
Vote:125

National Animal Genetic Res. Centre and Data Bank

V1: Vote Overview

I. Vote Mission Statement

Establish a comprehensive and sustainable National Animal Breeding Program which meets the commercial and developmental interests of the actors along the livestock sub-sector value chains.

II. Strategic Objective

1. Enhance Animal Genetic Improvement efforts for increased animal Production and Productivity.
2. Conservation of Biodiversity, Sustainable Utilization and Development of Indigenous Animal Genetic resources.
3. Strengthened Institutional capacity, growth and development.
4. Client oriented services, collaborations, and entrepreneurship.
5. Establish a National Animal information resource and development centre.

III. Major Achievements in 2017/18

- 8,908 liters of liquid Nitrogen produced and supplied to different breeding Centers, this resulted in 6,146 doses of semen dispatched to farmers for artificial insemination. Semen from improved breeds is leading to improved animal Production and Productivity to rural farmers.
- 52 Artificial Insemination (AI) technicians were trained representing 26 districts, 04 were women and 48 were men. These trained technicians are responsible for extension of artificial insemination services to the farmers in the country in order to improve genetics for increased production and productivity.
- 50 pure breeds and 37 cross bred dairy calves were produced; these superior breeds will be used for extension services to improve the breeds of targeted farmers in the different agro ecological zones in Uganda.
- 243 indigenous cattle produced under the conservation and utilization of the indigenous animal genetic resources.
- 2,560 farmers were trained in piggery best practices, 65% females, 45% male and 52% youth. This has resulted in better management and production of quality pig genetics from pure lines including camborough, large white and land race.
- 771 students were trained on one day basis from 10 districts of Uganda on NAGRC&DB center farms across the country. This training has resulted into increased awareness of youth farmers about assisted reproductive techniques for improved production and productivity.
- 129,880 kuroiler day old chicks were produced and distributed to 136 households. Beneficiaries included 45% women, 54% men in the districts of Kampala, Mpigi, Butambala, Iganga, Jinja, Mbale, Kalangala, Kyenjojo, Kyegegwa, mukono, Luwero, Soroti, Rwengo, kabale, Bwike, Jinja, Iganga, Gulu.
- 150 acres of land was planted with maize resulting into (325) tons of maize silage, this was used to maintain the NAGRC herd for improved performance. This science was extended to 771 youth farmers from different parts of the country.
- 600 hay bales (Brachiaria sp) each weighing on average 900 Kgs were produced; they will be used for feeding animals.
- 30 new goat breeds were introduced, they included 20 Mubende and 10 small east African bucks, these bucks are to strengthen the conservation programmed of Mubende and Small east African goats at Ruhengyere and Kasorwe ranches respectively. This will help to sustain the regional gene bank of Eastern Africa and fulfill Uganda's pledge to conserve bio diversity under UN sustainable development goals.
- 04 farmer forums were initiated and/strengthened to enhance livestock breeding in the country, these are located in the eastern and western regions

