Vote Code	Local Government	PRIMARY		SECONDARY		
			No. of Primary Teachers to be recruited	Additional Wage	No. of Secondary Arts Teachers to be recruited	No. of Secondary Sciences Teachers to be recruited	Additional Wage
57	558	Ibanda District	0	0	0	0	0
58	559	Kaabong District	0	0	0	2	32,733,075
59	560	Isingiro District	0	0	0	0	0
60	561	Kaliro District	0	0	48	111	2,021,470,740
61	562	Kiruhura District	0	0	0	0	0
62	563	Koboko District	97	475,069,140	0	0	0
63	564	Amolatar District	0	0	0	0	0
64	565	Amuria District	27	132,235,740	0	0	0
65	566	Manafwa District	0	0	12	26	488,378,690
66	567	Bukwo District	0	0	17	38	709,072,893
67	568	Mityana District	0	0	0	0	0
68	569	Nakaseke District	0	0	0	0	0
69	570	Amuru District	0	0	0	0	0
70	571	Budaka District	38	186,109,560	20	48	882,776,815
71	572	Oyam District	136	666,076,320	0	0	0
72	573	Abim District	0	0	3	9	190,070,459
73	574	Namutumba District	0	0	22	52	960,390,842
74	575	Dokolo District	100	489,762,000	0	0	0
75	576	Buliisa District	0	0	3	7	157,337,384

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SN	Vote Code	Local Government	PRIMARY		SECONDARY		
			No. of Primary Teachers to be recruited	Additional Wage	No. of Secondary Arts Teachers to be recruited	No. of Secondary Sciences Teachers to be recruited	Additional Wage
76	577	Maracha District	187	915,854,940	0	0	0
77	578	Bukedea District	0	0	11	25	457,754,945
78	579	Bududa District	0	0	20	43	819,419,995
79	580	Lyantonde District	0	0	8	19	347,407,843
80	581	Amudat District	73	357,526,260	3	8	140,397,024
81	582	Buikwe District	0	0	0	0	0
82	583	Buyende District	0	0	3	9	190,070,459
83	584	Kyegegwa District	180	881,571,600	0	0	0
84	585	Lamwo District	7	34,283,340	6	11	220,694,204
85	586	Otuke District	0	0	0	0	0
86	587	Zombo District	51	249,778,620	0	1	16,366,537
87	588	Alebtong District	121	592,612,020	0	0	0
88	589	Bulambuli District	0	0	6	16	284,051,023
89	590	Buvuma District	74	362,423,880	0	0	0
90	591	Gomba District	0	0	0	0	0
91	592	Kiryandongo District	56	274,266,720	0	0	0
92	593	Luuka District	0	0	30	70	1,291,432,148
93	594	Namayingo District	72	352,628,640	20	44	850,043,740
94	595	Ntoroko District	0	0	0	0	0

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SN	Vote Code	Local Government	PRIMARY		SECONDARY		
			No. of Primary Teachers to be recruited	Additional Wage	No. of Secondary Arts Teachers to be recruited	No. of Secondary Sciences Teachers to be recruited	Additional Wage
95	596	Serere District	243	1,190,121,660	10	25	457,754,945
96	597	Kyankwanzi District	0	0	0	0	0
97	598	Kalungu District	0	0	0	0	0
98	599	Lwengo District	0	0	17	36	692,706,356
99	600	Bukomansimbi District	0	0	2	5	110,347,102
100	601	Mitooma District	0	0	2	5	110,347,102
101	602	Rubirizi District	0	0	0	0	0
102	603	Ngora District	0	0	0	0	0
103	604	Napak District	0	0	0	0	0
104	605	Kibuku District	0	0	3	9	190,070,459
105	606	Nwoya District	0	0	0	0	0
106	607	Kole District	0	0	0	0	0
107	608	Butambala District	0	0	2	6	126,713,639
108	609	Sheema District	0	0	0	2	32,733,075
109	610	Buhweju District	0	0	0	0	0
110	611	Agago District	161	788,516,820	0	0	0
111	612	Kween District	0	0	0	0	0
112	613	Kagadi District	0	0	18	36	709,072,893
113	614	Kakumiro District	130	636,690,600	3	8	173,703,921

