
Vote:011 Ministry of Local Government

V1: Vote Overview

I. Vote Mission Statement

To coordinate and support all LGs in a bid to provide efficient and sustainable services, improve the welfare of the people and eradicate poverty.

II. Strategic Objective

- a. Promote democratic governance, transparency and accountability in local governments;
- b. Ensure that local governments deliver quality services to the population in an efficient and effective manner;
- c. Ensure compliance with and adherence to statutory requirements, national standards and policies by local governments;
- d. Build capacity of local governments councils, relevant to and necessary for efficient and effective service delivery;
- e. Facilitate realization of government's poverty reduction initiatives among the people and improve their wellbeing.

III. Major Achievements in 2017/18

MoLG registered the following half year performance for FY 2017/18;

DISTRICT ADMINISTRATION

15 LGs supervised; Special investigations against 2 CAOs in the DLGs of Amolatar and Bukwo carried out,
Two (2) quarterly review meetings for CAOs and Town Clerks of MCs held.
Support supervision and training of TPCs for 19 DLGs conducted.

LOCAL COUNCIL DEVELOPMENT

27 District Local Councils out of the 40 planned monitored during the financial year.
80 courts in eight districts out of the planned 180 courts monitored in 15 districts
Trained 600 councillors out of the planned 3,000 LC councilors
Resolved conflicts in 12 districts out of the planned 20 districts (60%).

URBAN ADMINISTRATION

16 Urban Councils were Monitored and Supported.
Monitored & trained 11 Urban Councils
24 TCs supported to renovate offices and procure office furniture.
10 Urban Local Governments were monitored and supported

DISTRICT INSPECTION

18 LGs were inspected and supervised
Conducted 04 Regional Local Revenue enhancement workshops for 37 LGs in Karamoja, West Nile, Lira, Gulu
Supported capacity on education service delivery in 54 LGs

URBAN INSPECTION

Taxi Park Policy reviewed,
40 urban LGs inspected and monitored.
83 LGs supported in implementation of Revenue enhancement strategies.
13 urban councils supported and mentored to enhance their Local Revenues.

FINANCE & ADMINISTRATION

6 Senior Management meetings conducted
Political leadership facilitated to monitor LGs
5 International meetings attended
10 Policy briefs submitted to Parliament
Rental & Utility obligations settled
Ministry premises and vehicles maintained

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Quarterly Financial reports and statements submitted
 Responses to audit and accountability reports submitted
 Emoluments to entitled officers paid
 12 contracts committee meetings conducted
 19 procurements and contracts monitored
 Ministers attended Cabinet meetings.
 Launched Kagadi TC
 Addressed Taxi drivers on policy guidelines in Tooro sub-region
 Participated in ULGA GM in Mbarara

HUMAN RESOURCE MANAGEMENT

Staff salaries, monthly pension and pension arrears were processed and paid
 Staff appraised & Records at Headquarters efficiently handled by Registry

POLICY AND PLANNING

4 DLGs of Zombo Maracha Arua and Nebbi were support in ICT and policy planning services
 Statistical Abstract for MoLG compiled.
 BFP for FY2018/19 prepared,
 Q1 & Q2 performance progress reports prepared & submitted
 Monitoring of government programs, projects & DDEG conducted in 17 districts
 Reviewed LGSSP 2015/16 -2019/20 & submitted to NPA

CAIIP III

178.5Kms of CARs constructed & handed over to DLGs
 5 APF shelters constructed.
 79 Agro-processing facilities installed in 31 districts

PRELNOR

Planning for the 1st batch of 600 farmer groups completed.
 Household mentoring rolled out in all the 9 project Districts
 596 out of 600 farmer groups identified for the establishment of demonstration sites.
 Processed GPS data and maps for Batch B & CARS
 Finalised procurement of 600km of Batch A CARs and obtained IFAD no-objection

UMMDAP

Signed addenda for execution of additional works for Busega & Nyendo Markets

SUPPORT TO MOLG

Outstanding obligations on 111 Vehicles for District Chairpersons cleared
 Support for office construction extended to; Nebbi MC, Kyegegwa, Ntungamo, Mpigi, Mubende, Bushenyi and Bulambuli

IV. Medium Term Plans

Review the LC Courts Act to rationalize the cost of administration of justice;
 Increased staffing of MoLG, LGs and capacity building;
 Strengthen LGs inspection and monitoring systems.
 Review of the LG regulatory framework in line with the PFM Act 2015
 Roll out of the IFMS Tier 1 to all Higher Local Governments;
 Professionalization of Accountants and Auditors;
 Acquisition of Ministry's own office premises;
 Operationalization of the new Ministry structure.