IV. Medium Term Plans

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1. Optimize the capacity of NAGRC&DB to produce and supply breeding stock through purchase and multiplication of superior genetics, review and develop strategies for increased access, availability and utilization of improved genetics, ARTs and breeding stock by farmers, build strategic animal breeding partnerships with other organizations and farmers and Strengthen the animal health management systems on all NAGRC&DB centres e.g. animal health laboratory on each centre farm, capacity building.
2. Enhance capacity for sustainable production of highly nutritious animal feed resources through development and maintain maize gardens for fodder and grain for other livestock and fish and train and support staff in animal and fish nutrition.
3. Strengthen the rural poultry development programme through establishment of area poultry development units, poultry training and capacity for farmers in rural areas and fostering participatory community based poultry development initiatives.
4. Train and refresh all the breeding technicians to extend breeding services through Artificial insemination in the country in order for the farmers to access superior genetics at a lower cost.
5. Support participatory national animal breeding programmes and schemes for cattle, pigs, goats, poultry and fish by strengthening existing breeder associations and societies through advocacy, training and capacity building.
- 6.
7. Increase availability of improved fish genetic resources through establishing systems for production of founder brood.
8. Mechanise and equip all the centre farms and ranches located in the nine districts of Kiruhura, Bwike, Kamuli, Bulambuli, Pader, Apac, Wakiso, Kayunga and Kabarole, with necessary machinery and equipment in order to improve performance.
9. Establish gene banks for the indigenous animal genetic resources (including fish) by building the capacity of the human resource to handle cryopreservation techniques, fish culturing and genetics and conducting collaborative research with research institutions (ILRI, NLRI) for establishment of gene banks.
10. Promote sustainable utilization of indigenous animal genetic resources through establishment of superior indigenous animal populations/ units (herds or flocks, pools, fish), conduct short courses on uses of indigenous genetic resources and develop the use of molecular genetics technique in hastening genetic improvement of farm animals in Uganda.
11. Characterize and establish superior indigenous animal populations/ units through improvement of indigenous breeds in the niche market, develop specialized and dual purpose breeds and complete characterization and expression profiling of gene.
12. Strengthen human resource management and planning through improved corporate governance and upgraded organizational structure.
13. Establish, train a fully composed board in a timely manner as per the law, implement the new organization structure, develop a succession planning, capacity building plan and conduct organizational development activities including assessment, change management and organizational learning activities
14. Undertake continued infrastructural development at all of the NAGRC&DB units, the infrastructures will include administration blocks, laboratories, paddocks and fences, farm roads valley tanks and water reticulation.
15. Enhance technical supervision of all NAGRC&DB units for improved service delivery through training staff in GAPPs and adapting local agricultural best production practices (GAPPs) and international standards in NAGRC&DB centre farms with a focus on breeding.
16. Establishing entrepreneurship and business development unit to market value added products like (Meat chops, chicken pies, pork chops, dairy products, hides and skins etc.) to bring in income for NAGRC&DB.
17. Develop quality assurance, and reporting through strengthening the planning, and M&E function. This function will be responsible for developing an integrated M&E system for data collection, analysis and reporting across all NAGRC&DB centre farms, undertake baseline, midterm and end line evaluations, support all research initiatives with all NAGRC &DB centres, coordinate strategic and operational planning for NAGRC &DB centres, coordinate and provide technical support on resource mobilization and planning as well as donor liaison and provide technical and managerial support for the establishment and operationalization of the national data bank.
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19. Benchmark with countries that have demonstrated best practices and arrange periodic learning visits to these countries for staff.
20. Establish mechanisms for the successful delivery of client driven services through developing and implementing a partnership and engagement strategy.
21. Engage and operationalize partnerships and networks with stakeholders (MDA and private sector) in business ventures through exploring and engaging the private sector under the PPP framework.
22. Introduce products and services that fulfil client needs, solve problems, and create jobs and wealth by establish demonstration and training units at the farm centres and promoting apprenticeship, internship, and incubation hubs.
23. Advocate for a functional national livestock identification, registration and traceability policy through review of the current legal framework for establishment of a national livestock registration and traceability system.
24. Operationalize and develop an integrated data management system within NAGRC&DB and Operationalize and establish a computerized gene bank system

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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	1.908	1.900	0.950	1.900	2.090	2.195	2.304	2.419	
Non Wage	2.152	1.795	0.766	1.733	2.114	2.431	2.918	3.501	
Devt.									
GoU	7.999	7.464	0.934	7.364	8.984	10.781	10.781	10.781	
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
GoU Total	12.059	11.159	2.651	10.997	13.189	15.407	16.003	16.702	
Total GoU+Ext Fin (MTEF)	12.059	11.159	2.651	10.997	13.189	15.407	16.003	16.702	
Arrears	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
Total Budget	12.059	11.159	2.651	10.997	13.189	15.407	16.003	16.702	
A.I.A Total	0.913	3.420	0.903	7.064	6.264	6.500	6.500	7.000	
Grand Total	12.972	14.579	3.554	18.061	19.453	21.907	22.503	23.702	
Total Vote Budget Excluding Arrears	12.972	14.579	3.554	18.061	19.453	21.907	22.503	23.702	

