

# Vote:106 Uganda Human Rights Commission

## V1: Vote Overview

### I. Vote Mission Statement

To protect and promote fundamental Human Rights and freedoms in Uganda for sustainable development

### II. Strategic Objective

1. To promote observance of human rights and Accountability
2. To adequately inform and empower citizens to participate in governance
3. To promote Economic, Social and Cultural Rights
4. To improve state compliance with international, regional, and national human rights obligations
5. To operationalize and Strengthen UHRC Systems

### III. Major Achievements in 2018/19

This section presents the Commission's major achievements for the period July – December 2018 with funding from Government of Uganda (GoU) and Development Partners: Justice Law and Order Sector (JLOS), Democratic Governance Facility (DGF), GiZ, and UNDP. The achievements are aligned to the UHRC Outcomes and Outputs in the Strategic Plan. The Outcomes are: Enhanced Observance of Human Rights and accountability; adequately informed and empowered citizenry that participate in governance; Economic, Social and Cultural Rights Promoted; and UHRC Systems Strengthened and Operationalized.

#### 1. PROMOTE OBSERVANCE OF HUMAN RIGHTS AND ACCOUNTABILITY

- a) The UHRC received a total of 2,397 with 1,548 male and 849 Female complaints of which 420 (291 male, 129 Female) were registered from the 10 regional offices and head office. A total of 1,977 cases (1259 male, 718 Female) were referred to other institutions that can appropriately manage the complaints like UPS, Judiciary, FAO, IGG, ACTV and other ministries.
- b) The UHRC fully concluded 295 complaints through investigations and 55 (10 Men and 44 Female) complaints concluded through Alternative Dispute Resolution (ADR) mechanism who were mainly vulnerable mothers and PWDs.
- c) The UHRC inspected a total of 477 detention facilities to ascertain the condition of detainees/ Prisoners including 70 prisons, 219 police stations, 181 police posts, 5 military detention and 2 children's remand homes. The issues handled during inspections include; Juvenile detained with adult offenders; Mothers incarcerated with their children; and access to sanitary towels.
- d) UHRC followed the influx of refugees in the district of Arua, Koboko, Yumbe, Moyo, Adjumani, Kiryadondo, Lamwo, Isingiro, Kabarole, Kyegegwa and Kiroso seeking for asylum and protection due to increased security threat.
- e) Two bills ( Administration of the Judiciary bill 2018 and the Sugar bill) and 5 ordinances including local Government- Kalangala town council HIV/AIDs and Gender based violence and Control bye-law of 2015, The local government -Lyantonde district Universal Primary School Education Ordinance of 2018; District Natural resource bill 2016-Ntoroko; District restoration of forestry and tree planting -kyegegwa district; Range land ordinance of 2018- kyegegwa district.
- f) The UHRC assessed the compatibility of national legislation with the convention on the Rights of the Children. The objectives of the assessment included; identifying legislative provisions that were incomplete with international standards and identifying gaps where the legislation fails to recognize or does not adequately recognize or protect, internationally recognized rights and principals.
- g) UHRC made submission to the Government reports on CEDAW and CRC
- h) UHRC also made special focus on sexual violence and exploitation in schools with its associated negative impacts on physically, mental health and social well being of both boys and girls.

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- i) Development and production of Human Right report in braille to enable people with visual impairment have access to information
- j) Hired sign language interpreters especially during tribunals, important human rights functions to enable the deaf access information

### 2. ADEQUATELY INFORMED AND EMPOWERED CITIZENRY THAT PARTICIPATE IN GOVERNANCE

There is a general lack of understanding among citizens and duty bearers on human rights which has been manifested in increasing number of human rights violations/ abuse cases as reflected in detention beyond 48 hours, deteriorating human rights situation in detention facilities, and increasing riots and strikes as people try to express their dissatisfaction on human rights violations/ abuse. The Commission therefore envisages intensifying awareness on human rights especially amongst citizens as well as monitoring and compelling government to effectively play its role in preventing and responding to human rights violations.