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V. Summary of Past Performance and Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (US\$ Billion)

	2016/17 Outturn	2017/18		2018/19	MTEF Budget Projections				
		Approved Budget	Expenditure by End Dec		2019/20	2020/21	2021/22	2022/23	
Recurrent	Wage	6.584	6.898	3.500	8.569	9.426	9.897	10.392	10.911
	Non Wage	9.810	20.691	5.705	9.710	11.846	13.623	16.347	19.617
Devt.	GoU	8.934	15.833	4.078	15.823	19.304	23.164	23.164	23.164
	Ext. Fin.	126.072	235.974	1.614	173.388	67.382	16.397	0.000	0.000
GoU Total		25.328	43.422	13.283	34.101	40.575	46.684	49.903	53.693
Total GoU+Ext Fin (MTEF)		151.399	279.396	14.897	207.490	107.957	63.081	49.903	53.693
Arrears		0.833	2.411	2.855	4.539	0.000	0.000	0.000	0.000
Total Budget		152.232	281.807	17.752	212.028	107.957	63.081	49.903	53.693
A.I.A Total		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Grand Total		152.232	281.807	17.752	212.028	107.957	63.081	49.903	53.693
Total Vote Budget Excluding Arrears		151.399	279.396	14.897	207.490	107.957	63.081	49.903	53.693

VI. Budget By Economic Classification

Table V6.1 2017/18 and 2018/19 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2017/18 Approved Budget				2018/19 Draft Estimates			
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	AIA	Total
Output Class : Outputs Provided	18.059	32.978	0.000	51.037	20.999	31.309	0.000	52.308
211 Wages and Salaries	7.488	4.281	0.000	11.769	9.302	5.830	0.000	15.132
212 Social Contributions	2.921	0.132	0.000	3.053	2.932	0.330	0.000	3.262
213 Other Employee Costs	0.803	0.000	0.000	0.803	1.639	0.213	0.000	1.852
221 General Expenses	1.861	15.503	0.000	17.364	1.827	5.422	0.000	7.249
222 Communications	0.081	0.025	0.000	0.106	0.312	3.160	0.000	3.472
223 Utility and Property Expenses	2.180	0.000	0.000	2.180	1.570	0.220	0.000	1.790
224 Supplies and Services	0.060	0.000	0.000	0.060	0.060	7.055	0.000	7.115
225 Professional Services	0.275	9.027	0.000	9.302	0.834	5.829	0.000	6.663
227 Travel and Transport	2.116	3.710	0.000	5.826	2.210	2.880	0.000	5.090
228 Maintenance	0.232	0.300	0.000	0.532	0.312	0.370	0.000	0.682
273 Employer social benefits	0.040	0.000	0.000	0.040	0.000	0.000	0.000	0.000
Output Class : Outputs Funded	11.018	0.000	0.000	11.018	0.050	0.000	0.000	0.050
291 Tax Refunds	0.050	0.000	0.000	0.050	0.050	0.000	0.000	0.050
321 DOMESTIC	10.968	0.000	0.000	10.968	0.000	0.000	0.000	0.000

