

Vote:123 Rural Electrification Agency (REA)

V1: Vote Overview

I. Vote Mission Statement

Dedicated to socio-economic transformation of lives of Uganda's rural communities by extending electricity services in an equitable and sustainable manner.

II. Strategic Objective

To achieve an accelerated pace of Electricity access and service penetration to meet national development goals during the planning period and beyond.

III. Major Achievements in 2017/18

GOU Projects (10 Lots)

- Lot 1: Wakiso/Butambala/Mpigi-Project Closed
- Lot2: Masaka/Sembabule /Rakai-Project Closed
- Lot3: Nakasongola/Luwero-Project Closed
- Lot4: Kayunga/Mukono- Defects Liability Period Monitoring.
- Lot5: Manafwa/Mbale- Defects Liability Period Monitoring
- Lot6: Serere/Soroti/Palisa-ProjectClosed
- Lot7: Mbarara/Sheema- Defects Liability Period Monitoring
- Lot8: Ntugamo/Rukungiri-Under Defects Liability Period Monitoring
- Lot9: Bundibugyo/Kasese- projectClosed
- Lot10:Gulu/kKitgum/Pader/Otuke-projects Closed

JICA Phase III: Supplementary works under Mayuge-Namayingo, Lumino-Namayingo, Namayingo-Bumeru, Lutolo-Lufudu: The lines were under Defects Liability period.

KfW Grid Densification program to enhance electricity in rural and peri-Urban area: The evaluation committee prepared a shortlist of six firms and submitted a no objection from KfW was received. UMEME submitted the first batch of 56 schemes from the districts of Kampala, Mukono, Mityana, Masaka and Mubende in December 2017. However, wayleaves acquisition/negotiations and consumer mobilisation are in the critical path of the project. REA is providing to fast track the project.

BADEA/OFID: Construction of 33kv distribution lines of Kayunga and Kamuli:Overall progress is at 36% completion of works.

- Lot1: Kamuli, Buynde-Engineering Design and survey works were completed
- Lot2: Jinja-pole erection was ongoing at 90% Completion.
- Lot3: Kayunga-Pole erection was ongoing at 90% Completion.
- Lot4: Buikwe,Mukono-Pole erection was ongoing at 90% completion.

GOU Community Cost sharing Schemes were under Defects Liability Period monitoring.

BADEA/SFD Projects: Lots 1-2 were under Defects Liability Period Monitoring where as Lots 3-8 were under preparation for project closure.

- Lot1: Kasambira-Bugulumbya-Bukuutu(Kamli)-Under Defects Liability Period Monitoring.
- Lot2: Kapchorwa-Bukwo-Suam(Kapchorwa)-Under Defects Liability period Monitoring.
- Lot3: Mayuge-Bwondha Landing Site(Mayuge)- preparation of project closure reports.
- Lot4: Mityana-Lusalira(Hoima)-preparation of project closure report.
- Lot5: Lake victoria Free trade Zone(Rakai)-preparation of project closure report.
- Lot6: Hoima-Nalweyo(Hoima)-preparation of project closure report.
- Lot7:Apac-Chegere-Aleme(Apac)- preparation of project closure report
- Lot8: Kitgum-Namakora/Padipe(Kitgum)- Preparation of project closure report.

OPEC Projects: All the Lots 1 & 2 were under the Defects Liability Period Monitoring.

- Lot1: Ntenjeru-Mpenja, Biafra-Nakusubuyaki, Ziba-Namaseke-Nansagazi, Kiwale-Buyiira-Lugonjo-Ntimbe-Bukasa-Kisimbize-Buzzu-Banda-Kalambya-Natyole,Lukonda-Wangege Village, Nansagazi-Ssenyi Landing sites.
- Lot2: Aduku-Cawente, Aduku-Nambieso, Anduku-Inomo-Lira-Bala-Aloi-Omorog-Dogapio-Atura, Muhanga- Rwamucucu-Kisiizi-Kyempene with Tee-offs to Rugeeyo via Nyakishenyi.

Vote:123 Rural Electrification Agency (REA)

AFD Rural Electrification Schemes in North-Western, Mid- western, South western, southern and Rwenzori Electricity Distribution service territories: The overall progress was at 73% completion of works. pole dressing and conductor stringing was on-going in all lots.