b) UHRC therefore undertook intensive civic education especially targeting the most disadvantaged and most excluded such as the children, women, youth, People with disabilities and refugees for purposes of reducing on vulnerability, discrimination and exploitation. This was intended to promote civic engagement and support democratic and participatory governance in order to create an informed citizenry that is empowered to engage with the leadership, legal, policy and institutional frameworks for the enhancement of good governance

The civic education and human rights awareness conducted was through throughout the country and using various methods and approaches: community baraza, use of civic education vans, IEC materials and public meetings. The key achievements were:

a) A total of 181,624 IEC materials including brochures, branded t- shirts, branded caps, branded Christmas greeting cards, annual reports among others printed and distributed in Hoima, Kyankwanzi, Kikuube, Masindi, Buliisa, Yumbe, Rakai, Maracha, Zombo, Arua, Kyotera, Lyantonde, Lwengo, Bukomansimbi, Kalangala and Kampala districts. Matched during the International Human Rights Day, stakeholders through the UHRC countrywide regional offices. The IEC materials helped the community members to appreciate various human rights concepts outlined in the respective materials produced and distributed. As a result there will be reduction in human rights violations in the respective communities.

b) A total 65 schools with 5,295 (2,634 male and 2,661 female) students and teachers sensitized about the aims and objectives of HRCs and the role of club members, the role of the patron and the executive committee, how to fund raise for activities and how to work with the Commission. The students also gained knowledge on the concept of human rights, the responsibilities attached to human rights, redress mechanisms available in case of any violations and the mandate, functions and powers of the Commission and how it can be accessed.

c) A total of 35 radio talk shows on 16 radio stations with 280 callers (214 male and 66 female) and 715 radio spot messages were aired out. The radio talk shows were used as avenues to sensitized the public on the concept of 'Human Rights' explained and the functions of Uganda Human Rights Commission as a national human institution mandated to protect and promote human rights as well as explaining to the rights of citizens, their duties and responsibilities. The Commission conducted two Television talk shows aired out on the NBS and NTV television stations.

d) A total of 53 baraza sensitization meetings in the 10 regional offices reaching out to 31 districts were conducted. Through this approach, 6,703 community members (4,634 male and 2,302 female) were sensitized on mandate of the Commission, concept of human rights; mandate of the police, the law of succession, children's rights and responsibilities as well as the responsibilities of parents and what human rights entail (what human rights are, their limitations and the responsibilities of citizens as per the 1995 Constitution as amended.

e) The Commission created human rights awareness using the civic education van through roadshows in 59 districts and 435 trading centers/villages. A total of 33,413 (21,664 male and 11,749 female) were sensitized on different themes which included rights/responsibilities of refugees, land rights, children's rights, rights of suspects and on the mandate, powers and functions of the UHRC, Domestic Violence, causes, effects and possible solutions.

f) UHRC participated in joint commemoration activities with partners to mark the International Human Rights Day which was built on the global "Stand-Up 4 Rights" and the Constitutional day built on the theme "Upholding the rule of law Constitutionalism and human rights a responsibility for all" which were commemorated in all the UHRC regional offices

### 3. ECONOMIC, SOCIAL AND CULTURAL RIGHTS PROMOTED

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For over a period of time UHRC has observed that the Economic, Social and Cultural Rights have not received the great attention they deserve. This includes: the right to health; right to housing; right to education and the right to a clean environment. The omission therefore had interventions in this regard that include:

- a) Monitoring a total of 80 health facilities in eight (8) regional offices assessing the right to health situation in 12 hospitals, 14 HCIV, 35 HCIII and 19 HCII.
- b) Monitoring the human right situation in sugar plantations within Hoima, Central, Gulu and Jinja regional offices. A total number of 15 plantations were visited at least once during the reporting period

#### 4. UHRC SYSTEM STRENGTHENED AND OPERATIONALIZED

Strengthening Institutional Systems is core to effective delivery of human rights services in Uganda. Therefore, undertook various activities and achieved the following:

- a) The Uganda Human Rights Commission carried out an Organizational Development staff retreat for 186 UHRC staff (86 male and 100 female) to boost efficiency and productivity in their respective roles and responsibilities.
- b) The Commission organized an induction training of the newly recruited staff. The training attracted 44 participants (19 male and 25 female).
- c) The Commission opened up and operationalized two field offices under Fort Portal regional Office. These are: Kasese field office Plot 13 Crescent Road, Kasese Municipality, Kasese district and Bundibugyo field office Plot 100, Fort Portal Road, Opposite Bundibugyo District Local Government office, Bundibugyo district.
- d) The UHRC Purchased 4 desktop computers and 4 printers for the newly created field offices to promote the use of HURIS.