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SN	Vote Code	Local Government	PRIMARY		SECONDARY		
			No. of Primary Teachers to be recruited	Additional Wage	No. of Secondary Arts Teachers to be recruited	No. of Secondary Sciences Teachers to be recruited	Additional Wage
114	615	Omoro District	0	0	0	0	0
115	616	Rubanda District	0	0	0	0	0
116	617	Namisindwa District	0	0	16	35	676,339,819
117	618	Pakwach District	274	1,341,947,880	1	4	79,723,357
118	619	Butebo District	20	97,952,400	25	60	1,089,833,718
119	620	Rukiga District	0	0	2	5	110,347,102
120	621	Kyotera District	0	0	8	20	394,398,125
121	622	Bunyangabu District	0	0	14	33	629,349,536
122	623	Nabilatuk District	0	0	0	0	0
123	624	Bugweri District	0	0	13	30	568,102,047
124	625	Kasanda District	0	0	0	0	0
125	626	Kwania District	444	2,174,543,280	0	0	0
126	627	Kapelebyong District	85	416,297,700	0	0	0
127	628	Kikuube District	53	259,573,860	0	0	0
128	629	Obongi District	0	0	0	0	0
129	630	Kazo District	0	0	0	0	0
130	631	Rwampara District	0	0	0	0	0
131	632	Kitagwenda District	0	0	0	0	0
132	633	Madi-Okollo	0	0	0	0	0

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SN	Vote Code	Local Government	PRIMARY		SECONDARY		
			No. of Primary Teachers to be recruited	Additional Wage	No. of Secondary Arts Teachers to be recruited	No. of Secondary Sciences Teachers to be recruited	Additional Wage
133	634	Karenga District	44	215,495,280	3	10	166,853,688
134	635	Kalaki District	0	0	2	7	143,080,177
135	636	Terego District	0	0	0	0	0
136	752	Entebbe Municipal Council	0	0	0	0	0
137	757	Kabale Municipal Council	0	0	0	2	32,733,075
138	758	Lira Municipal Council	0	0			
139	762	Moroto Municipal Council	0	0	2	6	126,713,639
140	764	Tororo Municipal Council	0	0			
141	770	Kasese Municipal Council	0	0	0	0	0
142	772	Mukono Municipal Council	0	0	1	4	79,723,357
143	773	Iganga Municipal Council	0	0			
144	774	Masindi Municipal Council	0	0	5	10	220,694,204
145	775	Ntungamo Municipal Council	0	0	0	1	16,366,537
146	776	Busia Municipal Council	0	0	6	17	300,417,561
147	777	Bushenyi- Ishaka Municipal Council	0	0	0	0	0
148	778	Rukungiri Municipal Council	0	0	0	0	0
149	779	Nansana Municipal Council	0	0	0	0	0
150	780	Makindye-Ssabagabo Municipal Council	0	0	0	0	0

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SN	Vote Code	Local Government	PRIMARY		SECONDARY		
			No. of Primary Teachers to be recruited	Additional Wage	No. of Secondary Arts Teachers to be recruited	No. of Secondary Sciences Teachers to be recruited	Additional Wage
151	781	Kira Municipal Council	0	0	0	0	0
152	782	Kisoro Municipal Council	0	0	3	8	140,397,024
153	783	Mityana Municipal Council	0	0	0	0	0
154	784	Kitgum Municipal Council	0	0	0	0	0
155	785	Koboko Municipal Council	0	0	2	6	102,416,904
156	786	Mubende Municipal Council	0	0	18	44	803,053,458
157	787	Kumi Municipal Council	0	0	0	1	16,366,537
158	788	Lugazi Municipal Council	0	0			
159	789	Kamuli Municipal Council	0	0	1	4	79,723,357
160	790	Kapchorwa Municipal Council	0	0	1	3	63,356,820
161	791	Ibanda Municipal Council	0	0	1	4	79,723,357
162	792	Njeru Municipal Council	0	0	0	0	0
163	793	Apac Municipal Council	2	9,795,240	1	3	63,356,820
164	794	Nebbi Municipal Council	0	0	0	0	0
165	795	Bugiri Municipal Council	0	0	0	1	16,366,537
166	796	Sheema Municipal Council	0	0	0	0	0
167	797	Kotido Municipal Council	26	127,338,120	17	42	759,536,094
168	851	Arua city	0	0	0	0	0
169	852	Mbarara city	0	0	0	0	0