Lot 1: North Western Service Territories (Hoima, Masindi, Kibaale, Kiryadongo Districts)-90% completion of works

Lot 2: Mid-Western, South and South Western Service Territories (Mbarara, Isingiro, Ntugamo and Kabale Districts)- 80% completion of works

Lot 3: Mid-Western and South Service Territories (Lyatonde, Rakai, Masaka, Lwengo, Sembabule, Bukomasimbi and Kiruhura)-70% completion of works.

Lot 4: North Western and Rwenzori Service Territories (Kyenjojo, Kyegegwa, Kabarole, Kasese, Rubirizi Districts)-48% completion of works.

Lot 5: Mid-Western Service Territories (Mitooma, Sheema, Bushenyi, Buhweju Districts)-76% completion of works.

IDB I Projects:

Construction and Distribution of Low Voltage networks in Karamoja sub-region under the Opuyo-Moroto 132 kv: Engineering designs & surveys & works for Lot 4 were completed where as for Lot3 were ongoing. The Overall project progress was at 8% completion of works. Pole erection is yet commence. The lines are as below.

Lot3: 33kV line from Moroto-Nakapiripirit, Moroto-Moroto Cement factory and Moroto- Katikekile with additional schemes in Amuhdat and Nakapiripirit

Lot4: 33kV line from Moroto-Kotido-Kabong, Kotido-Abim with tee-off to Kacheri with Additional Schemes in Namakora-Karenga-Kidepo

IDB II 132 kV Mirama – Kabale Electricity Transmission Line and Distribution Project: Contract signature, Site Handover, Contractor mobilization, Commencement of Engineering Designs & Surveys works were completed for both lots 3a and 3b.

Lot 3a: Construction of 33 kV sub-transmission lines from the existing 132 kV Opuyo – Moroto Transmission Line.

Lot 3b: Construction of 33 kV overhead lines from the proposed 132 kV Mirama – Kabale Transmission Line.

IDB III Funded Projects Grid Rural Electrification Project; Lots 2,3,5 & 6- Contract Signature, Site handover, Contractor Mobilization, Commencement of Engineering Designs and surveys works. Lot 1: Draft contract was sent to solicitor General for clearance and preparation for final contracts while for lot 4 preparation of final contract was ongoing.

Lot 1: RE schemes in the South Western, Western, North Western and Rwenzori Service Territories (Kisoro, Kabale, Kibaale, Kasese Kabarole, Bundibugyo, Buliisa, Sheema, Hoima and Masindi)

Lot 2: RE schemes in the West Nile, North North West, Central North & Northern Service Territories (Oyam, Moyo, Gulu, Alebtong, Amolatar, Lira, Kitgum, Lamwo)

Lot 3: RE schemes in the Central Service Territories (Mityana, Buikwe, Kamwenge, Mukono & Kyegegwa Districts).

Lot 4: RE schemes in the Central and Mid- Western Service Territories (Wakiso, Mpigi, Lwengo, Bukomansimbi & Kiruhura Districts)

Lot 5: RE schemes in the Central Service Territory (Nakaseke, Nakasongola, Luwero, Kiboga & Kyankwanzi Districts)

Lot 6: RE scheme in the Eastern & North Eastern Service Territories (Tororo, Pallisa, Mbale, Manafwa, Budaka, Jinja, Kween, Iganga, Kamuli, Luuka, Kumi, & Kapchorwa)

ABUDHABI Rural Electrification Projects in Kalungu District and Environs Projects: Contracts were cleared by Solicitor General and contract preparation was ongoing even when the Loan agreement has been signed.

AfDB Uganda Rural Electricity Access Project RE schemes in Luwero, Nakasongola, Kalungu, Kaliro, Buyende, Masaka, Kalangala, Nebbi, Nwoya & Gulu : Evaluation of Bids was ongoing

World Bank ERT III

4 Fast Track projects: The designs were completed but await the update of PAPS prior to commencement of procurement for a contractor.

-Kiganda-Mile 16 with tee-off Katabalanga & Kibyamirizi

-Ruhumba-Kashwa with tee-off Rwebishuri

-West Nile; Wandu-Yumbe-Moyo

-Onduparika-Odramachaku-Abiria

Other 17 lines: Update of EIA was ongoing . TORs for combined Engineering RAP update, Engineering review and Construction supervision reports were submitted to the Bank for a no objection.