#### IV. Medium Term Plans

In the medium term, the Commission plans to:

- a) Reduce case backlog at both Investigations and Tribunal level from 1,000 to 500 and 1,200 to 600 respectively.
- b) Increase the engagement with the leadership of JLOS Institutions and UPDF at national and sub-national levels with a view to improving the state of human rights in places of detention.
- c) Deepen civic engagement and human rights awareness in the country in order to create a critical mass of citizens that are aware of their rights and responsibilities.
- d) Intensify efforts geared towards improving the employment conditions of the Commission and its staff in terms of competitive salaries, staff welfare and tools of trade
- e) Dedicate resources to enhancing the technical capacity of staff to address emerging human rights issues.
- f) Engage with all political actors, civic leaders and the general public on a peaceful electoral process to enhance the protection and promotion of human rights.
- g) Enhance UHRC services and visibility at the sub-national levels through construction of regional offices at Masaka and Moroto ; and also opening new regional offices at Lira , Kabale and Mbale
- h) Construction of UHRC Headquarters at Buganda Road
- i) Fully automate all its financial and administrative services with links to other important national databases

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## V. Summary of Past Performance and Medium Term Budget Allocations

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

	2017/18 Outturn	2018/19		2019/20	MTEF Budget Projections			
		Approved Budget	Expenditure by End Dec		2020/21	2021/22	2022/23	2023/24
<b>Recurrent</b>								
Wage	5.391	6.595	2.526	6.595	6.925	7.271	7.634	8.016
Non Wage	12.094	12.267	5.216	12.267	14.107	16.928	20.314	24.377
<b>Devt.</b>								
GoU	0.411	0.412	0.027	0.412	0.494	0.494	0.494	0.494
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>	<b>17.896</b>	<b>19.274</b>	<b>7.768</b>	<b>19.274</b>	<b>21.526</b>	<b>24.693</b>	<b>28.442</b>	<b>32.887</b>
<b>Total GoU+Ext Fin (MTEF)</b>	<b>17.896</b>	<b>19.274</b>	<b>7.768</b>	<b>19.274</b>	<b>21.526</b>	<b>24.693</b>	<b>28.442</b>	<b>32.887</b>
Arrears	0.202	0.951	0.950	0.891	0.000	0.000	0.000	0.000
<b>Total Budget</b>	<b>18.098</b>	<b>20.225</b>	<b>8.718</b>	<b>20.165</b>	<b>21.526</b>	<b>24.693</b>	<b>28.442</b>	<b>32.887</b>
<b>A.I.A Total</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<b>Grand Total</b>	<b>18.098</b>	<b>20.225</b>	<b>8.718</b>	<b>20.165</b>	<b>21.526</b>	<b>24.693</b>	<b>28.442</b>	<b>32.887</b>
<b>Total Vote Budget Excluding Arrears</b>	<b>17.896</b>	<b>19.274</b>	<b>7.768</b>	<b>19.274</b>	<b>21.526</b>	<b>24.693</b>	<b>28.442</b>	<b>32.887</b>