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SN	Vote Code	Local Government	PRIMARY		SECONDARY		
			No. of Primary Teachers to be recruited	Additional Wage	No. of Secondary Arts Teachers to be recruited	No. of Secondary Sciences Teachers to be recruited	Additional Wage
170	853	Gulu city	0	0	0	0	0
171	854	Jinja city	0	0	0	0	0
172	855	Fort-Portal city	0	0	0	0	0
173	856	Mbale City	0	0	0	0	0
174	857	Masaka City	0	0	0	0	0
175	858	Lira City	0	0	0	0	0
176	859	Soroti City	0	0	0	0	0
	860	Hoima City	0	0	0	0	0
TOTAL			4,918	24,089,811,985	642	1,512	28,595,900,086

Annex 12: Number of additional inspectors to be recruited per Local Government

Vote Code	Local Government	No. of Inspectors to be recruited	Additional Wage for recruitment of Inspectors
501	Adjumani District	3	28,787,464
502	Apac District	2	19,205,044
503	Arua District	4	38,369,884
504	Bugiri District	5	47,952,304
505	Bundibugyo District	1	9,622,624
506	Bushenyi District	5	47,952,304
507	Busia District	3	28,787,464
508	Gulu District	2	19,205,044
509	Hoima District	3	28,787,464
510	Iganga District	5	47,952,304
511	Jinja District	4	38,369,884
512	Kabale District	3	28,787,464
513	Kabarole District	2	19,205,044
514	Kaberamaido District	3	28,787,464
515	Kalangala District	1	9,622,624
517	Kamuli District	4	38,369,884
518	Kamwenge District	5	47,952,304
519	Kanungu District	5	47,952,304
520	Kapchorwa District	2	19,205,044
521	Kasese District	5	47,952,304
522	Katakwi District	1	9,622,624
523	Kayunga District	5	47,952,304
524	Kibaale District	5	47,952,304
525	Kiboga District	1	9,622,624
526	Kisoro District	5	47,952,304
527	Kitgum District	3	28,787,464
528	Kotido District	1	9,622,624
529	Kumi District	3	28,787,464
530	Kyenjojo District	3	28,787,464
531	Lira District	2	19,205,044
532	Luwero District	6	57,534,724
533	Masaka District	5	47,952,304
534	Masindi District	5	47,952,304
535	Mayuge District	3	28,787,464
536	Mbale District	3	28,787,464
537	Mbarara District	1	9,622,624
538	Moroto District	1	9,622,624
539	Moyo District	2	19,205,044
540	Mpigi District	5	47,952,304

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Vote Code	Local Government	No. of Inspectors to be recruited	Additional Wage for recruitment of Inspectors
541	Mubende District	5	47,952,304
542	Mukono District	6	57,534,724
543	Nakapiripirit District	1	9,622,624
544	Nakasongola District	6	57,534,724
545	Nebbi District	4	38,369,884
546	Ntungamo District	5	47,952,304
547	Pader District	4	38,369,884
548	Pallisa District	6	57,534,724
549	Rakai District	6	57,534,724
550	Rukungiri District	6	57,534,724
551	Sembabule District	6	57,534,724
552	Sironko District	5	47,952,304
553	Soroti District	4	38,369,884
554	Tororo District	6	57,534,724
555	Wakiso District	6	57,534,724
556	Yumbe District	4	38,369,884
557	Butaleja District	3	28,787,464
558	Ibanda District	2	19,205,044
559	Kaabong District	1	9,622,624
560	Isingiro District	6	57,534,724
561	Kaliro District	3	28,787,464
562	Kiruhura District	2	19,205,044
563	Koboko District	2	19,205,044
564	Amolatar District	3	28,787,464
565	Amuria District	2	19,205,044
566	Manafwa District	4	38,369,884
567	Bukwo District	1	9,622,624
568	Mityana District	5	47,952,304
569	Nakaseke District	6	57,534,724
570	Amuru District	1	9,622,624
571	Budaka District	1	9,622,624
572	Oyam District	4	38,369,884
573	Abim District	2	19,205,044
574	Namutumba District	4	38,369,884
575	Dokolo District	1	9,622,624
576	Buliisa District	1	9,622,624
577	Maracha District	1	9,622,624
578	Bukedea District	3	28,787,464
579	Bududa District	2	19,205,044
580	Lyantonde District	3	28,787,464
581	Amudat District	1	9,622,624
582	Buikwe District	1	9,622,624
583	Buyende District	4	38,369,884

