

Vote:129 Financial Intelligence Authority (FIA)

V1: Vote Overview

I. Vote Mission Statement

To foster the integrity of the financial system through effective detection and prevention of financial crimes.

II. Strategic Objective

1. Enhance the identification of the proceeds of crime and the combating of money laundering and financing of terrorism.
2. Ensure compliance with the Anti-money Laundering Act.
3. Enhance public awareness and understanding of matters related to money laundering.
4. Make information collected by it available to competent authorities and to facilitate the administration and enforcement of the laws of Uganda.
5. Exchange, spontaneously or upon request, any information with similar bodies of other countries that may be relevant for the processing and analyzing of information relating to money laundering or terrorism financing.
6. Strengthen the capacity of the Authority to effectively and efficiently deliver its mandate.

III. Major Achievements in 2018/19

A. Prevention of ML/TF and financial Intelligence Information Management.
Financial Systems and Money Laundering

In the last 2 quarters of FY 2018/19, the FIA strengthened its efforts in protecting the integrity of the financial system in Uganda.

A total of 205 STRs were received and analysed against a target of 240 representing 85.4% performance. Of the 205 STRs, 190 STRs were received from Banks and 18 from Forex Bureaus. 52 STRs were analysed and closed, 19 STRs were disseminated and 107 STRs are still undergoing further analysis.

2. Conducted financial due diligence on 15 companies of investors intending to partner with government in infrastructure projects and provided the due diligence reports to the requesting MDAs.

Compliance with AML/CFT laws and Regulations

3. Conducted 13 On-sight inspections for AML/CFT compliance on a risk based approach

4. FIA has achieved in successfully filing defence in court of laws for the following cases;

i) Smart Protus Magara vs FIA Misc. App No. 215/2018

ii) Palmfox International Ltd vs DFCU, BOU & FIA Misc. Cause No. 423

iii) Michael Akampurira and Godfrey Kisekka vs Smart Protus Magara, Mark Kigozi, Moriah Kigozi, Excel Business Networks Ltd, FIA and Bank of Uganda HCCS 855/2018

iv) Uganda Vs. Sundus Exchange and Money Transfer & 8 others

How ever , the final disposal is expected by end of Q3

AML Systems and ICT services Management

5. 12 banks have been enrolled on the GoAML electronic reporting system. These include; Barclays Bank, Centenary Bank, Standard Chartered Bank, Diamond Trust Bank, Stanbic Bank, DFCU among others. The remaining Banks are expected to be enrolled onto the system once the pilot phase is successfully completed

Public Awareness on matters of AML/CFT

6. A total of 440 participants have been trained in AML/CFT. These included members from various sectors and institutions across the country

IV. Medium Term Plans

1. Phased recruitment of staff
2. Rollout the electronic reporting system to all financial institutions

Vote:129 Financial Intelligence Authority (FIA)

3. Build capacity in analysis, both tactical and strategic
4. Undertake risk based supervision of AML/CFT for both regulated and non-regulated accountable persons
5. Increased coverage of AML/CFT public awareness across the country
6. Undertake studies to inform policy and decision making on matters related to AML/CFT
7. Improve domestic coordination mechanism with AML/CFT stakeholders
8. Improve international cooperation to ease sharing and exchange of information
9. Acquire our own office premise or increase on rentable office space

Vote:129 Financial Intelligence Authority (FIA)

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
Recurrent								
Wage	2.697	3.477	1.529	3.477	3.651	3.834	4.026	4.227
Non Wage	5.456	8.347	4.087	9.347	10.749	12.899	15.479	18.575
Devt.								
GoU	0.465	0.465	0.327	0.465	0.558	0.558	0.558	0.558
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	8.618	12.290	5.942	13.290	14.958	17.291	20.062	23.359
Total GoU+Ext Fin (MTEF)	8.618	12.290	5.942	13.290	14.958	17.291	20.062	23.359
Arrears	0.000	0.210	0.210	0.000	0.000	0.000	0.000	0.000
Total Budget	8.618	12.500	6.152	13.290	14.958	17.291	20.062	23.359
A.I.A Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Grand Total	8.618	12.500	6.152	13.290	14.958	17.291	20.062	23.359
Total Vote Budget Excluding Arrears	8.618	12.290	5.942	13.290	14.958	17.291	20.062	23.359