## VI. Budget By Economic Classification

Table V6.1 2018/19 and 2019/20 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2018/19 Approved Budget				2019/20 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
<b>Output Class : Outputs Provided</b>	<b>18.862</b>	<b>0.000</b>	<b>0.000</b>	<b>18.862</b>	<b>18.862</b>	<b>0.000</b>	<b>18.862</b>
211 Wages and Salaries	9.816	0.000	0.000	9.816	9.816	0.000	9.816
212 Social Contributions	0.932	0.000	0.000	0.932	0.932	0.000	0.932
213 Other Employee Costs	2.274	0.000	0.000	2.274	2.248	0.000	2.248
221 General Expenses	1.572	0.000	0.000	1.572	1.570	0.000	1.570
222 Communications	0.368	0.000	0.000	0.368	0.386	0.000	0.386
223 Utility and Property Expenses	2.506	0.000	0.000	2.506	2.655	0.000	2.655
224 Supplies and Services	0.064	0.000	0.000	0.064	0.064	0.000	0.064
225 Professional Services	0.086	0.000	0.000	0.086	0.055	0.000	0.055
227 Travel and Transport	0.961	0.000	0.000	0.961	0.818	0.000	0.818
228 Maintenance	0.282	0.000	0.000	0.282	0.316	0.000	0.316
<b>Output Class : Capital Purchases</b>	<b>0.412</b>	<b>0.000</b>	<b>0.000</b>	<b>0.412</b>	<b>0.412</b>	<b>0.000</b>	<b>0.412</b>
312 FIXED ASSETS	0.412	0.000	0.000	0.412	0.412	0.000	0.412
<b>Output Class : Arrears</b>	<b>0.951</b>	<b>0.000</b>	<b>0.000</b>	<b>0.951</b>	<b>0.891</b>	<b>0.000</b>	<b>0.891</b>
321 DOMESTIC	0.951	0.000	0.000	0.951	0.891	0.000	0.891

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Grand Total :	20.225	0.000	0.000	20.225	20.165	0.000	20.165
Total excluding Arrears	19.274	0.000	0.000	19.274	19.274	0.000	19.274

### VII. Budget By Programme And Subprogramme

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

Billion Uganda shillings	FY 2017/18 Outturn	FY 2018/19		2019-20 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2020-21	2021-22	2022-23	2023-24
<b>53 Protection and Promotion of Human Rights</b>	<b>18.098</b>	<b>20.225</b>	<b>8.718</b>	<b>20.165</b>	<b>21.526</b>	<b>24.693</b>	<b>28.442</b>	<b>32.887</b>
01 Statutory	17.687	19.813	8.691	19.753	21.031	24.199	27.948	32.393
0358 Support to Human Rights	0.411	0.412	0.027	0.412	0.494	0.494	0.494	0.494
<b>Total for the Vote</b>	<b>18.098</b>	<b>20.225</b>	<b>8.718</b>	<b>20.165</b>	<b>21.526</b>	<b>24.693</b>	<b>28.442</b>	<b>32.887</b>
<b>Total Excluding Arrears</b>	<b>17.896</b>	<b>19.274</b>	<b>7.768</b>	<b>19.274</b>	<b>21.526</b>	<b>24.693</b>	<b>28.442</b>	<b>32.887</b>

### VIII. Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators ( Only applicable for FY 2019/20)

<b>Programme :</b>	53 Protection and Promotion of Human Rights				
<b>Programme Objective :</b>	<ul style="list-style-type: none"> <li>- To promote observance of human rights and accountability.</li> <li>- To adequately Inform and empower citizens to participate in governance.</li> <li>- To promote economic, social and cultural rights.</li> <li>- To improve state compliance with International, Regional and National Human Rights obligations.</li> <li>- To strengthen UHRC systems and operations.</li> </ul>				
<b>Responsible Officer:</b>	Patrick Mabiho Nyakaana				
<b>Programme Outcome:</b>	Improved observance of human rights				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
<b>1. Observance of human rights and fight against corruption promoted</b>					
<b>Outcome Indicators</b>	<b>Performance Targets</b>				
			<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>
	<b>Baseline</b>	<b>Base year</b>	<b>Target</b>	<b>Projection</b>	<b>Projection</b>