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	4.159	0.000	3.420	7.579	4.623	0.000	7.064	11.687
211 Wages and Salaries	1.980	0.000	0.615	2.595	2.170	0.000	2.415	4.585
212 Social Contributions	0.190	0.000	0.030	0.220	0.190	0.000	0.246	0.436
213 Other Employee Costs	0.270	0.000	0.301	0.571	0.260	0.000	0.899	1.159
221 General Expenses	0.241	0.000	0.162	0.403	0.375	0.000	0.000	0.375
222 Communications	0.020	0.000	0.000	0.020	0.022	0.000	0.000	0.022
223 Utility and Property Expenses	0.190	0.000	0.074	0.264	0.140	0.000	0.430	0.570
224 Supplies and Services	0.576	0.000	2.088	2.663	0.958	0.000	2.625	3.583
227 Travel and Transport	0.405	0.000	0.090	0.495	0.362	0.000	0.420	0.782
228 Maintenance	0.288	0.000	0.060	0.348	0.147	0.000	0.030	0.177
Output Class : Capital Purchases	7.000	0.000	0.000	7.000	6.374	0.000	0.000	6.374
281 Property expenses other than interest	0.250	0.000	0.000	0.250	0.350	0.000	0.000	0.350
311 NON-PRODUCED ASSETS	0.000	0.000	0.000	0.000	0.100	0.000	0.000	0.100
312 FIXED ASSETS	6.400	0.000	0.000	6.400	4.560	0.000	0.000	4.560
314 INVENTORIES (STOCKS AND STORES)	0.350	0.000	0.000	0.350	1.364	0.000	0.000	1.364

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Grand Total :	11.159	0.000	3.420	14.579	10.997	0.000	7.064	18.061
Total excluding Arrears	11.159	0.000	3.420	14.579	10.997	0.000	7.064	18.061

VII. Budget By Programme And Subprogramme

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

Billion Uganda shillings	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
56 Breeding and Genetic Development	12.059	14.579	2.651	18.061	19.453	21.907	22.503	23.702
01 Headquarters-NAGRC&DB	2.633	2.799	1.317	5.664	4.008	3.224	3.085	3.665
02 Dairy cattle	0.246	0.324	0.042	1.124	0.447	1.092	5.736	5.809
03 Beef cattle	0.258	0.519	0.039	0.519	0.638	0.638	0.500	0.620
04 Poultry	0.060	2.480	0.030	2.060	2.320	2.738	0.400	0.598
05 Small ruminants & non ruminants	0.133	0.220	0.054	0.210	0.340	0.440	0.420	0.500
06 Pasture and feeds	0.300	0.225	0.071	0.620	1.261	1.341	0.641	0.541
08 National Animal Data Bank	0.041	0.025	0.010	0.025	0.250	0.250	0.125	0.200
09 Fish breeding and production	0.015	0.054	0.016	0.034	0.168	0.168	0.134	0.300
10 Assisted Reproductive Technologies (ARTs)	0.375	0.469	0.136	0.442	1.037	1.236	0.680	0.688
1325 NAGRC Strategic Intervention for Animal Genetics Improvement Project	7.999	7.464	0.934	7.364	8.984	10.781	10.781	10.781
Total for the Vote	12.059	14.579	2.651	18.061	19.453	21.907	22.503	23.702
Total Excluding Arrears	12.059	14.579	2.651	18.061	19.453	21.907	22.503	23.702

VIII. Programme Performance and Medium Term Plans

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

Programme :	56 Breeding and Genetic Development		
Programme Objective :	Production, Reproduction and Improved access to improved animal genetics.		
Responsible Officer:	Dr .CHARLES LAGU EXECUTIVE DIRECTOR		
Programme Outcome:	Increased availability and access to improved genetics.		
<i>Sector Outcomes contributed to by the Programme Outcome</i>			
1. Increased production and productivity of priority and strategic commodities			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection
• Percentage change in the utilization of improved germplasm.	10%	15%	20%

