

Strategic plan	Central	Eastern	Western	Northern
Focus Areas	Enhancing BOS job Description	Grow Collections to 74Bn	Grow Collections to 44Bn	Increase Compliance
	Compliance Synergy	Reduce Suspense	Reduce Suspense	Grow employer registrations
	Improve Trainings	Increase Employer/ Employee Sensitizations	Increase Employer/ Employee Sensitizations and Registration	Improve Trainings
	Partnerships	Improve Deeds Performance	Increase Compliance	Enhance BOS/SRM Role
	Competitive Culture	Improve conversions & Compliance		Competitive culture
Collections Growth		· BMs to manage key business (1st Oct-17)	• Top 20 to be managed by BMs and RMs concentrate on smaller ones (1st Oct-17)	
		RM Targets set according to expected value from the rest/Small none regular contributing employers to enable better Relationship Management	Regional Employer meetings	
			Conduct 52 Roadshows and 8 Radio talk shows	
Employer Profiling and Registrations		· All Business Units to ensure achievement of 90% FY target (31st Jan-18)	<ul style="list-style-type: none"> • Drive employer registration up to 546 -10% above target (March 18) • Route Mapping for all Zones by RMs (30th Nov, 17) 	• Partnerships with Licensing bodies and leverage on the provision in S7 NSSF Act
Defaulters, Arrears Recovery plans and Compliance Synergy	<ul style="list-style-type: none"> • A dotted reporting line between compliance Auditors and branches 	Drive recovery and ensure availability of documented recovery efforts monthly (oct-17, RBM, BM)	<ul style="list-style-type: none"> • Top 10 defaulters per branch to be visited by BM every month and 5 top defaulters once every quarter by RBM 	Audits based on Risk Value Approach
	<ul style="list-style-type: none"> • Quarterly work plans Vs annual 	Introduce Periodic Outlook Alerts to respective RMs and BMs according to Deeds of Settlement	The Partnerships will help in in arrears recoveries, Member growth as well as compliance levels improvement SATs Campaign 560 by Jan-18.	Outsource Audits and pay auditors on penalty charged
	<ul style="list-style-type: none"> • Allocate money Targets to Compliance Auditors 	Complete SATs FY Target by Jan-18 to allow time to negotiate and recover arrears discovered	Complete 8 SATs per month each RM to allow collection of recovered amounts	Legal Support - Prosecute per sector and quantify how much legal has caused failure to collect
Suspense Reduction		Sort by name and value to advertise on local radio for un traceable suspense (RBM/BM Nov -17)	Sort out the untraceable and recommend for publication and transfer to the Statutory Reserve (Feb-17)	
		Engage key contributors on member details & foreign contacts (RBM Dec -17)	Fast track the implementation of IFMIS to reduce current incoming suspense	
		Recommend for transfer to Statutory Reserve for all untraceable (HOB, Dec -17)	Plantation Registration Project.- Flag off motorcycles to facilitate the clearance of Suspense (Nov-17). - Display names of people in Suspense on Employer Notice Boards esp. for Key contributors	
	Apportion conversion targets			Monitor Bad and ugly employers

BOS Role	Apportion Compliance Portfolio, following employers in arrears			Assist with compliance portfolio by following up
	Verification of Claims			Verification of Claims
	Run with "catch them young" in all higher institutions throughout the year			Run with "catch them young"
SRM Role				Monitor Voluntary Contributions
				Champion Sheet B
				Follow up Non- Compliant Employers
				Monitor SATs
				Employer KYC analysis
Improve Trainings	Introduce a customized course in Social Security given at induction		External training for all regional staff	Conduct Trainings early enough to aid within FY relevance
	introduce compulsory product knowledge sessions for "what's cooking" e.g. whistle blower, Friends with Benefits, any changes			
Partnerships	Uganda Medical Council - to bring onboard many unregistered medical facilities to improve compliance Ministry of Education & DEOs, Local Town Councils and Divisions, NGO Board, Gaming and Lottery Board	Establish working collaboration with respective DEOs and Inspectors of Schools in the region (Nov-17) to drive coverage and compliance	Establish Close working relations with DEOs and Inspectors of Schools BM) Schools constitute 65% of all Employers in the region	
		Working Partnerships also being worked up with URA Mbale and Jinja Offices (RBM,BM)	Other partnerships with Church Based Organizations and Local government authorities	
		Strategic Partnerships with Key NSSF Members in the region to drive compliance and Voluntary Registrations (RBM)		
	Private Sector Schools Association to manage defaulting schools			
Staff Motivation	Categories Awards for one-off achievement and consistent excellent performance	Introduce Regional Quarterly Performance Recognition/Awards to teams/members. (RBM, Dec-17)	Quarterly recognition of Star Performers in the Region	Adopt BOU model that provides for an allowance to staff working out of Kampala
		Introduce Regional Performance displays in all Business Units. (RBM, HOB mid Qtr. 3)	Regional RMs and ARMs' workshop (Jan-18)	
		Ensure fair/Equitable Targets among all Regional Business Units. (RBM, HOB)	Regional Team Building Events (Annual, Jun-18)	Fair and Know Parameters for HOB Awards
			Regional BMs monthly Performance meetings 2nd Monday of the month. (Nov-17)	

Challenges	Roadshow Reporting			Inadequate Resources i.e. Transport
	Opening boundaries for Employer Registration and Sheet B clearance			Late facilitations for outreach
	Aquila provision, general network, IT response			Slow response from IT
	Branding			