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• Disposal rate of human rights cases	199	2018	350	350	350
• Proportion of UHRC recommendations adopted	65%	2018	75%	75%	75%
• Share of the population with knowledge about Human rights	42%	2018	55%	70%	80%
<b>SubProgramme: 01 Statutory</b>					
<b><i>Output: 01 Investigation and resolution of Complaints</i></b>					
% of back log cases in system at tribunal			65%	60%	50%
% of fully investigated ases to those that are registered			70%	70%	70%
Average time taken to dispose off complaints (months)			18	19	18
Number of cases disposed off through tribunal and mediation			60%	60%	60%
Number of complaints fully investigated			900	600	400
<b><i>Output: 02 Human rights education</i></b>					
Number of human rights community meetings (Barazas)			350	350	350
Number of IEC materials on human rights made and circulated			80000	100000	120000
Number of security agents trained			5000	10000	10000
<b><i>Output: 03 Monitoring compliance with human rights standards and treaties ratified by Uganda</i></b>					
Percentage of bills reviewed for human rights compliance			65%	70%	80%
Percentage of places of detention inspected at least once a year			40%	40%	40%
<b><i>Output: 07 Uganda Human Rights Commission Services enhanced at regional and national level</i></b>					
Percentage of human resource decisions made by the Commission implemented			80%	95%	99%
Percentage of mandatory financial reports prepared			100%	100%	100%
Percentage of queries raised by Auditors fully acted upon			80%	85%	90%
Percentage of recommendations of Management Committee actually implemented			90%	98%	100%
<b><i>Output: 08 Enhanced planning, program coordination, monitoring and evaluation.</i></b>					
Percentage of planned activities implemented according to budget			95.5%	98%	99.9%
Percentage of quartely physical progress reports submitted on time			100%	100%	100%
Percentage of regional offices monitored and evaluated on performance per quarter			100%	100%	100%
Strategic investment plan reviewed/rolled over annually			1	1	1

## IX. Major Capital Investments And Changes In Resource Allocation

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

N/A

## X. Vote Challenges and Plans To Improve Performance

### Vote Challenges

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Parliament of Uganda has consistently made recommendations to Ministry of Finance to increase UHRC budget MTEF ceiling over the years in order to overcome challenges facing the commission. However, most of the recommendations have not been put into consideration including the recent ones resulting from the review of the UHRC BFP for FY 2019/2020.

1. Staff turnover due to non-competitive and low remuneration and motivation; besides there is also inadequate staff strength and thin /limited structure insufficient to provide human rights services needed throughout the country. The Committee recommended that government provides Ushs. 12.75billion as additional wage bill for UHRC for FY 2019/20. The committee also recommended that UHRC be provided with additional Ushs. 11.75billion as the attendant non-wage recurrent budget for FY 2019/20. The committee further recommended that the implementation of the staff structure be implemented over the medium term.
2. Inadequate and old tools to perform the mandate and functions of the Commission especially the few and obsolete fleet of vehicles which are in poor condition. The committee recommended that a provision of Ushs 3.66 billion in FY 2019/20 for the provision of 17 vehicles to facilitate the Commission undertake its countrywide activities.
3. Inadequate Finances (operational expenses, technological development, infrastructural development). The committee recommended that Ushs 0.25 billion be provided in FY 2019/20 to undertake feasibility studies and obtain detailed engineering designs and required approvals for the Construction of UHRC headquarters at Buganda Road.
3. The commission has only two civic education vans which are inadequate to serve the entire country to cause meaningful impact on civic knowledge and human rights awareness. The committee recommended an additional Ushs.1.5 billion to the non-wage recurrent budget to undertake countrywide sensitization campaigns on protection and promotion of human rights. The balance should be provided over the medium term
4. Delayed appointment for members of the commission resulting into malfunctioning of Commission activities especially the execution of tribunals.
5. Delayed payment and accumulation of UHRC tribunal awards
6. Low levels of compliance with UHRC recommendations by MDAs
7. High dependency on donor support for UHRC core activities; quite often the funding is unpredictable and for one-off interventions which affects effective planning for provision of human rights services.
8. High backlog at investigations (927) and tribunal level (967)
9. Wide geographical spread of the regional offices with approximately 8 district per region

### Plans to improve Vote Performance

- 1) Continued advocacy for funds to better staff remuneration and operational expenses.
- 2) Automation of UHRC systems
- 3) Intensifying Human rights awareness throughout the country
- 4) Increasing UHRC regional and field offices to take services closer to the people
- 5) Enhanced institutional strengthening including Staff capacity building and acquisition of new equipment
- 6) Continued advocacy for expanding UHRC staff structure