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03 Local Councils Development Department	0.543	0.000	0.000	0.000	0.000	0.000	0.000	0.000
1292 Millennium Villages Projects II	0.650	0.000	0.000	0.000	0.000	0.000	0.000	0.000
23 Urban Administration and Development	0.966	0.000	0.000	0.000	0.000	0.000	0.000	0.000
09 Urban Administration Department	0.966	0.000	0.000	0.000	0.000	0.000	0.000	0.000
24 Local Government Inspection and Assessment	0.818	1.278	0.550	0.721	0.876	1.880	4.116	4.000
06 LGs Inspection and Coordination	0.000	0.133	0.051	0.085	0.176	0.380	1.416	0.700
10 District Inspection Department	0.511	0.658	0.267	0.379	0.400	0.800	1.500	1.800
11 Urban Inspection Department	0.307	0.488	0.232	0.257	0.300	0.700	1.200	1.500
49 General Administration, Policy, Planning and Support Services	12.426	16.632	8.724	27.968	25.611	36.004	41.856	44.076
01 Finance and Administration	8.805	5.577	3.614	3.453	6.320	6.643	5.800	7.000
05 Internal Audit unit	0.170	0.098	0.027	0.060	0.080	0.100	0.110	0.150
12 Policy & Planning Department	0.000	0.369	0.219	0.340	0.500	0.550	0.570	0.600
13 Human Resource Department	0.000	4.055	1.790	13.092	10.846	11.547	12.212	13.161
1307 Support to Ministry of Local Government	3.452	6.533	3.075	11.023	7.866	17.164	23.164	23.164
Total for the Vote	152.232	281.807	17.752	212.028	107.957	63.081	49.903	53.693
Total Excluding Arrears	151.399	279.396	14.897	207.490	107.957	63.081	49.903	53.693

VIII. Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2018/19)

Programme :	17 Local Government Administration and Development		
Programme Objective :	To build capacity of Local Governments, in a bid to ensure efficient and effective service delivery.		
Responsible Officer:	Director, Local Government Administration.		
Programme Outcome:	Improved performance of Local Governments.		
<i>Sector Outcomes contributed to by the Programme Outcome</i>			
1. Increased use of structures and systems for effective and efficient service delivery			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection
N / A			
N/A			
Programme :	24 Local Government Inspection and Assessment		
Programme Objective :	To promote democratic governance, transparency and accountability in Local Governments.		
Responsible Officer:	Director, Local Government Inspection		
Programme Outcome:	Improved compliance with set policies, regulations and statutory requirements by LGs.		
<i>Sector Outcomes contributed to by the Programme Outcome</i>			

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1. Coherent policy development and implementation, planning and budgeting			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection
N / A			
SubProgramme: 10 District Inspection Department			
<i>Output: 01 Inspection and monitoring of LGs</i>			
No. of Districts and subcounties inspected	127	132	132
<i>Output: 03 Annual National Assessment of LGs</i>			
Number of local governments meeting minimum conditions on service delivery	127	132	132
<i>Output: 04 LG local revenue enhancement initiatives implemented</i>			
Number of local governments with improved Local Revenue collections	30	60	90
SubProgramme: 11 Urban Inspection Department			
<i>Output: 01 Inspection and monitoring of LGs</i>			
No. of Districts and subcounties inspected	161	181	201
<i>Output: 04 LG local revenue enhancement initiatives implemented</i>			
Number of local governments with improved Local Revenue collections	65	68	72
Programme :	49 General Administration,Policy, Planning and Support Services		
Programme Objective :	To provide administrative support to the activities of the Ministry and to coordinate and guide its policy formulation, planning and budgeting functions.		
Responsible Officer:	Under Secretary/Finance&Administration		
Programme Outcome:	Effective and efficient Ministry administration and support services; Strengthened and coordinated policy and planning processes.		
<i>Sector Outcomes contributed to by the Programme Outcome</i>			
1. Increased use of the mechanisms and enhanced service delivery			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection
N / A			
SubProgramme: 1307 Support to Ministry of Local Government			
<i>Output: 20 Records Management Services</i>			
No. of staff (by gender) trained in Electronic document management system	3		

IX. Major Capital Investments And Changes In Resource Allocation

Table 9.1: Major Capital Investment (Capital Purchases outputs over 0.5Billion)