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
Output Class : Outputs Provided	11.825	0.000	0.000	11.825	12.825	0.000	12.825
211 Wages and Salaries	3.914	0.000	0.000	3.914	3.986	0.000	3.986
212 Social Contributions	0.348	0.000	0.000	0.348	0.349	0.000	0.349
213 Other Employee Costs	0.695	0.000	0.000	0.695	0.897	0.000	0.897
221 General Expenses	2.829	0.000	0.000	2.829	3.315	0.000	3.315
222 Communications	0.040	0.000	0.000	0.040	0.071	0.000	0.071
223 Utility and Property Expenses	0.995	0.000	0.000	0.995	1.097	0.000	1.097
224 Supplies and Services	1.816	0.000	0.000	1.816	1.812	0.000	1.812
225 Professional Services	0.375	0.000	0.000	0.375	0.480	0.000	0.480
226 Insurances and Licenses	0.182	0.000	0.000	0.182	0.020	0.000	0.020
227 Travel and Transport	0.581	0.000	0.000	0.581	0.737	0.000	0.737
228 Maintenance	0.050	0.000	0.000	0.050	0.060	0.000	0.060
Output Class : Capital Purchases	0.465	0.000	0.000	0.465	0.465	0.000	0.465
312 FIXED ASSETS	0.465	0.000	0.000	0.465	0.465	0.000	0.465
Output Class : Arrears	0.210	0.000	0.000	0.210	0.000	0.000	0.000

Vote:129 Financial Intelligence Authority (FIA)

321 DOMESTIC	0.210	0.000	0.000	0.210	0.000	0.000	0.000
Grand Total :	12.500	0.000	0.000	12.500	13.290	0.000	13.290
Total excluding Arrears	12.290	0.000	0.000	12.290	13.290	0.000	13.290

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 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
12 General Administration and Support Services	0.000	0.000	0.000	8.984	10.353	11.764	13.430	15.401
07 Finance and Administration	0.000	0.000	0.000	2.133	2.416	2.899	3.479	4.175
1423 Support to Financial Intelligence Authority	0.000	0.000	0.000	0.465	0.558	0.558	0.558	0.558
19 Human Resource Management Services	0.000	0.000	0.000	6.386	7.196	8.087	9.130	10.352
21 Prevention of ML/TF and Financial Intelligence Information Management	0.000	0.000	0.000	4.306	4.606	5.527	6.632	7.959
07 Operational Analysis	0.000	0.000	0.000	2.126	2.327	2.792	3.351	4.021
08 AML Systems and ICT Management	0.000	0.000	0.000	0.500	0.523	0.627	0.753	0.903
09 Legal Inspection and Compliance	0.000	0.000	0.000	0.600	0.627	0.753	0.903	1.084
10 International Relations and Strategic Analysis	0.000	0.000	0.000	1.080	1.129	1.355	1.626	1.951
58 Prevention of ML/CFT, Prosecution and confiscation of proceeds of crime	1.635	2.880	1.664	0.000	0.000	0.000	0.000	0.000
02 Legal, Inspection and Compliance	0.238	0.380	0.149	0.000	0.000	0.000	0.000	0.000
03 Operational Analysis	0.796	2.050	1.360	0.000	0.000	0.000	0.000	0.000
04 Information Systems Administration and Security	0.600	0.450	0.155	0.000	0.000	0.000	0.000	0.000
59 Policy, International Cooperation and Mutual Legal Assistance	6.983	9.620	4.489	0.000	0.000	0.000	0.000	0.000
01 Headquarters	5.916	8.185	3.773	0.000	0.000	0.000	0.000	0.000
05 International Relations and Strategic Analysis	0.439	0.870	0.355	0.000	0.000	0.000	0.000	0.000
06 Internal Audit	0.164	0.100	0.034	0.000	0.000	0.000	0.000	0.000
1423 Support to Financial Intelligence Authority	0.465	0.465	0.327	0.000	0.000	0.000	0.000	0.000
Total for the Vote	8.618	12.500	6.152	13.290	14.958	17.291	20.062	23.359
Total Excluding Arrears	8.618	12.290	5.942	13.290	14.958	17.291	20.062	23.359