Lot 1: Kibaale - Kikalu

Vote:123 Rural Electrification Agency (REA)

- Lot 2: Kabowa - Lumuli
- Lot 3: Bubiita - Bukalasi
- Lot 4: Kyabadaza - Masankwa.
- Lot 5: Nakifuma - Nagojje
- Lot 6: Mitemula - Nakiyaga
- Lot 7: Mubende - Kyabayanga
- Lot 8: Kiyagara – Bwizi, Biguri
- Lot 9: Rukoni (Mile 36)
- Lot 10: Karugutu - Ntoroko
- Lot 11: Kagongo - Rwengiri with tee-off Kigalama
- Lot 12: Ngeta - Ayala - Alito
- Lot 13: Dokolo -Aceng - Atur)

IV. Medium Term Plans

- During the medium term, focus will be on the following:-
- Intensification of consumer connections to the national grid.
 - Construction of power evacuation lines for mini-grids.
 - Contract signature for projects under procurement.
 - Packaging projects for funding from different development partners.

Vote:123 Rural Electrification Agency (REA)

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	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	Non Wage	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Devt.	GoU	53.419	81.976	19.931	101.976	124.411	149.293	149.293	149.293
	Ext. Fin.	99.026	367.645	94.404	534.562	835.892	569.432	49.025	0.000
GoU Total		53.419	81.976	19.931	101.976	124.411	149.293	149.293	149.293
Total GoU+Ext Fin (MTEF)		152.445	449.621	114.335	636.538	960.303	718.725	198.318	149.293
	Arrears	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Total Budget		152.445	449.621	114.335	636.538	960.303	718.725	198.318	149.293
A.I.A Total		32.621	42.840	13.389	46.625	49.275	51.003	53.499	55.291
Grand Total		185.067	492.461	127.724	683.164	1,009.578	769.727	251.817	204.584
Total Vote Budget Excluding Arrears		185.067	492.461	127.724	683.164	1,009.578	769.727	251.817	204.584

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	0.000	0.000	30.818	30.818	0.000	0.000	45.099	45.099
211 Wages and Salaries	0.000	0.000	11.118	11.118	0.000	0.000	11.118	11.118
212 Social Contributions	0.000	0.000	1.409	1.409	0.000	0.000	1.409	1.409
213 Other Employee Costs	0.000	0.000	3.079	3.079	0.000	0.000	3.035	3.035
221 General Expenses	0.000	0.000	4.968	4.968	0.000	0.000	3.705	3.705
222 Communications	0.000	0.000	0.372	0.372	0.000	0.000	1.021	1.021
223 Utility and Property Expenses	0.000	0.000	1.259	1.259	0.000	0.000	1.247	1.247
224 Supplies and Services	0.000	0.000	0.117	0.117	0.000	0.000	0.080	0.080
225 Professional Services	0.000	0.000	3.145	3.145	0.000	0.000	4.305	4.305
227 Travel and Transport	0.000	0.000	4.825	4.825	0.000	0.000	5.083	5.083
228 Maintenance	0.000	0.000	0.527	0.527	0.000	0.000	0.539	0.539
282 Miscellaneous Other Expenses	0.000	0.000	0.000	0.000	0.000	0.000	13.558	13.558
Output Class : Capital Purchases	81.976	367.645	12.022	461.642	101.976	534.562	1.526	638.064
312 FIXED ASSETS	81.976	367.645	12.022	461.642	101.976	534.562	1.526	638.064
Grand Total :	81.976	367.645	42.840	492.461	101.976	534.562	46.625	683.164

Vote:123 Rural Electrification Agency (REA)

Total excluding Arrears	81.976	367.645	42.840	492.461	101.976	534.562	46.625	683.164
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VII. Budget By Programme And Subprogramme

Table V7.1: Past Expenditure Outturns and Medium Term Projections by Programme and SubProgramme

<i>Billion Uganda shillings</i>	FY 2016/17 Outturn	FY 2017/18		2018-19 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2019-20	2020-21	2021-22	2022-23
51 Rural Electrification	152.445	492.461	114.335	683.164	1,009.578	769.727	251.817	204.584
01 Rural Electrification Management	0.000	30.818	0.000	45.099	34.275	34.003	34.799	35.656
1262 Rural Electrification Project	149.118	310.065	100.479	455.252	728.096	617.526	167.993	168.928
1354 Grid Rural Electrification Project IDB I - Rural Electrification	3.327	100.877	11.528	83.482	83.921	0.000	0.000	0.000
1428 Energy for Rural Transformation (ERT) Phase III	0.000	50.700	2.328	99.330	163.286	118.199	49.025	0.000
Total for the Vote	152.445	492.461	114.335	683.164	1,009.578	769.727	251.817	204.584
Total Excluding Arrears	152.445	492.461	114.335	683.164	1,009.578	769.727	251.817	204.584