### XI Off Budget Support

#### Table 11.1 Off-Budget Support by Sub-Programme

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N/A

### XII. Vote Cross Cutting Policy And Other Budgetary Issues

**Table 12.1: Cross- Cutting Policy Issues**

Issue Type:	Gender
<b>Objective :</b>	To protect the rights of male, female, children, elderly, PWDs and refugees in Uganda through human rights complaints handling and awareness program
<b>Issue of Concern :</b>	Demand by working breast feeding mother to have their children closely monitored by them.
<b>Planned Interventions :</b>	Establishment of the breast feeding center for mothers within UHRC premises.
<b>Budget Allocation (Billion) :</b>	0.000
<b>Performance Indicators:</b>	Number of mothers using the facility for exclusive breastfeeding.

### XIII. Personnel Information

**Table 13.1 Staff Establishment Analysis**

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Secretary to the Commission	HR-C1	1	1
Chairperson	HR-SS	1	1
Commissioner	HR-SS	6	3
Driver	HRC-10-1	30	30
Gate attendant	HRC-10-2	1	1
Office Assistant	HRC-10-2	14	14
Commission Planner	HRC-2(L)	1	1
Human Resource Manager	HRC-2(L)	1	1
Senior Internal Auditor	HRC-2(L)	1	1
Director Finance and Administration	HRC-2(U)	1	1
Director Monitoring and Inspection	HRC-2(U)	1	1
Director Regional Service	HRC-2(U)	1	1
Director, Complaints Inspection and Legal services	HRC-2(U)	1	1
Public Affairs Manager	HRC-3	1	1
Regional Human Rights Officer	HRC-3	11	9
Senior Procurement Officer	HRC-3	1	0
Systems Manager	HRC-3	1	1
Senior Accountant- G.O.U	HRC-4	1	1
Senior Accountant- Projects	HRC-4	1	1
Senior Assistant Administrator	HRC-4	1	1
Senior HRO/ Librarian	HRC-4	1	1
Senior Human Resource Officer	HRC-4	1	1



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Senior Human Rights Officer-Registrar	HRC-4	1	0
Senior Records Officer	HRC-4	1	1
Human Rights Officer- Education	HRC-5	14	14
Human Rights Officer- Investigations	HRC-5	13	13
Human Rights Officer- Legal	HRC-5	17	17
Human Rights Officer/Librarian	HRC-5	1	1
Internal Auditor	HRC-5	1	1
Office Supretendant	HRC-5	1	1
Public Affairs Officer	HRC-5	1	1
Statistician	HRC-5	1	1
Transport Officer	HRC-5	1	1
Accountant, G.O.U	HRC-5-1	1	1
Accountant-Projects	HRC-5-1	1	1
Human Resource Officer	HRC-5-1	1	1
Procurement Officer	HRC-5-1	1	1
Systems Officer	HRC-5-1	1	1
Website Maintainance Officer	HRC-5-1	1	1
Assistant Administrator	HRC-5-2	7	7
Assistant Accountant	HRC-6	12	11
Assistant Planner	HRC-6	1	1
Assistant Procurement Officer	HRC-6	1	1
Assistant Records Officer	HRC-6	1	1
Stores Assistant	HRC-6	1	1
Tribunal Clerk/Process Server	HRC-6	1	1
Administrative Assistant	HRC-7	12	12
Transport Assistant	HRC-8	1	1
Process Server	HRC-9	2	2
Receptionist	HRC-9	1	1

**Table 13.2 Staff Recruitment Plan**

Post Title	Salary Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2019/20	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Assistant Accountant	HRC-6	12	11	1	1	2,118,966	25,427,592
Commissioner	HR-SS	6	3	3	3	22,330,587	267,967,044
Regional Human Rights Officer	HRC-3	11	9	2	2	0	0

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Senior Human Rights Officer-Registrar	HRC-4	1	0	1	1	3,316,174	39,794,088
Senior Procurement Officer	HRC-3	1	0	1	1	3,619,493	43,433,916
<b>Total</b>		<b>31</b>	<b>23</b>	<b>8</b>	<b>8</b>	<b>31,385,220</b>	<b>376,622,640</b>