VIII. Programme Performance and Medium Term Plans

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

Programme :	12 General Administration and Support Services
Programme Objective	Ensure an efficient and effective Financial Intelligence Authority in achieving its mandate

Vote:129 Financial Intelligence Authority (FIA)

:					
Responsible Officer: Sydney Asubo					
Programme Outcome: An Efficient and effective Financial Intelligence Authority (FIA)					
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Sustainable Macroeconomic Stability					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
• Level of Compliance of the Authority's planning and Budgeting instruments to NDPII			70%	80%	90%
• Level of compliance of the Authority to Gender and Equity budgeting			80%	85%	90%
• Annual External Auditor General Rating of the Authority			100%	100%	100%
SubProgramme: 06 Internal Audit					
Output: 04 FIA Support Services and Administration					
No of Financial Statements produced			2	2	2
Percentage of the Strategic actions in the Strategic Plan delivered			70%	80%	90%
SubProgramme: 07 Finance and Administration					
Output: 04 FIA Support Services and Administration					
No of Financial Statements produced			2	2	2
Percentage of the Strategic actions in the Strategic Plan delivered			80%	90%	100%
Output: 21 Development of Internal Audit Controls and Risk Management					
Percentage of audit recommendations implemented			100%	100%	100%
Percentage of the strategic actions in the Strategic Plan delivered			60%	70%	80%
No. of risk management assessments conducted			4	4	4
SubProgramme: 19 Human Resource Management Services					
Output: 19 Human Resource Management Services					
Percentage of approved FIA structure filled by gender and PWDs			70%	80%	90%
Number of staff trained in relevant capacity building by gender			20	25	30
Programme : 21 Prevention of ML/TF and Financial Intelligence Information Management					
Programme Objective :					
i) Ensure that Accountable/Reporting entities comply with Anti-Money Laundering Act 2013 (As amended) and Anti-Terrorism Act 2002 (As amended) and their respective Regulations and Guidelines and enforce administrative sanctions					
ii) Ensure that Money Laundering and Terrorism Financing (ML/TF) are prevented and detected through analysis of financial transactions and dissemination of financial intelligence reports to Law Enforcement Agencies.					
iii) Ensure that IT infrastructure supports AML/CFT systems and operations.					
(iv) Ensure that Financial Intelligence Research and Strategic analysis are conducted					
(v) Enhance public awareness and understanding of matters related to money laundering across the					

Vote:129 Financial Intelligence Authority (FIA)

