

Implementation Status & Results
Uganda
Uganda Public Service Performance Enhancement Program (UPS-PEP) (P050440)

Operation Name: **Uganda Public Service Performance Enhancement Program (UPS-PEP) (P050440)** Project Stage: **Implementation** Seq.No: **10** Status: **ARCHIVED** Last Modified Date: **16-Mar-2011**

Product Line: **IBRD/IDA** Country: **Uganda** Approval FY: **2006**
 Region: **AFRICA** Lending Instrument: **Specific Investment Loan**
 Implementing Agency(ies): **Ministry of Public Service**

Key Dates

Board Approval Date	20-Jun-2006	Original Closing Date	31-Dec-2011	Planned Mid Term Review Date	09-May-2011	Last Archived ISR Date	30-Jun-2010
Effectiveness Date	19-Nov-2008	Revised Closing Date	30-Jun-2013	Actual Mid Term Review Date			

Project Development Objectives

Project Development Objective (from Project Appraisal Document)

The Project Development Objectives is to support: (i) the transformation of the public service so that it is affordable, efficient and accountable for the use of public resources and service delivery; and (ii) improvement of the policy, institutional and regulatory environment in targeted areas for sustainable growth and service delivery.

Has the Project Development Objective been changed since Board Approval of the Project?

Yes No

Component(s)

Component Name	Component Cost
Public Service Reform Program (PSRP)	15.00
Strategic Capacity Development	8.00

Overall Ratings

	Previous Rating	Current Rating
Progress towards achievement of PDO	Moderately Satisfactory	Satisfactory
Overall Implementation Progress (IP)	Moderately Satisfactory	Satisfactory
Overall Risk Rating		Low

Implementation Status Overview

Project implementation continues to improve. The Government has achievement one of the key milestones under the project with the commissioning of the of the integrated payroll and personnel system (IPPS). Disbursement now stands at 37% of IDA funds and 48% from the total basket fund contributed to bu DANIDA, Irish Aid and DFID. Key activities to support strategic capacity building in the public service have commenced and the site for the proposed civil service college has been identified. A number of important contracts have been signed and training activities using a caravan approach have commenced. Procurement capacity in the Ministry of Public Service continues to improve. The Ministry has

embarked on a review of government ministries and departments to streamline roles and mandates and the first report is due at the end of March 2011. With enhanced dialog around the joint budget support framework and the World Bank's poverty reduction support credit agenda, Government coordination of different reform activities continues to improve. This needs to be sustained to maintain implementation momentum on the results oriented management agenda, performance management and implementation of the IPPS.

Risk factors:

The Ministry faces a funding gap of close to US \$ 35 million to complete the implementation of the Integrated Payroll and Personnel Management System [IPPS] and construction and operationalization of the the National Records Center and Archives. Implementation of the IPPS is a key element in managing the public service wage bill and payroll. The Ministry has submitted a formal request for the US \$ 35 million to the MoFPED and this is to cover IPPS roll out phases III-V, the second phase of construction of the records and archives building and some critical aspects of the Public Service Reform agenda.

Results

Project Development Objective Indicators

Indicator	Baseline	Current	End Target
Indicator Name	Value	Value	Value
Selected MDAs and Local Governments that report full achievement of their annual performance targets as verified through the performance and budget monitoring process.	Budget Monitoring Reports show high degree of discrepancy between targets and results for all ministries	Budget Monitoring Reports show continued high level of discrepancy between performance objectives and results	at least the 6 priority ministries covered under the JBSF meet their targets in a consistent manner
Type	Unit of Measure	Date	Date
Custom Indicator	Text	30-Jun-2008	28-Jun-2013
	Comment	Comment	Comment
		Review of the BMAU report for period ending September 2010 show that performance continues to be low against agreed targets in the JBSF sectors. Framework for Integrated performance and budget monitoring has been developed and is currently being rolled out to the JBSFG sectors and 14 districts.	

Intermediate Results Indicators

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Indicator	Baseline	Current	End Target
<p>Indicator Name Sub component 1: - Performance management system fully implemented in selected MDAs and Local Governments.</p> <p>Type Unit of Measure Custom Indicator Text</p>	<p>Value 0</p> <p>Date 30-Jun-2008</p> <p>Comment</p>	<p>Value All accounting officers at central and local government level have signed performance contracts with clear targets.</p> <p>Comment A performance monitoring unit has been set up in the Ministry of Public Service, and will produce annual reports.</p> <p>Date 11-Mar-2011</p> <p>Comment By June 2011 - a total of 12,221 officers in the public service would have signed performance agreements. The first assessment report will be ready in November 2011.</p>	<p>Value 100%</p> <p>Date 28-Jun-2013</p> <p>Comment</p>
<p>Indicator Name Sub component 2: - Percentage of total establishment and wage bill captured in IPPS data base- with Current financing this will belimited to 30%.</p> <p>Type Unit of Measure Custom Indicator Text</p>	<p>Value IPPS database not installed.</p> <p>Date 01-Dec-2008</p> <p>Comment</p>	<p>Value 10%</p> <p>Date 11-Mar-2011</p> <p>Comment The IPPS has been commissioned in 11 pilot instituions</p>	<p>Value 70%</p> <p>Date 28-Jun-2013</p> <p>Comment</p>
<p>Indicator Name Sub component 3:- Degree of discrepancy between staff paid though the payroll and actual staff, as reveiled through inspections and payroll audits.</p> <p>Type Unit of Measure Custom Indicator Text</p>	<p>Value 15%</p> <p>Date 01-Dec-2008</p> <p>Comment</p>	<p>Value 15%</p> <p>Date 11-Mar-2011</p> <p>Comment Following commissioning of IPPS, this number will be assessed in June.</p>	<p>Value 5%</p> <p>Date 28-Jun-2013</p> <p>Comment</p>

