

## Annex 2

### Programme Matrix: Targeted outputs, Support objectives, Activities, Indicators, and Responsible centres.

Targeted Outputs	Support objectives	Activities	Indicators	Responsible& involved stakeholders
<b>1: National ethics and integrity value system</b>	<b>1.1:</b> To put in place a harmonized, nationally agreed understanding of ethics and integrity and a value system in the public service that meets both the positive expectations of the society and the requirements of a modern Public Service.	<p><b>1.1.1:</b> Identify select and recruit consultants to facilitate the study and write a report on the national ethics and integrity system</p> <p><b>1.1.2:</b> Review the preliminary work on NIVES done by the department of ethics and Integrity</p> <p><b>1.1.3:</b> Conduct a study of the various cultures and traditions of Uganda in terms of the ethics and integrity values they cherish. This should be done involving District community leaders.</p> <p><b>1.1.4:</b> Conduct a study of the ethics and integrity values cherished by the Public service including the various commissions composing it (the Public Service Commission, the Judicial service commission, the Education service commission, the Health Service Commission, etc) and professional bodies such as the Chartered Accountants, Engineers, Lawyers, etc.</p> <p><b>1.1.5:</b> Write a report containing the ethics and integrity values determined by the study as they compare with the values required by the Public service. The report should make recommendations on which socio-cultural ethics and integrity values are in conformity with the requirements of the Public service and those that contradict it as well as recommendations on what should be done to discourage the negative ones and integrate the positive one in a national ethics and integrity value system.</p>	<p><b>1:</b> Report of the study written and submitted</p> <p><b>2:</b> National ethics and integrity value system written, debated by the relevant stakeholders and adopted and widely publicized.</p> <p><b>3:</b> Translated versions (in local languages) of the National ethics and integrity values produced and disseminated.</p>	<p><b>1:</b> Department of Ethics and Integrity</p> <p><b>2:</b> Department of Ethics and Integrity</p> <p><b>3:</b> Department of Ethics and Integrity, involving Local Authorities Association, Local Government and Community Leaders</p> <p><b>4:</b> Department of Ethics and Integrity and Ministry of Public Service involving all service commissions and local governments.</p>

		<p><b>1.1.6:</b> Organize events to discuss and validate the national ethics and integrity value system</p> <p><b>1.1.7:</b> Print, publish and disseminate the national ethics and integrity values</p> <p><b>1.1.8:</b> Publish the national ethics and integrity values into major local vernaculars (languages)</p>		
<p><b>2: National ethics and integrity values systematically integrated in civic education (formal education and non formal education)</b></p>	<p><b>2.1:</b> To ensure that the entire education system (both formal and informal education) of the country including tertiary institutions nurtures citizens who cherish the agreed national ethics and integrity values</p>	<p><b>2.1.1</b> Work with the National curriculum Development centre and the Ministry of education to ensure that the <b>school syllabi and training materials</b> at all levels (kindergarten, primary, secondary, and tertiary) are reviewed and revised to include national ethics and integrity values.</p> <p><b>2.1.2:</b> In order to cater for officials and politicians already working in local governments, work with Ministry of Local government, the Uganda local authorities Association and the Ministry of Public service to integrate ethics and integrity values in the training programmes targeting local governments.</p> <p><b>2.1.3:</b> Work with the Uganda management Institute which is working out a comprehensive training programme on Local governance and urban management and integrate National ethics and integrity values in the <b>programme and training materials</b> and support local government officials to attend the training.</p> <p><b>2.1.4:</b> Work with the relevant institutions and design non-school adult education programmes and training materials</p>	<p><b>1:</b> All syllabi in the school and education system reviewed and incorporating national ethics and integrity values.</p> <p><b>2:</b> Training programmes and materials produced</p> <p><b>3:</b> Number of local government officials and other Public servants trained in ethics and integrity.</p> <p><b>4:</b> Non- school adult education programmes incorporating national ethics and integrity values in place and conducted</p> <p><b>5:</b> Number of adults per Sub-county countrywide trained</p>	<p><b>1:</b> Department of Ethics and Integrity working with the national Curriculum Development Centre and Ministry of Education</p> <p><b>2:</b> Department of Ethics and Integrity working with the Uganda management Institute, Uganda Local Authorities Association and Local Governments</p> <p><b>3:</b> Department of Ethics and Integrity working with the Ministry responsible for Adult education programmes and Local governments</p>