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FY 2017/18		FY 2018/19	
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs	
Vote 011 Ministry of Local Government			
<i>Program : 13 17 Local Government Administration and Development</i>			
Development Project : 1236 Community Agric & Infrastructure Improvement Project (CAIIP) III			
Output: 13 17 72 Government Buildings and Administrative Infrastructure			
100 kms of hydro power grid extended to 55 APF sites.	99Agro-processing facilities' (APFs) shelters constructed and 18Km of national electric power grid extended to APFs 5 APF shelters Were Constructed.		
Total Output Cost(Ushs Thousand)	4,000,000	1,454,022	0
Gou Dev't:	500,000	0	0
Ext Fin:	3,500,000	1,454,022	0
A.I.A:	0	0	0
Output: 13 17 73 Roads, Streets and Highways			
285.9 kms of CARs rehabilitated;	178.5Kms of Community Access Roads Constructed and Handed over to DLGs		
Total Output Cost(Ushs Thousand)	43,074,584	300,000	0
Gou Dev't:	1,063,000	300,000	0
Ext Fin:	42,011,584	0	0
A.I.A:	0	0	0
Output: 13 17 77 Purchase of Specialised Machinery & Equipment			
79 assorted APFs installed;	One(1) Maize Mill was installed in Namayingo District. and 79 Agro-processing facilities (APFs) fully installed in 31 districts.		
Total Output Cost(Ushs Thousand)	5,300,000	0	0
Gou Dev't:	300,000	0	0
Ext Fin:	5,000,000	0	0
A.I.A:	0	0	0
Development Project : 1360 Markets and Agricultural Trade Improvements Programme (MATIP 2)			
Output: 13 17 72 Government Buildings and Administrative Infrastructure			
11 markets constructed	Procurement process for the construction on seven Markets Completed and Due for Contract signing.	10 markets of Arua, Soroti, Busia, Tororo, Mbarara, Lugazi, Entebbe, Masaka, Moroto and Kasese constructed to 50% completion level of civil works	
Total Output Cost(Ushs Thousand)	102,078,665	298,180	88,288,402
Gou Dev't:	2,500,000	198,180	2,500,000
Ext Fin:	99,578,665	100,000	85,788,402
A.I.A:	0	0	0
Output: 13 17 77 Purchase of Specialised Machinery & Equipment			

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Assorted value addition facilities procured for the 11 markets.		Three high level value addition facilities for Busia, Arua and Soroti procured and installed	
Total Output Cost(Ushs Thousand)	400,000	0	1,340,000
Gou Dev't:	0	0	340,000
Ext Fin:	400,000	0	1,000,000
A.I.A:	0	0	0
Development Project : 1381 Restoration of Livelihoods in Nothern Region (PRELNOR)			
Output: 13 17 72 Government Buildings and Administrative Infrastructure			
3 bulk markets and 8 satellite markets constructed;		1 bulk market and 3 satellite markets constructed	
Total Output Cost(Ushs Thousand)	11,318,620	0	4,366,000
Gou Dev't:	200,000	0	0
Ext Fin:	11,118,620	0	4,366,000
A.I.A:	0	0	0
Output: 13 17 73 Roads, Streets and Highways			
600 kms of CARs constructed.		600km of Community Access Roads Constructed/rehabilitated and additional 350Km designed	
Total Output Cost(Ushs Thousand)	31,187,245	0	48,656,406
Gou Dev't:	101,000	0	0
Ext Fin:	31,086,245	0	48,656,406
A.I.A:	0	0	0
Output: 13 17 75 Purchase of Motor Vehicles and Other Transport Equipment			
124 motorcycles and 1 double cabin procured			
Total Output Cost(Ushs Thousand)	1,500,000	0	363,440
Gou Dev't:	200,000	0	0
Ext Fin:	1,300,000	0	363,440
A.I.A:	0	0	0
Output: 13 17 77 Purchase of Specialised Machinery & Equipment			
25 weather station equipment for 25 Sub counties procured.		Pilot road water harvesting technologies in 5 sites installed Additional Renewable Energy Technologies (RETs) to vulnerable households and selected public institutions installed 15 Automatic Weather stations in the project areas installed	
Total Output Cost(Ushs Thousand)	3,200,000	0	1,457,895
Gou Dev't:	200,000	0	0
Ext Fin:	3,000,000	0	1,457,895
A.I.A:	0	0	0
Development Project : 1416 Urban Markets and Marketing Development of Agricultural Products (UMMDAP)			
Output: 13 17 72 Government Buildings and Administrative Infrastructure			