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SubProgramme: 02 Dairy cattle			
<i>Output: 07 Promotion of dairy cattle breeding</i>			
Number of dairy breeder associations and societies established/fostered.	6		
<i>Output: 09 Multiplication of pure Dairy animals & appropriate crosses</i>			
Number of improved dairy animals produced on and off NAGRC&DB Centre farms and ranches.	1000	2000	4000
Litres of liquid nitrogen produced	120000	150000	200000
No. of AI Satellite centres established	6	10	20
Number of farmers sensitized in assisted reproductive techniques (AI, ET, NPD)	2000	4000	6000
Number of technicians trained in assisted reproductive techniques (AI, ET, NPD)	1300	1500	2000
Quantity of improved breeds produced (cattle, goats, pigs, chicken)	1500000	1500000	2000000
SubProgramme: 03 Beef cattle			
<i>Output: 14 Multiplication of pure beef breeds & appropriate crosses</i>			
Number of improved beef animals produced on and off NAGRC&DB Center farms and ranches	2739	4000	5000
SubProgramme: 04 Poultry			
<i>Output: 19 Production and distribution of chicks</i>			
Quantity of improved bred chicken produced and extended to farmer households.	1500000	2000000	2500000
SubProgramme: 05 Small ruminants & non ruminants			
<i>Output: 21 Breeding & multiplication of meat goats</i>			
Number of Improved bred Goats produced / extended to goat farmer households.	1200	2000	3000
<i>Output: 23 Breeding & multiplication of pigs</i>			
Quantity of improved bred pigs produced and extended to pig farmer genetics.	600	1000	1500
SubProgramme: 06 Pasture and feeds			
<i>Output: 27 Evaluation and multiplication of improved pasture and fodder germ-plasm</i>			
Number of acres of various pasture germplasm established on NAGRC&DB Center farms and ranches	1200	2400	3000
Number of farmers trained in pasture establishment and dry season feeding.	3000	3500	4000
SubProgramme: 10 Assisted Reproductive Technologies (ARTs)			
<i>Output: 37 Training, refreshing and facilitating AI and MOET technicians</i>			
Number of assisted reproductive technologies technicians (AI, ET, NPD) trained/refreshed	1300	1500	2000
<i>Output: 38 Providing breeding-training to farmers and other stakeholders along the ARTs value chain</i>			
Number of farmers and technicians sensitized in assisted reproductive techniques (AI, ET, NPD)	3000	3500	4000
<i>Output: 39 Production, procurement and sale of semen, eggs, ova, embryos and their associated equipment</i>			
Quantity of Doses of semen produced and extended to dairy and beef farmers.	108000	120000	150000
No. of AI Satellite centres established/strengthened.	4	8	12

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Output: 40 Production, procurement and sale of liquid nitrogen and associated equipment.			
Litres of liquid nitrogen produced	120000	150000	200000
SubProgramme: 1325 NAGRC Strategic Intervention for Animal Genetics Improvement Project			
Output: 72 Government Buildings and Administrative Infrastructure			
Number of administrative structures established.	10	20	25
Output: 79 Acquisition of Other Capital Assets			
Number of cultivatable assets acquired	5700	5700	5700