country					
(vi) Coordinate the implementation of AML/CFT International standards					
(vii) Coordinate the planning and budgeting functionality to ensure that vote BFPs, MPS and detailed Budget estimates are comprehensively prepared and submitted as per the timelines.					
Responsible Officer: Wandera Were Samuel					
Programme Outcome: Reduced level of ML and TF cases in all the regions of the country					
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Sustainable Macroeconomic Stability					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
• Proportion of ML/TF cases disseminated to LEDs with disaggregated data			100%	100%	100%
• Proportion of STRs analyzed and indicating disaggregated data in terms of age, sex and nationality			100%	100%	100%
SubProgramme: 07 Operational Analysis					
<i>Output: 01 Analysis and Reporting Financial Operations in the different Sectors</i>					
Number of (STR)/LCTR/CBR received and analysed with disaggregated data			480	500	520
Proportion of STRs analysed and disseminated for investigations to the relevant LEAs			100%	100%	100%
Number of due diligence requests on companies handled classified from each requesting MDA			10	15	20
SubProgramme: 08 AML Systems and ICT Management					
<i>Output: 02 Ensure safety and integrity of FIA information</i>					
Number of reporting entities using goAML system disaggregated by Accountable persons			20	25	34
Number of statistical databases on STR/LCTR/CBR established and maintained to reflect national character			1	1	1
SubProgramme: 09 Legal Inspection and Compliance					
<i>Output: 03 Compliance with AML and CFT laws and Regulations</i>					
Percentage of accountable persons issued with certificates of registration			60%	70%	80%
Number of inspection reports from regulatory bodies reviewed			3	3	3
Number of sanctions applied and disaggregated by Accountable Persons			1	1	1
<i>Output: 04 Legal Representation and Litigation</i>					
Percentage of cases concluded and forwarded for prosecution			100%	100%	100%
SubProgramme: 10 International Relations and Strategic Analysis					
<i>Output: 05 Coordination of the implementation of AML/CFT NRA and MER recommendations</i>					
Number of AML/CFT Awareness campaigns conducted by region			5	10	12
Proportion of Accountable persons and supervisory bodies trained on AML/CFT			50%	60%	70%
Number of recommendations from AML/CFT coordination forum implemented			14	14	14

Vote:129 Financial Intelligence Authority (FIA)

Output: 06 Financial Intelligence Research and Strategic Development					
Number of studies on ML/TF trends and methods concluded with disaggregated data			2	2	2
Proportion of recommendations from MER and NRA			14	14	14
Programme :	58 Prevention of ML/CFT, Prosecution and confiscation of proceeds of crime				
Programme Objective :	i) Ensure that Accountable/Reporting entities comply with Anti-Money Laundering Act 2013 (As amended) and Anti-Terrorism Act 2002 (As amended) and their respective Regulations and Guidelines and enforce administrative sanctions ii) Ensure that Money Laundering and Terrorism Financing (ML/TF) are prevented and detected through analysis of financial transactions and dissemination of financial intelligence reports to Law Enforcement Agencies. iii) Ensure that IT infrastructure supports AML/CFT systems and operations. (iv) Ensure that Financial Intelligence Research and Strategic analysis are conducted (v) Enhance public awareness and understanding of matters related to money laundering across the country (vi) Coordinate the implementation of AML/CFT International standards (vii) Coordinate the planning and budgeting functionality to ensure that vote BFPs, MPS and detailed Budget estimates are comprehensively prepared and submitted as per the timelines.				
Responsible Officer:	Sydney Asubo				
Programme Outcome:	Improved compliance to Anti Money Laundering rules and regulations				
Sector Outcomes contributed to by the Programme Outcome					
1. Sustainable Macroeconomic Stability					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
N / A					
N/A					

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

1. Inadequate funds to recruit and equip staff as provided in the organogram
2. Inability to undertake field work operations due lack of transport equipment
3. Uganda is cash based economy where it is very difficult to trace financial transactions which do not go through the financial sector coupled with the unregulated large informal sector and porous borders where criminals can enter and exit country without being detected by law enforcement agencies.
4. Limited information sharing and exchange with other FIUs due to slow progress in amending the AMLA. This has delayed FIA to be admitted into EGMONT Group of FIUs.
5. Inadequate coordination mechanism among the key stakeholders in the fight against financial crimes especially in areas of parallel financial investigations and asset freeze and seizure.
6. Absence of facilities to support staff with disability

Vote:129 Financial Intelligence Authority (FIA)