VIII. Programme Performance and Medium Term Plans

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

Programme :	51 Rural Electrification		
Programme Objective :	To achieve universal access to electricity by 2040		
Responsible Officer:	Godfrey R. Turyahikayo		
Programme Outcome:	Increased access to rural electrification		
<i>Sector Outcomes contributed to by the Programme Outcome</i>			
1. Increased energy generation for economic development			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection

Vote:123 Rural Electrification Agency (REA)

• Number of consumers accessing electricity	120,457	150,000	180,000
SubProgramme: 1262 Rural Electrification Project			
<i>Output: 80 Construction of Rural Electrification Schemes (On-grid)</i>			
Number of line Kms of Low Voltage (240v) constructed	2898.281	160.4907	0
Number of line Kms of Medium Voltage (33Kv or 11Kv) constructed	5163.108	858.873	0
SubProgramme: 1354 Grid Rural Electrification Project IDB I - Rural Electrification			
<i>Output: 80 Construction of Rural Electrification Schemes (On-grid)</i>			
Number of line Kms of Low Voltage (240v) constructed	68.64	0	0
Number of line Kms of Medium Voltage (33Kv or 11Kv) constructed	319.8	0	0
SubProgramme: 1428 Energy for Rural Transformation (ERT) Phase III			
<i>Output: 80 Construction of Rural Electrification Schemes (On-grid)</i>			
Number of line Kms of Low Voltage (240v) constructed	186.64	94.18	631.54
Number of line Kms of Medium Voltage (33Kv or 11Kv) constructed	311.44	651.87	899.36

IX. Major Capital Investments And Changes In Resource Allocation

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

FY 2017/18		FY 2018/19
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs
Vote 123 Rural Electrification Agency (REA)		
<i>Program : 03 51 Rural Electrification</i>		
Development Project : 1262 Rural Electrification Project		
Output: 03 51 80 Construction of Rural Electrification Schemes (On-grid)		

Vote:123 Rural Electrification Agency (REA)

Germany (kFw)- 50% BADEA-100% BADEA/SFD- closed Abudhabi-50% OFID-closed IDBII RE-50% IDB III RE-50% AfDB -50% French projects -DLP ERT II -End DLP GOU Schemes-close	Grid Densification Program to Enhance Electricity in Rural and Peri-Urban Areas (KFW) Selection of schemes for other Service Providers was completed while for UMEME is on-going. BADEA/OFID:Construction of 33kv distribution lines kayunga and kamuli Lots 2,3,4- Pole erection is on-going at 90% and Lot 1- Engineering Design and Survey works are complete GOU Community Cost Sharing Schemes. Lots 1,2,3,6,9,10: Projects Closed and Lots 4,5,7 & 8 were under DLP Monitoring. BADEA/SFD Projects: Lots 1-2 were under DLP monitoring.Lots 3-8 were under Preparation for Project closure reports WORLD BANK ERT II(additional funding) –project closed OPEC PROJECTS: Lot 1& Lot 2 under DLP Monitoring FRENCH DEVELOPMENT AGENCY PROJECTS (AFD) Pole dressing and conductor stringing was on-going in all lots. Lot 1: 90% completion of works Lot 2: 80% completion of works Lot 3: 70% completion of works Lot 4: 48% completion of works Lot 5: 76% completion of works IDBII: Projects in mirama-Kabale & Teso-Karamoja sub-region. Contract signature, Site Handover, Contractor mobilization, Commencement of Engineering Designs & Surveys works for Lots 3a & 3b IDB III RE Projects in Northern, Central, Eastern, Western. Lots 2,3,5,6: Contract signature, Site Handover, Contractor mobilization, Commencement of Engineering Designs & Survey works. Lots 1: Draft Contract at Solicitor General for clearance, Lot 4: Preparation of final Contract on-going. ABUDHABI projects: Contracts were cleared by Solicitor General and Contract preparation is on-going. AfDB RE schemes: Evaluation of bids on-going.	-Construction supervision for the different Rural Electrification projects under implementation. -Monitoring for projects under the Defects Liability Period -Intensification of consumer connections to the main grid -Disbursement of connection materials.	
Total Output Cost(Ushs Thousand)	310,065,258	105,467,665	455,252,428
Gou Dev't:	72,999,000	19,018,663	96,227,200
Ext Fin:	225,044,615	81,460,756	357,499,193
A.I.A:	12,021,643	4,988,246	1,526,035
Development Project : 1354 Grid Rural Electrification Project IDB I - Rural Electrification			
Output: 03 51 80 Construction of Rural Electrification Schemes (On-grid)			
Rural Electrification Projects in Karamoja region. Nakapiripiriti-Moroto-Moroto Cement Factory-Moroto-Kotido Spur Abim, Koputh-Kaabong-Kidepo National Park with tee-off Karenga-Naam Okora Progress: 50% Completion of works.	Lot 3: Engineering Designs& Surveys works on-going. Lot 4: Engineering Designs& Surveys works completed.	-Complete commissioning of schemes -DLP Monitoring for Lot 4. -Commissioning of schemes under Lot 3 -Construction supervision -Commissioning and hand over of completed projects.	
Total Output Cost(Ushs Thousand)	100,877,000	11,527,523	83,482,344
Gou Dev't:	8,977,000	912,121	4,098,800