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	
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Program : 01 56 Breeding and Genetic Development			
Development Project : 1325 NAGRC Strategic Intervention for Animal Genetics Improvement Project			
Output: 01 56 72 Government Buildings and Administrative Infrastructure			
Improved administrative Infrastructure on farms and ranch. Improved administrative infrastructure on farms and ranches.	<ol style="list-style-type: none"> 1) The establishment of two office Blocks at Maruzi and Lusenke is yet to start as the procurement processes are in their final stages of evaluation at the reporting time. 2) The establishment of two hay bans constructed at NAGRC&DB farms is yet to start; the procurement process is at evaluation stage. 3) The establishment of two spray races at Sanga and Njeru Stock farm is yet to start as the procurement processes are in the final stages of evaluation of bids. 4) Establishment of water reticulation at Lusenke, and Nshaara ranch farm is yet to start as the procurement process to get the best evaluated bidder is at the final stage of evaluation. 	Creation of enabling environment for breeding through establishment of administrative and livestock handling structures.	
Total Output Cost(Ushs Thousand)	3,400,000	181,104	1,500,000
Gou Dev't:	3,400,000	181,104	1,500,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 01 56 73 Roads, Streets and Highways			
Increased access to farms,ranches and controlled bush fires. Increased access to farms,ranches and controlled bush fires.	The establishment of the ten (10) Kilometers of farm roads and fire brakes at Maruzi ranch in Apac is at its final stage of evaluation of tender documents to get the best evaluated bidder.	Increased access to farms and ranches through opening of 30 KM of farm access roads and fire brakes.	
Total Output Cost(Ushs Thousand)	600,000	70,000	400,000
Gou Dev't:	600,000	70,000	400,000

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Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 01 56 75 Purchase of Motor Vehicles and Other Transport Equipment			
Improved service delivery of NAGRC&DB to different parts of the country.	Purchase and equipping the centre farms of Rubona in Kabarole, Maruzi in Pac and the bull stud at center with three service delivery pickups is at the final stage of evaluation.	Improved service delivery of NAGRC&DB	
Total Output Cost(Ushs Thousand)	500,000	19,047	625,000
Gou Dev't:	500,000	19,047	625,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 01 56 77 Purchase of Specialised Machinery & Equipment			
Improved mechanization of farms and ranches.	Mechanization of the center with a bulldozer, a tractor and implements for establishment of pastures and maintenance of the farms and ranches is at the final stage of evaluation.	Improved mechanization of farms and ranches for improved production and productivity of animals through pasture establishment and harvesting.	
Total Output Cost(Ushs Thousand)	1,900,000	16,362	180,000
Gou Dev't:	1,900,000	16,362	180,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 01 56 79 Acquisition of Other Capital Assets			
Improved stocks on farms and ranches leading to improved Production.	The process for Identification of pure Kigezi goats for conservation is long and goats are not got from one farm it involves moving longer distances and convincing farmers to surrender the animals.	Acquisition of genetic and non-genetic materials for massive breeding on and off NAGRC&DB farms and ranches.	
Total Output Cost(Ushs Thousand)	600,000	445,837	3,669,217
Gou Dev't:	600,000	445,837	3,669,217
Ext Fin:	0	0	0
A.I.A:	0	0	0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

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Inadequate development funds to handle the dilapidated infrastructure (Perimeter fencing, animal handling structure, water reticulation, accommodation on farms and ranches).

This has hindered gender and equity in recruitment since the environment doesn't support equity.

Inadequate salaries and wages to motivate scientists, the institutions wage bill is below the required levels to recruit and retain scientists who can deliver the institutions mandate of breeding and genetic development.

Inadequate funding, a factor which has affected optimization of the institution's potential for breeding and reproduction of quality genetics for all dairy and beef farmers in all parts of the country.

The chronic under funding of the institution has hindered proper breeding since breeding is an expensive venture, and it has affected the production and productivity of farm animals since genetic is a key factor.

Land encroachment all over the government center farms and ranches, this is a result of lack of legal and clear ownership by NAGRC&DB where all powers in regard to land are vested in the chairman Uganda land commission and NAGRC is just a user a factor which hinders easy litigation of the encroachers and delayed eviction hence loss land and breeding space.

Prolonged drought, the environmental changes have highly affected the vote performance most especially in the drought stricken areas such as south western Uganda and the northern hindering proper breeding as a result of poor nutrition.

Mechanization of farms and ranches; the institution for long has lacked mechanization equipment such as earth moving equipment to deal with thickets, farm roads, valley tanks and dams, tractors for farm transport and production all these factors have hindered equity and gender development.

