

### Annex 3

#### Targeted Outputs, Activities and Estimated Resource Implications

Targeted Outputs	Support objectives	Activities	Inputs	Budget estimates (SUS)
<b>1: National ethics and integrity value system</b>	1.1: 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.	1.1.1: Identify select and recruit consultants to facilitate the study and write a report on the national ethics and integrity system	1: National consultants (6man months) for activities 2,3,4,5, and 6.	30,000
		1.1.2: Review the preliminary work on NIVES done by the department of ethics and Integrity	2: Workshops (Activity 6)	60, 000
		1.1.3: 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.	3: Translators (4 local vernaculars)	20,000
		1.1.4: 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.	4: Printing , publishing and distribution	80,000
		1.1.5: 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.		
		1.1.6: Organize events to discuss and validate the national ethics and integrity value system		<b>Sub-total 190,000</b>

		<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 that integrate the national ethics and integrity values.</p>	<p>1: National consultants (12 man months) for activity 1</p> <p>2: National consultants (2 man months) for activities 2 and 3</p> <p>3: National consultants (6 man months) for activity 4</p>	<p>60,000</p> <p>10,000</p> <p>30,000</p> <p><b>Sub-total 100,000</b></p>
<p><b>3: Local Government Leadership Code of Conduct</b></p>	<p><b>3.1:</b> To harmonize the National ethics and integrity values as well as the National Leadership code with the leadership</p>	<p><b>3.1.1:</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>1: National consultant (1 man month) for activities 1 and 2.</p> <p>2: Printing and publishing the local governments leadership code</p>	<p>5,000</p>

	code with the leadership rights, obligations and conduct of leaders in local authorities.	<p><b>31.2:</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>	<p>governments leadership code</p> <p>3: Publicity for the leadership code:</p>	<p>20,000</p> <p>10,000</p> <p><b>Sub-total: 35,000</b></p>
<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 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>	National consultants (2 man months) for activities 1,2, and 3	<p>10,000</p> <p><b>Sub-total 10,000</b></p>
<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 professional codes of ethics so as to minimize financial and administrative indiscipline in the Public Service both at Central	<p><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 training in accounts and financial management offered vis avis 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>1: National consultant (4 man months) for activities 1,2, and 3</p> <p>2: Training accounts personnel and auditors</p>	<p>20,000</p> <p>200,000</p> <p><b>Sub-total 230,000</b></p>

	and Local government levels.	<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>		
<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>1: National consultant (12 man months) for activities 1, and 2</p> <p>2: Publicity and sensitisation events</p>	<p>60,000</p> <p>40,000</p> <p><b>Sub-total 100,000</b></p>
<b>7: Ethics and integrity officers in each Ministry, Local government, and other government agencies</b>	<b>7.1:</b> To create champions of 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><b>7.1.1:</b> Conduct consultations to identify personnel in 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>	Training for ethics and integrity officers	<p>60,000</p> <p><b>Sub-total 60,000</b></p>
			GRAND TOTAL:	<b>725,000</b>