		that integrate the national ethics and integrity values.		
<b>3: Local Government Leadership Code of Conduct</b>	<b>3.1:</b> To harmonize the National ethics and integrity values as well as the National Leadership code with the leadership rights, obligations and conduct of leaders in local authorities.	<p><b>3.1.2:</b> Conduct consultations with the Uganda Local Authorities Association to assess the progress of the design of the local governments' leadership code of conduct.</p> <p><b>3.1.2:</b> Support the Uganda Local Authorities Association to integrate the national ethics and integrity values into the Local Governments' leadership code of conduct.</p> <p><b>3.1.3:</b> Support the Local Authorities Association to Publish and Publicize the Local governments' leadership code of conduct in all local governments and local authorities as well as in all communities.</p>	<b>1:</b> A Local governments' Leadership code of conduct harmonized with national ethics and integrity values and publicized in all local authorities as well as communities	<b>1:</b> Department of Ethics and Integrity working with the Local Authorities Association, the Inspector general of government and local governments.
<b>4: Professional discipline instilled among professionals in Central and Local Governments</b>	<b>4.1:</b> To promote professional discipline in the Public Service as a way of discouraging unethical and unprincipled behaviour	<p><b>4.1.1:</b> Take stock and maintain records of professional bodies in the country and collect all their codes of ethics.</p> <p><b>4.1.2:</b> Conduct consultations with the professional bodies and Public Servants to discuss with them the modalities of encouraging Public servants to belong to them.</p> <p><b>4.1.3:</b> Work out with the Professional bodies and the Ministry of public service as well as local governments schedules to guide the progressive Professionalization of the Public Service.</p>	<p><b>1:</b> Data on the professional bodies in Uganda and their codes of ethics available</p> <p><b>2:</b> Number of Public Servants belonging to their respective professional bodies</p>	<b>1:</b> Department of Ethics and Integrity working with Ministry of Finance, Ministry of Public Service and Professional bodies
<b>5: Professional and disciplined Auditors, Accountants, and Administrators in the Public Service.</b>	<b>5.1:</b> To have professionally qualified accountants, auditors, and administrators in the Public Service who are also disciplined by their	<b>5.1.1:</b> Conduct consultations putting together the Ministry of Ethics and Integrity, Ministry of Finance, the Local Authorities Association, the Institute of Chartered Accountants of Uganda, Uganda management Institute and Makerere University Business School to review the	<b>1:</b> Training needs assessment conducted and a comprehensive report submitted to Ministry of Finance and other relevant Ministries	<p><b>1:</b> Department of Ethics and Integrity,</p> <p><b>2:</b> Ministry of Finance,</p> <p><b>3:</b> Local Authorities Association,</p> <p><b>4:</b> Institute of Chartered Accountants of Uganda,</p> <p><b>5:</b> Uganda management Institute 6: Makerere University Business School</p>

	professional codes of ethics so as to minimize financial and administrative indiscipline in the Public Service both at Central and Local government levels.	<p>training in accounts and financial management offered vis a vis the requirements for being a member of the chartered institute at its different stages</p> <p><b>5.1.2:</b> Conduct a training needs assessment for all accounts personnel and auditors in local governments and determine who of them requires which level of training to be able to sit for the examinations of the chartered accountants.</p> <p><b>5.1.3:</b> Work out a schedule that will be followed to train all accounts personnel in local governments to enable them to become members of the professional body.</p> <p><b>5.1.4:</b> Support accounts personnel including auditors in local governments to train and sit for examinations to allow them belong to the institute.</p>	<p><b>2:</b> Number of accounts personnel and auditors trained and sitting for the professional examination</p> <p><b>3:</b> Number of local governments personnel admitted into the professional body of chartered accountants</p>	Makerere University Business School offered vis
<b>6: Published Clients' Charters in every Public Service at central and local levels</b>	6.1: To keep the public informed and guided about the type and modalities of services they expect to receive from the public sector and their obligations to local governments.	<p><b>6.1.1:</b> Work with the Ministry of Public Service to review the Public Service Reform program to include a component on national ethics and integrity values</p> <p><b>6.1.2:</b> Support all Ministries, Departments, and local governments including sub-counties to write and publicize clients' charters.</p> <p><b>6.1.3:</b> Design and mount a public campaign (using radio programs) on the use of clients' charters and sensitise the public on utilizing the charters to demand for effective and timely service.</p>	<p><b>1:</b> Public Service Reform program reviewed and incorporating national ethics and integrity values</p> <p><b>2:</b> Number of organizations with clients' charters</p> <p><b>3:</b> Number of radio Programs on the Clients' Charter aired.</p> <p><b>3:</b> Public awareness of the use of Clients' charters</p>	<p><b>1:</b> Department of Ethics and Integrity,</p> <p><b>2:</b> Ministry of Public Service</p> <p><b>3:</b> All Ministries, Departments, and local governments including sub-counties</p> <p><b>4:</b> Media organisations (Radio, News papers, &amp; television)</p>
<b>7: Ethics and</b>	<b>7.1:</b> To create champions of	<b>7.1.1:</b> Conduct consultations to identify personnel in	<b>1:</b> Number of officers identified and	<b>1:</b> Department of Ethics and Integrity,

<b>integrity officers in each Ministry, Local government, and other government agencies</b>	ethics and integrity values in each government body at every level to co-ordinate activities aimed at promoting ethics and integrity in the Public service.	<p>ministries, local governments, and other government agencies who are capable of serving as ethics and integrity officers</p> <p><b>7.1.2:</b> Design a training program incorporating national ethics and integrity values targeting the identified ethics and integrity officers</p> <p><b>7.1.3:</b> Conduct the training for the ethics and integrity officers.</p>	trained as ethics and integrity officers to champion the promotion and advocacy for ethics and integrity	<p><b>3:</b> All Ministries, Departments, and local governments including sub-counties</p>
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