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Completion of two markets.		Execution of Additional works for Works for Busega Markets signed additional addenda	
Total Output Cost(Ushs Thousand)	8,748,267	198,250	0
Gou Dev't:	2,748,281	198,250	0
Ext Fin:	5,999,986	0	0
A.I.A:	0	0	0
Program : 13 49 General Administration,Policy, Planning and Support Services			
Development Project : 1307 Support to Ministry of Local Government			
Output: 13 49 72 Government Buildings and Administrative Infrastructure			
			UMMDAP (Shs 1.7bn) & Mpigi SMU (Shs0.5bn) projects co-funded; Planned LG infrastructure monitored & needs assessment for offices conducted(Shs 0.462), LGs offices constructed (Shs 1.1bn)
Total Output Cost(Ushs Thousand)	500,000	0	3,822,589
Gou Dev't:	500,000	0	3,822,589
Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 13 49 73 Roads, Streets and Highways			
			Two District Local Governments supported in construction of roads and to bridge two swamps to support service delivery
Total Output Cost(Ushs Thousand)	0	0	700,000
Gou Dev't:	0	0	700,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 13 49 75 Purchase of Motor Vehicles and Other Transport Equipment			
outstanding obligations on Vehicles for District Chairpersons cleared, 4 Ministry vehicles procured and taxes cleared..			26 Inspection vehicles procured
Total Output Cost(Ushs Thousand)	5,533,249	3,023,848	4,560,000
Gou Dev't:	5,533,249	3,023,848	4,560,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 13 49 78 Purchase of Office and Residential Furniture and Fittings			
15 pieces of assorted furniture procured.			Partitioning for offices on Level five & assorted furniture & fittings for staff procured
Total Output Cost(Ushs Thousand)	100,000	880	650,000
Gou Dev't:	100,000	880	650,000
Ext Fin:	0	0	0
A.I.A:	0	0	0

X. Vote Challenges and Plans To Improve Performance

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Vote Challenges

CHALLENGES IN BUDGET EXECUTION

Inadequate funding for roll out of the Local revenue databases to all Local Governments.

Local Governments Administrative Infrastructure Constraints.

Institutional and human resource capacity gaps in MoLG and LGs;

Inadequate funding for Ministry core activities of coordination, Inspection, Guidance & support LGs;

Inadequate enforcement mechanisms for laws and regulations in LGs;

Inadequate skills, capacity & tools for Local revenue management in LGs

UNFUNDED PRIORITIES

Wage bill for filling vacant posts under MoLG new structures including CAOs, TCs there is need for UGX 1.276Bn

Wage Bill for vacant positions for HoDs at district level (10.6bn), sub-county chiefs (3.2Bn)and parish chiefs (1.07Bn) country wide.

Inadequacies in inspection of Local Governments There is need for purchase of dedicated inspection vehicles for 121 District LGs at 17.5bn 41 Vehicles for 41 Municipal councils at 6.25bn

Induction of councilors in the remaining 67 districts: The Ministry requires UGX 4.257bn to induct, orient councilors and special interest groups

Continuing With the Program of Construction of Markets in Municipalities. The Ministry requires UGX 250bn in the next phase of MATIP for creation of markets in other Municipalities like Mubende, Rukungiri, Ntungamo, Kiira, Kamuli, Nansana, Lugazi, Njeru. These markets once completed generate revenues for LGs

Creation of Cities to cope with the Rapid Rate of Urbanization: UGX 10.4 bn is required for operationalization of the planned cities by conducting physical planning of the proposed Municipalities by undertaking; feasibility studies, demarcation, geo-mapping and surveying, and extension of utility services.

Settlement of domestic arrears estimated at UGX 40.6 billion

Plans to improve Vote Performance

Implementation of new LG structures

Capacity building for LG and Ministry staff.

Commit adequate resources and capacity for LED activities;

Strengthen enforcement of urban laws and regulations.