Disease outbreaks and tick resistance during operations have come with all associated costs which hinder performance and delivery of the institutions mandate. Such diseases include foot and mouth disease (FMD), lumpy skin and east African coast fever (ECF)

Plans to improve Vote Performance

Revitalization of all Artificial insemination services in the country, the vote intends to undertake massive synchronization of farm animals for artificial insemination in the country.

Rehabilitation of the dilapidated farm infrastructure to create enabling environment for breeding.

The vote will improve the existing structures, construct new ones in order to meet the current demands of improved animal breeds.

Sensitization of the farming communities in Uganda to undertake genetics improvement as a driver to production and productivity.

Mechanization of farms and ranches, the vote intends to equip and mechanize the farms and ranches to allow increased production and productivity and at the same time allow gender mainstreaming.

Recruitment, training and retention of competent skilled personnel, the vote intends to recruit and train staff with improved salaries.

Improving security on farms and ranches, the vote intends to title all the center farms and ranches, advocate for transfer of ownership of land to NAGRC& DB for easy management of encroachment and reduced loss of land.

Pasture production and Improvement, the vote intends to intensify pasture production and improvement for improved livestock performance to meet the sector goal of improved production and productivity to meet the Establishment of the National animal

Automated livestock registry, the vote intends to establish the registry in order to keep records of animals and add value.

Conservation and utilization of indigenous animal genetic resources the vote intends to conserve and utilize the indigenous animal genetic resources, though, selection, evaluation, and equipment of farms and ranches. This will enable the vote be the regional gene bank of Easter Africa.

Improvement of water access for livestock production across all NAGRC&DB Center farms and ranches.

XI. Vote Cross Cutting Policy And Other Budgetary Issues

Table 11.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	Increase a awareness among est NAGRC&DB staff in relation to HIV/AIDS
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Issue of Concern :	Increasing number of HIV/AIDS infections among the youth and married people.
Planned Interventions :	Sensitization of the NAGRC&DB staff and the entire public about prevention of new infections and support of the positive living staff.
Budget Allocation (Billion) :	10,000,000.000
Performance Indicators:	Number of staff /people sensitized. The entity intends to train and sensitize two hundred staff .

Issue Type: Gender

Objective :	Promote gender equity and awareness among est staff and all stakeholders
Issue of Concern :	Limited number of women actively involved in livestock production on and off NAGRC&DB Center farms and ranches
Planned Interventions :	1) Support of the female live stock practitioners through training and refreshing in Assisted reproductive techniques. 2) Training female staff in both science and non scientific long term courses. 3) Sensitization of NAGRC&DB staff in gender and equity .
Budget Allocation (Billion) :	50,000,000.000
Performance Indicators:	1) Number of female livestock technicians sported and trained. 2) Number of female staff sported and sponsored for training. The entity targets to train ten female AI technicians and support five female staff at masters and post graduate course.

Issue Type: Enviroment

Objective :	Protect and preserve the environment in the livestock accommodating areas.
Issue of Concern :	There is a threat of enviromental degradation due to poor management of stocks and poor disposal of acaricides leading to dissociated effects.
Planned Interventions :	Training of farmers in livestock best practices.
Budget Allocation (Billion) :	20,000,000.000
Performance Indicators:	Number of farmers trained in the livestock best practices. The entity targets to train three thousand farmers.

Table 11.2: AIA Collections

Source of AIA(Ush Bn)	2017/18 Budget	2017/18 Actual by Dec	2018/19 Projected
Government Parastatals	3.420	0.000	0.000
Sale of (Produced) Government Properties/Assets	0.000	0.000	7.064
Total	3.420	0.000	7.064

XII. Personnel Information

Table 12.1 Staff Recruitment Plan

Post Title	Salalry 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)
Tractor Operator	FIXED	10	6	4	4	1,720,500	20,646,000
Total		10	6	4	4	1,720,500	20,646,000