Table 20. 1: Public Sector Transformation Interventions and Respective Actors Intervention Actors Objective 1: Strengthen accountability for results across government 1. Review and strengthen the client chatter feedback mechanism to enhance the public demand for accountability OP, OPM, MoPS 2. Develop and enforce service and service delivery standards MoPS, OPM, NPA 3. Strengthening public sector performance management a. Administer and enforce performance contracts for political leadership b. Administer and enforce performance contracts across public service from Commissioner- level upwards c. Administer a pay reform and welfare system (eg housing) commensurate with performance contracts d. Institute the practice of strategic human resource management in all MDAs and LGs MoPS, OP, OPM, MoFPED, NPA 4. Enforce compliance to the rules and regulations OP, OPM, MoLG Objective 2: Streamline Government architecture for efficient and effective service delivery 1. Restructure Government institutions (MDAs & sectors) to align with new programme planning, budgeting and implementation a. Undertake functional analysis and reforms of government institutions b. Review and implement the recommendations on harmonization and restructuring of institutions report (2018) OP; MoPS; OPM; MoFPED; NPA; 2. Review and develop management and operational structures, systems and standards MoPS, OPM, MoLG 3. Rationalize and harmonize policies to support public service delivery OPM, MoPS, MoLG, MoFPED, NPA Objective 3: Strengthen human resource management function of Government for improved service delivery 1. Undertake nurturing of civil servants through patriotic and long-term national service training MoPS, OP; OPM; UPDF; NPA, LGs 2. Design and implement a rewards and sanctions system a. Introduce exit policy for non-performers and rewards for star performers at all levels. MoPS, OP; OPM; IGG; MoFPED 3. Empower MDAs to customize talent management (Attract, retain and motivate public servants) MoPS, OPM, MoFPED, MoLG 4. Roll out the Human Resource Management System (Payroll management, productivity management, work leave, e-inspection) MoPS, MoFPED, MoLG 5. Develop and operationalize an e-document management system MoPS 6. Review the existing legal, policy, regulatory and institutional frameworks to standardise regulation and benefits in the public service MoPS, MoFPED, MoJCA, Parliament 7. Upgrade Public sector training to improve relevance and impact. a. Strengthen training partnerships with tertiary institutions b. Implement E-learning programmes at the civil service college MoPS, MoE, NCHE, tertiary institutions Objective 4: Deepen decentralization and citizen participation in local development 1. Strengthen collaboration of all stakeholders to promote local economic development; a. Provide a conducive environment to facilitate Private Sector participation in investment in the local economy OP, MoLG, MoFPED, LGs, PSFU, DPs 2. Increase participation of Non-State Actors in Planning and Budgeting MoFPED, NPA, MoLG, LGs 3. Operationalize the parish model MOLG, OPM, OP, LGs, UBC, NPA THIRD NATIONAL DEVELOPMENT PLAN (NDPIII) 2020/21 - 2024/25 205 Intervention Actors 4. Build LG fiscal decentralization and self-reliance capacity a. Evaluate the fiscal decentralization policy MoPPED, MoLG, LGFC, NPA, OP, OPM, URA, LGs Objective 5: Increase accountability and transparency in the delivery of services 1. Reengineer public service delivery business processes a. Implement service delivery process reforms b. Automate institutional management functions c. Implement e-governance across the public sector MoICT&NG; NITA-U; MoPS, UBC 2. Design and implement electronic citizen (e-citizen) system a. Develop a mechanism that links vital personal data systems MoICT&NG, NIRA, NITA, OP, OPM, URA, MoH, MoES, Security Agencies, UBC 3. Improve access to timely, accurate and comprehensible public information a. Develop a common public data/information sharing platform b. Review the information and communication institutional framework c. Review and enforce standards of communicators and information disseminators on government business MoICT&NG, Uganda Media Centre, UBC, UCC, GCIC