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Vote Code	Local Government	No. of Inspectors to be recruited	Additional Wage for recruitment of Inspectors
584	Kyegegwa District	4	38,369,884
585	Lamwo District	2	19,205,044
586	Otuke District	2	19,205,044
587	Zombo District	2	19,205,044
588	Alebtong District	2	19,205,044
589	Bulambuli District	2	19,205,044
590	Buvuma District	1	9,622,624
591	Gomba District	4	38,369,884
592	Kiryandongo District	4	38,369,884
593	Luuka District	3	28,787,464
594	Namayingo District	3	28,787,464
595	Ntoroko District	2	19,205,044
596	Serere District	6	57,534,724
597	Kyankwanzi District	5	47,952,304
598	Kalungu District	3	28,787,464
599	Lwengo District	5	47,952,304
600	Bukomansimbi District	1	9,622,624
601	Mitooma District	5	47,952,304
602	Rubirizi District	3	28,787,464
603	Ngora District	3	28,787,464
604	Napak District	2	19,205,044
605	Kibuku District	1	9,622,624
606	Nwoya District	2	19,205,044
607	Kole District	1	9,622,624
608	Butambala District	3	28,787,464
609	Sheema District	3	28,787,464
610	Buhweju District	1	9,622,624
611	Agago District	2	19,205,044
612	Kween District	1	9,622,624
613	Kagadi District	1	9,622,624
614	Kakumiro District	3	28,787,464
615	Omorok District	2	19,205,044
616	Rubanda District	3	28,787,464
617	Namisindwa District	3	28,787,464
618	Pakwach District	1	9,622,624
619	Butebo District	1	9,622,624
620	Rukiga District	2	19,205,044
621	Kyotera District	4	38,369,884
622	Bunyangabu District	2	19,205,044
623	Nabilatuk District	1	9,622,624
624	Bugweri District	2	19,205,044
625	Kasanda District	3	28,787,464
626	Kwania District	1	9,622,624

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Vote Code	Local Government	No. of Inspectors to be recruited	Additional Wage for recruitment of Inspectors
627	Kapelebyong District	1	9,622,624
628	Kikuube District	1	9,622,624
629	Obongi District	1	9,622,624
630	Kazo District	1	9,622,624
631	Rwampara District	2	19,205,044
632	Kitagwenda District	1	9,622,624
633	Madi-Okollo District	2	19,205,044
634	Karenga District	1	9,622,624
635	Kalaki District	1	9,622,624
636	Terego District	3	28,787,464
752	Entebbe Municipal Council	1	9,622,624
757	Kabale Municipal Council	1	9,622,624
762	Moroto Municipal Council	1	9,622,624
764	Tororo Municipal Council	1	9,622,624
770	Kasese Municipal Council	1	9,622,624
772	Mukono Municipal Council	1	9,622,624
773	Iganga Municipal Council	1	9,622,624
774	Masindi Municipal Council	1	9,622,624
775	Ntungamo Municipal Council	1	9,622,624
776	Busia Municipal Council	1	9,622,624
777	Bushenyi- Ishaka Municipal Council	1	9,622,624
778	Rukungiri Municipal Council	1	9,622,624
779	Nansana Municipal Council	2	19,205,044
780	Makindye-Ssabagabo Municipal Council	1	9,622,624
781	Kira Municipal Council	1	9,622,624
782	Kisoro Municipal Council	1	9,622,624
783	Mityana Municipal Council	1	9,622,624
784	Kitgum Municipal Council	1	9,622,624
785	Koboko Municipal Council	1	9,622,624
786	Mubende Municipal Council	1	9,622,624
787	Kumi Municipal Council	1	9,622,624
788	Lugazi Municipal Council	2	19,205,044
789	Kamuli Municipal Council	1	9,622,624
790	Kapchorwa Municipal Council	1	9,622,624
791	Ibanda Municipal Council	2	19,205,044
792	Njeru Municipal Council	1	9,622,624
793	Apac Municipal Council	1	9,622,624
794	Nebbi Municipal Council	1	9,622,624
795	Bugiri Municipal Council	1	9,622,624
796	Sheema Municipal Council	2	19,205,044
797	Kotido Municipal Council	1	9,622,624
851	Arua city	2	19,205,044
852	Mbarara city	2	19,205,044