Vote:123 Rural Electrification Agency (REA)

Ext Fin:	91,900,000	10,615,402	79,383,544
A.I.A:	0	0	0
Development Project : 1428 Energy for Rural Transformation (ERT) Phase III			
Output: 03 51 80 Construction of Rural Electrification Schemes (On-grid)			
WORLD BANK ERT III (first four track lines)- Commencement of works	4 Fast track Projects -The designs were completed but await the update of the PAP's prior to commencement of procurement for a contractor. -Kiganda-Mile 16 with tee-off Katabalanga & Kibyimirizi -Ruhumba-Kashwa with tee-off Rwebishuri -West Nile; Wandi-Yumbe-Moyo -Onduparika-Odramachaku-Abiria	ERT Phase III Fast Track Lines: 50% completion West Nile Projects: 30% Completion	
WORLD BANK ERT III (17 lines)-Approval of Resettlement Action Plan(RAP) study reports	Other 17 lines(13 Lots) -Update of the EIA on-going. TORs combined Engineering RAP update, Engineering design review and construction supervision and submitted to the Bank for review. Lot 1: Kibaale - Kikalu Lot 2: Kabowa - Lumuli Lot 3: Bubiita - Bukalasi Lot 4: Kyabadaza - Masankwa Lot 5: Nakifuma - Nagojje Lot 6: Mitemula - Nakiyaga Lot 7: Mubende - Kyabayanga - Lot 8: Kiyagara - Bwizi, Biguri Lot 9: Rukoni (Mile 36) - Rwoho Lot 10: Karugutu - Ntoroko Lot 11: Kagongo - Rwengiri with tee-off Kigalama Lot 12: Ngeta - Ayala - Alito Lot 13: Dokolo -Aceng - Atur)	5 Packages (17 lines): -Receive no-objection to bid document. - Advertise for Works - RAP ReportApproval Grid intensification implementation by service providers at 70%	
Total Output Cost(Ushs Thousand)	50,700,000	2,327,808	99,329,560
Gou Dev't:	0	0	1,650,000
Ext Fin:	50,700,000	2,327,808	97,679,560
A.I.A:	0	0	0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

The major vote challenges include:-

- Lack of funds to carry out compensations for old projects.
- Untimely remittance of Non Tax Revenue by UETCL to REA.

Plans to improve Vote Performance

The different plans to improve vote performance include:-

- Enhancement of project Monitoring Unit (PMU) to improve follow-up of No-objection from funders.
- Expedite follow-up of payment certificates and disbursements.
- Continued monitoring and supervision of projects under implementation

Vote:123 Rural Electrification Agency (REA)

XI. Vote Cross Cutting Policy And Other Budgetary Issues

Table 11.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	To contribute to the reduction of HIV/AIDS spread
Issue of Concern :	<ul style="list-style-type: none"> • Spread of HIV/AIDS • Stigmatization of the affected persons (unemployment)
Planned Interventions :	<ul style="list-style-type: none"> • Employment opportunities for the affected persons • Enforce code of Ethics on contractors • HIV sensitization drives in partnership with the local leaders before, during and after project implementation (Defects Liability)
Budget Allocation (Billion) :	0.500
Performance Indicators:	<ul style="list-style-type: none"> • Number of affected persons gainfully employed during and after the project • Number of HIV awareness discussions held with the contractors • Number of sensitizaion drives held during the project cycle