Plans to improve Vote Performance

1. Continuous capacity building
2. Providing relevant equipment to staff
3. Increase AML/CFT public awareness
4. Increase inspections of accountable persons to enforce compliance
5. Improve on efficiency of IT systems to support analysis function
6. Improve domestic coordination among the key AML/CFT stakeholders
7. Fast track the amendment of AMLA and accompanying regulations to meet international standards
8. Increase international cooperation especially information sharing and exchange on ML/TF

XI Off Budget Support

Table 11.1 Off-Budget Support by Sub-Programme

N/A

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	To provide support to staff living with HIV/AIDS to increase their productivity
Issue of Concern :	The Authority has developed a draft HIV/AIDS policy to guide intervention to provide support to staff living with HIV/AIDS to increase their productivity
Planned Interventions :	Seek approval of HIV/AIDS Policy from the board to guide FIAs interventions
Budget Allocation (Billion) :	0.200
Performance Indicators:	No. of HIV/AIDS awareness sessions conducted No. of counselling sessions No. of preventative measures in place

Issue Type: Gender

Objective :	Mainstream gender and equity concerns in all operations of the Authority to ensure services are provided fairly to all staff and members of the public including those with various disabilities
Issue of Concern :	Gender and equity concerns not effectively mainstreamed in its operations to ensure services are provided fairly to all staff and members of the public including those with various disabilities
Planned Interventions :	Provide appropriate facilities for PWDs, Provide facilities and services to cater for expecting mothers at the Authority, provide counseling services for staff with different challenges
Budget Allocation (Billion) :	0.200
Performance Indicators:	No of facilities provided No of staff counseled

Issue Type: Environment

Objective :	Mainstream environmental concerns in the operations of the Authority to ensure that clean environment is promoted and maintained
Issue of Concern :	Mainstream environmental concerns in the operations of the Authority to ensure eco-friendly environment.
Planned Interventions :	Share documents on line and reduce hard paper usage, Promote usage of shared devices such as printers to reduce on emissions, promote usage of natural light during day and enforce efficient use of power.

Vote:129 Financial Intelligence Authority (FIA)

Budget Allocation (Billion) : 0.100

Performance Indicators: No. of reams of paper used in comparison to previous year's level of power usage

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
SENIOR OFFICER (PUBLIC RELATIONS)	FIA 5	1	0
Executive Director	FIA1	1	1
Deputy Executive Director	FIA2	1	1
Director International Relations and Strategic Analysis	FIA3	1	1
Director Operational Analysis	FIA3	1	1
Director Systems Administration and Security	FIA3	1	0
Manager Accounts	FIA4	1	1
Manager Human Resource	FIA4	1	1
Manager Legal	FIA4	1	1
Manager Procurement	FIA4	1	1
Manger Compliance and Inspection	FIA4	1	1
HR OFFICER	FIA6	1	0
RECORDS OFFICER	FIA6	1	0
OFFICER (ED S PERSONAL ASSISTANT)	FIA6	2	1
PROCUREMENT OFFICER	FIA6	1	0
DIRECTOR AUDIT	FIA 3	1	0
Director Legal ,Inspection and Compliance	FIA 3	1	0
DIRECTORE FINANCE AND ADMINISTARTION	FIA 3	1	0
MANAGER SYSTEMS /SECURITY	FIA 4	1	0
STORES ASSISTANT	FIA 9	1	0
Manager Audit	FIA4	1	1
Manager International Relations and Strategic Analysis	FIA4	1	1
Manager Operational Analysis	FIA4	1	1
Senior Auditor	FIA5	1	0
Senior Compliance and Inspection officer	FIA5	1	1
Senior Legal Officer	FIA5	1	0

Vote:129 Financial Intelligence Authority (FIA)