Strengthen LG inspection systems

Advocate for additional funding for MoLG activities

Cost-effective approaches to inspection of LGs;

XI. Vote Cross Cutting Policy And Other Budgetary Issues

Table 11.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	Revisit work place policy, initiate and intensify work place advocacy and mobilization for HIV/AIDS interventions in the Local Government Sub-sector
Issue of Concern :	Absence of HIV strategic plan to guide HIV/AIDS interventions in the Local Government Sub-sector.
Planned Interventions :	Conducting stakeholders' workshops to develop the strategic plan on HIV/AIDS. Develop a comprehensive HIV/AIDS advocacy strategy for the LG sub-sector
Budget Allocation (Billion) :	0.030
Performance Indicators:	Strategic plan and advocacy plan in place

Issue Type: Gender

Objective :	Promote gender main streaming interventions in the Local Government Sub-sector
Issue of Concern :	Gender issues not well articulated and highlighted in the Sub-sector programs and projects

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Planned Interventions : Development of guidelines for mainstreaming gender concerns in the Local Government Sub-sector

Budget Allocation (Billion) : 0.010

Performance Indicators: Gender mainstreaming guidelines in place

XII. Personnel Information

Table 12.1 Staff Recruitment Plan

Post Title	Salary Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2018/19	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Accountant	U4 U	2	1	1	1	798,667	9,584,004
Askari	U8 U	4	2	2	2	419,718	5,036,616
Assistant Commissioner	U1E	1	0	1	1	1,624,934	19,499,208
Assistant Commissioner	U1E	2	1	1	1	1,645,733	19,748,796
Asst. Commissioner	U1 E	2	0	2	2	3,249,868	38,998,416
CAO	US1E	127	108	19	19	45,016,700	540,200,400
Commissioner	US1E	1	0	1	1	1,859,451	22,313,412
DCAO	US1E	127	105	22	22	40,907,922	490,895,064
Human Resource Officer	U4 L	2	0	2	2	1,289,570	15,474,840
Inspector	U4 L	2	0	2	2	1,289,570	15,474,840
Internal Auditor	U4U	1	0	1	1	834,959	10,019,508
Personal Secretary	U4 L	1	0	1	1	744,866	8,938,392
Pool Stenographer	U6L	1	0	1	1	425,074	5,100,888
Principal Assistant Secretary	U2 L	4	3	1	1	1,201,688	14,420,256
Principal Asst Secretary	U2 L	1	0	1	1	1,212,620	14,551,440
Principal Inspector	U2 L	2	0	2	2	2,471,704	29,660,448
Principal Inspector	U2 L	10	6	4	4	5,167,520	62,010,240
Principal Policy Analyst	U2 U	1	0	1	1	1,291,880	15,502,560
Principal Procurement Officer	U2 U	1	0	1	1	1,291,880	15,502,560
Principal Research Officer	U2U	2	0	2	2	2,564,630	30,775,560
Principal Urban Officer	U2 L	5	2	3	3	3,707,556	44,490,672
Research Officer	U4 L	1	0	1	1	1,094,258	13,131,096
Senior Inspector	U3 LOWER	8	3	5	5	4,513,060	54,156,720
Senior Accountant	U3 U	1	0	1	1	1,131,209	13,574,508
Senior Accounts Assistant	U5 U	2	1	1	1	537,405	6,448,860
Senior Assistant Secretary	U3 LOWER	4	3	1	1	990,589	11,887,068
Senior Economist	U3 U	1	0	1	1	1,004,232	12,050,784
Senior Human Resource Officer	U3 LOWER	2	1	1	1	933,461	11,201,532
Senior Office Supervisor	U5 U	1	0	1	1	237,790	2,853,480
Senior Research Officer	U3 LOWER	2	1	1	1	1,334,004	16,008,048
Senior Systems Analyst	U3 LOWER	1	0	1	1	1,204,288	14,451,456

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Senior Urban Officer	U3 LOWER	2	0	2	2	1,805,224	21,662,688
Stenographer Secretary	U5L	1	0	1	1	455,804	5,469,648
Stenographer Secretary	U5L	1	0	1	1	447,080	5,364,960
Systems Analyst	U4 L	2	0	2	2	2,179,066	26,148,792
TC	US1E	41	28	13	13	24,172,863	290,074,356
Total		396	275	121	116	176,951,186	2,123,414,232