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Indicator	Baseline	Current	End Target
<p>Indicator Name Sub component 4:- Percentage of semi -active records transferred to the records centre -With Current Financing this will be limitedto 75%.</p> <p>Type Unit of Measure Custom Indicator Text</p>	<p>Value 0%</p> <p>Date 30-Jun-2008</p> <p>Comment</p>	<p>Value 0%</p> <p>Date 11-Mar-2011</p> <p>Comment Design review, tender action for construction of the NRCA has been completed.</p>	<p>Value 75%</p> <p>Date 28-Jun-2013</p> <p>Comment</p>
<p>Indicator Name Sub component 5: - Public Service White Paper on transformation of the service adopted and key actions implemented.</p> <p>Type Unit of Measure Custom Indicator Text</p>	<p>Value Development of White Paper ongoing.</p> <p>Date 15-Sep-2006</p> <p>Comment</p>	<p>Value Cabinet memo with recommendations has been submitted.</p> <p>Date 11-Mar-2011</p> <p>Comment Awaiting Cabinet approval of proposed key actions in White Paper.</p>	<p>Value Public Service White paper on transformation of the Service developed and key actions being implemented.</p> <p>Date 30-Dec-2011</p> <p>Comment</p>
<p>Indicator Name Component 2: - Number of Public Officers recieving annual training on priority aspects of the public sector refrom agenda.</p> <p>Type Unit of Measure Custom Indicator Text</p>	<p>Value 0</p> <p>Date 29-Dec-2006</p> <p>Comment</p>	<p>Value 300</p> <p>Date 30-Apr-2011</p> <p>Comment Training Plan and curriculum development has been completed and training for lower cadres embarked on. By April 30, 2011 300 staff will have been trained using caravan approach.</p>	<p>Value 600</p> <p>Date 30-Dec-2011</p> <p>Comment</p>

Data on Financial Performance (as of 10-Feb-2011)

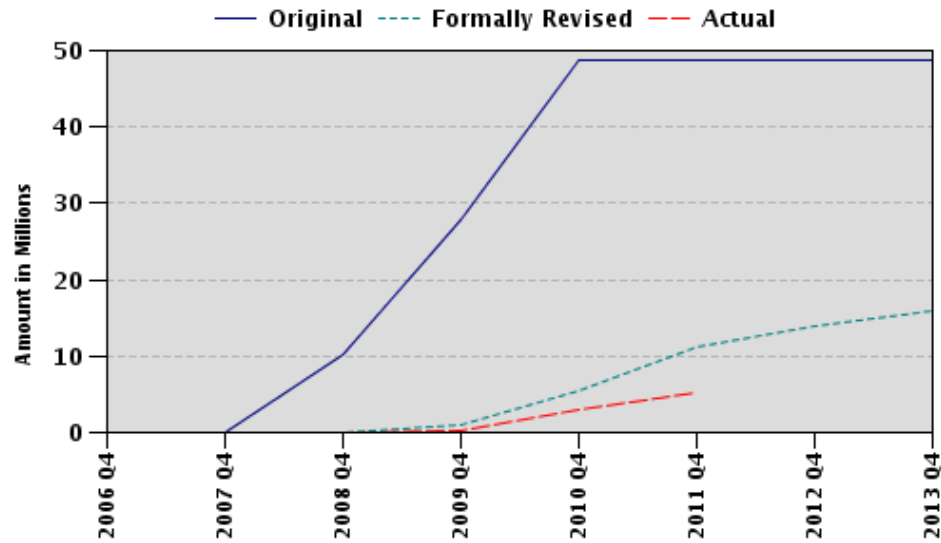
Financial Agreement(s) Key Dates

Project	Loan No.	Status	Approval Date	Signing Date	Effectiveness Date	Closing Date
P050440	IDA-41990	Effective	20-Jun-2006	18-Dec-2006	19-Nov-2008	30-Jun-2013

Disbursements (in Millions)

Project	Loan No.	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	% Disbursed
P050440	IDA-41990	Effective	XDR	48.70	14.00	34.70	5.12	8.88	37.00

Disbursement Graph



Key Decisions Regarding Implementation

The Ministry of Public Service commissioned phase 1 of the IPPS in 11 Government institutions on January 31, 2011 and issued the go live certificate to the system supplier on March 3, 2011 following a successful review of all the go live requirements. The 11 institutions include Ministries of Public Service, Education, Health, Finance Planning and Economic Development, the Judiciary and Jinja and Lira District Local Governments and the Health, Education, Judicial and the Public Service Commissions. The Ministry of Public Service will issue an operational acceptance of software certificate on April 30 2011.

Restructuring History

Board Approved on 20-Nov-2008

Related Projects

There are no related projects.