Senior Systems Officer	FIA5	1	1
Senior International and Strategic Analysis Officer	FIA5	1	0
Senior Operations Officer	FIA5	2	0
Operational Analysis Officer	FIA6	10	5
Accountant	FIA6	1	1
Data Base administrative officer	FIA6	1	1
Information Security Officer	FIA6	1	1
Inspection and Compliance Officer	FIA6	4	4
International Relations and Strategic Analysis Officer	FIA6	2	2
IT OFFICER	FIA6	1	1
Legal Officer	FIA6	2	2
Law Clerk	FIA7	1	1
Driver	FIA8	6	3
Receptionist	FIA8	1	1
Office General Assistant	FIA9	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)
Deputy Executive Director	FIA2	1	1	0	0	0	0
Director International Relations and Strategic Analysis	FIA3	1	1	0	0	0	0
Director Operational Analysis	FIA3	1	1	0	0	0	0
Director Systems Administration and Security	FIA3	1	0	1	1	16,000,000	192,000,000
Driver	FIA8	6	3	3	3	7,800,000	93,600,000
Executive Director	FIA1	1	1	0	0	0	0
HR OFFICER	FIA6	1	0	1	1	5,000,000	60,000,000
Law Clerk	FIA7	1	1	0	0	0	0
Manager Accounts	FIA4	1	1	0	0	0	0
Manager Audit	FIA4	1	1	0	0	0	0
Manager Human Resource	FIA4	1	1	0	0	0	0
Manager International Relations and Strategic Analysis	FIA4	1	1	0	0	0	0
Manager Legal	FIA4	1	1	0	0	0	0
Manager Operational Analysis	FIA4	1	1	0	0	0	0
Manager Procurement	FIA4	1	1	0	0	0	0
Manager Compliance and Inspection	FIA4	1	1	0	0	0	0
Office General Assistant	FIA9	1	1	0	0	0	0
Operational Analysis Officer	FIA6	10	5	5	5	25,000,000	300,000,000

Vote:129 Financial Intelligence Authority (FIA)

Receptionist	FIA8	1	1	0	0	0	0
RECORDS OFFICER	FIA6	1	0	1	1	5,000,000	60,000,000
Senior Auditor	FIA5	1	0	1	1	9,000,000	108,000,000
Senior Compliance and Inspection officer	FIA5	1	1	0	0	0	0
Senior Legal Officer	FIA5	1	0	1	1	9,000,000	108,000,000
SENIOR OFFICER (PUBLIC RELATIONS)	FIA 5	1	0	1	1	9,000,000	108,000,000
Senior Systems Officer	FIA5	1	1	0	0	0	0
STORES ASSISTANT	FIA 9	1	0	1	1	1,800,000	21,600,000
Accountant	FIA6	1	1	0	0	0	0
Data Base administrative officer	FIA6	1	1	0	0	0	0
DIRECTOR AUDIT	FIA 3	1	0	1	1	16,000,000	192,000,000
Director Legal ,Inspection and Compliance	FIA 3	1	0	1	1	16,000,000	192,000,000
DIRECTORE FINANCE AND ADMINISTARTION	FIA 3	1	0	1	1	16,000,000	192,000,000
Information Security Officer	FIA6	1	1	0	0	0	0
Inspection and Compliance Officer	FIA6	4	4	0	0	0	0
International Relations and Strategic Analysis Officer	FIA6	2	2	0	0	0	0
IT OFFICER	FIA6	1	1	0	0	0	0
Legal Officer	FIA6	2	2	0	0	0	0
MANAGER SYSTEMS /SECURITY	FIA 4	1	0	1	1	13,000,000	156,000,000
OFFICER (ED S PERSONAL ASSISTANT)	FIA6	2	1	1	1	5,000,000	60,000,000
PROCUREMENT OFFICER	FIA6	1	0	1	1	5,000,000	60,000,000
Senior International and Strategic Analysis Officer	FIA5	1	0	1	1	9,000,000	108,000,000
Senior Operations Officer	FIA5	2	0	2	2	18,000,000	216,000,000
Total		62	38	24	24	185,600,000	2,227,200,000