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Vote Code	Local Government	No. of Inspectors to be recruited	Additional Wage for recruitment of Inspectors
853	Gulu city	2	19,205,044
854	Jinja city	1	9,622,624
855	Fort-Portal city	1	9,622,624
856	Mbale city	2	19,205,044
857	Masaka city	2	19,205,044
858	Lira city	2	19,205,044
859	Soroti city	1	9,622,624
860	Hoima city	1	9,622,624
	TOTAL	448	4,300,000,000

Annex 13: Selected beneficiary primary schools to be transitioned in refugee Hosting Local Governments.

VOTE	DISTRICT	SCHOOL NAME
585	Lamwo	Ogili Hill Primary School (Palabek Settlement)
585	Lamwo	Canaan PS
585	Lamwo	Awich PS
592	Kiryandongo	Victory Primary School
592	Kiryandongo	Ematong Primary School
592	Kiryandongo	St. Bakhita Primary School
628	Kikuube	Maratatu Primary School (Kyangwali Refugee
628	Kikuube	Karuhinda Primary School
628	Kikuube	Kentomi Primary School
629	Obongi	Bongilo PS
629	Obongi	Morobi PS
560	Isingiro	Kabahinda PS
560	Isingiro	Misyera A PS
560	Isingiro	Nakivale PS
560	Isingiro	Nyarugugu ECD & PS
560	Isingiro	Ruhoko ECD & PS
560	Isingiro	Karintuma PS
560	Isingiro	Rubiira Cope P/S
560	Isingiro	Nyakagando PS
501	Adjumani	Ayilo IA PS & AEP
501	Adjumani	Ayilo IB PS
501	Adjumani	Maaji III PS
501	Adjumani	Nyumanzi 1 PS
501	Adjumani	Nyumanzi 2 PS
501	Adjumani	Pagrinya 2 PS
501	Adjumani	Zoka Central PS
518	Kamwenge	Kyempango PS
518	Kamwenge	Mahega PS
518	Kamwenge	Nkoma CoU PS
518	Kamwenge	Nteziryayo PS
556	Yumbe	Alaba PS
556	Yumbe	Ariju PS
556	Yumbe	Ayivu
556	Yumbe	Dragranga PS

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VOTE	DISTRICT	SCHOOL NAME
556	Yumbe	Koro PS
556	Yumbe	Luzira Bright View PS
556	Yumbe	Nipata Vellay PS
556	Yumbe	Ofonje PS
556	Yumbe	Okubani
556	Yumbe	Para PS
556	Yumbe	Rock Land PS
556	Yumbe	Twajiji PS
556	Yumbe	Yo-Yo Central PS
563	Koboko	Ponyura P/S
584	Kyegegwa	Kaborogotota Primary School
584	Kyegegwa	Wisdom Primary School - Kakoni
584	Kyegegwa	Angel's Care Primary School
584	Kyegegwa	Byabakora Primary School
584	Kyegegwa	Mukondo Primary School
584	Kyegegwa	Grace Day & Boarding PS
584	Kyegegwa	Bwiriza Primary School