Issue Type: Gender

Objective :	To mainstream gender in Rural Electrification programs
Issue of Concern :	<ul style="list-style-type: none"> • Unequal access to benefits from electricity works construction • Inequitable wayleaves compensation and associated gender based violence • Marginalising some vulnerable groups (the disabled, children, women, the elderly, among others).
Planned Interventions :	<ul style="list-style-type: none"> • Build capacity for gender mainstreaming in REA • Allocation of a percentage of the project funds geared towards Gender and Equity • Free connections for households and commercial enterprises • Redress for GBV victims
Budget Allocation (Billion) :	0.500
Performance Indicators:	<ul style="list-style-type: none"> • Number of vulnerable people getting connected • Increased empolymnt during and after implementation for all vulnerable people

Issue Type: Enviroment

Objective :	To ensure sustainable Environmental Management to avoid/minimise while implementing REA projects; ensuring planning and design, construction and monitoring staff, consultancy firms, contractors environmental impacts of project activities are kept minimal.
Issue of Concern :	<ul style="list-style-type: none"> • Pollution – air,water and soil • Damage to the eco systems • Soil contamination due to chemicals used in treating poles • Tree cutting • Interference with wetland functions
Planned Interventions :	<ul style="list-style-type: none"> • Compliance to the ESIA is emphasized during the project implementation. • Clean Development Mechanism (CDM) project has been developed • Payment of ecosystem services (tree planting)

Vote:123 Rural Electrification Agency (REA)

Budget Allocation (Billion) : 0.500

Performance Indicators:

- EIA certificates from NEMA
- Compliance monitoring reports
- Certified Emission Reductions

Table 11.2: AIA Collections

Source of AIA(Ush Bn)	2017/18 Budget	2017/18 Actual by Dec	2018/19 Projected
Interest from private entities - Domestic	42.840	13.278	46.625
Total	42.840	13.278	46.625

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	REA 6	2	1	1	1	6,498,347	77,980,165
Assistant Accountant	REA 7	1	0	1	1	4,641,677	55,700,124
Assistant Concession Monitoring Officer	REA 7	1	0	1	1	4,641,677	55,700,118
Assistant GIS/Surveyor	REA 7	4	0	4	4	18,566,706	222,800,472
Assistant OBT Officer	REA 7	1	0	1	1	4,641,677	55,700,118
Audit & Compliance Officer	REA 6	1	0	1	1	6,498,347	77,980,165
Connections Initiatives Officer	REA 6	2	0	2	2	12,996,694	155,960,331
Corporate Communications Officer	REA 6	1	0	1	1	6,498,347	77,980,165
Driver	REA 9	9	5	4	4	7,055,348	84,664,176
Head, PDU	REA 4	1	0	1	1	12,996,694	155,960,331
Maintenance Engineer	REA 6	1	0	1	1	6,498,347	77,980,165
Manager - ERT	REA 3	1	0	1	1	18,566,706	222,800,472
Manager - ST Monitoring	REA 3	1	0	1	1	18,566,706	222,800,472
Manager / Legal & Board Affairs	REA 3	1	0	1	1	18,566,706	222,800,472
Manager, Internal Auditor	REA 3	1	0	1	1	18,566,706	222,800,472
Office Assistant	REA 9	3	2	1	1	1,763,837	21,166,044
Principal Admin & HR Officer	REA 4	1	0	1	1	12,996,694	155,960,331
Principal Connections Officer	REA 4	1	0	1	1	12,996,694	155,960,331
Principal Engineer - Project Devt & Quality Control Mgt	REA 4	1	0	1	1	12,996,694	155,960,331
Principal Planning Engineer	REA 4	1	0	1	1	12,996,694	155,960,331
Project Engineer	REA 6	2	0	2	2	12,996,694	155,960,331
Senior Corporate Affairs Officer	REA 5	1	0	1	1	9,283,353	111,400,236
Senior PV Officer	REA 5	1	0	1	1	9,283,353	111,400,236
Senior Renewable Energy Officer	REA 5	2	1	1	1	9,283,353	111,400,236
Senior ST Monitoring Engineer	REA 5	1	0	1	1	9,283,353	111,400,236
Senior Technical Auditor	REA 5	1	0	1	1	9,283,353	111,400,236
Total		43	9	34	34	278,964,758	3,347,577,099