

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 2020/21

REA constructed a total of 1,367 Kms of MV and 2107Kms of LV through the different Rural Electrification projects by end of December 2020. Under the Electricity Connection Policy, a total of 9,186 consumers were connected onto the grid. The connection numbers were affected by the suspension of free connections by Umeme due to non-payment. By the end of the quarter, REA was in the process of procuring connection materials which are to be provided to service providers to make about 300,000 connections under the ECP. Below is the physical performance of the projects under implementation.

i) French Development Agency funded projects; Original Scope Lot 2 and 3 -under DLP Monitoring.

ii) IDB I- Grid Rural Electrification Project:

Lot 3: Moroto, Nakapiripirit, Moroto Moroto Cement Factory and Moroto Katikekil: Overall completion is at 99% and DLP monitoring for commissioned schemes was ongoing

Lot 4: Moroto-Kotido-Kabong, Kotido Abim with Tee-off to Kacheri: Overall completion is at 98% and DLP monitoring for commissioned schemes is ongoing

iii) IDB II Funded Projects in Karamoja Sub-region;

Lot 3a 99% completion

Lot 3b at 98.5% completion

iv) IDB III Projects in Northern, Central, Eastern and Western; 100% completion and under DLP.

v) Project for electrification of refugee settlements in northern Uganda; Completion at 100% and pre commissioning was ongoing

vi) Kuwait Development Fund project;

Lot 1A: 90% project completion

Lot 1B: 70% completion

vii) Construction of electricity network for areas in Amuru, Nwoya and cross border areas in Kaya and Nimule Town Council located in Southern Sudan; Construction was ongoing on the Ugandan side, Nwoya district at 40% completion

viii) Energy for Rural Transformation (ERT) Phase III

Line 1: Awaiting commissioning

Line 2: 100% completion of works with all Transformers installed & commissioned:

Line 3: The section from Yumbe to Moyo under realignment to take into consideration of the new road works. Partial Pole delivery and erection ongoing

Line 4: FATs for the first Batch of 600 poles were completed at a local Manufacturing plant. Pole delivery and erection ongoing

Packages B-E:

Surveys and Design

Reviews are on-going. Pole FATs/Supply and Imported Materials virtual FATs ongoing

ERT III-Grid intensification works within Umeme Limited service area

Batch 1: Completion of pole erection apart from T-offs

Batch 2: As pegged Designs and report submitted for review by Umeme Limited.

ix) ABUDHABI funded project

Lot 1: Kalungu (Mid-Western Service Territory): Project completion at 100% and Commissioned.

Lot 2: Masaka-Lwengo-Sembabule Lyantonde-Bukomansimbi and Kiruhura (Mid-Western Service Territory): Project completion at 99%. Commissioned with exception of scheme in Lyantonde where three transformers are not yet installed due to the wayleaves challenge

x) Bridging the demand gap through the accelerated rural electrification Programme (TBEA): Project is at 45% overall completion. construction ongoing in 60/106 districts 50% of imported materials are in the country and 45% of local materials delivered to site Commissioning of completed schemes is ongoing

xi) Uganda Rural Electrification Access Project (UREAP) funded by the African Development Bank:

Lot 1: Physical Performance is at 80%

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Lot 2, 3 and 4: Overall physical performance at 45%
 Lot 5: Project completion at 70%
 Lot 6: Project completion at 5%. Completion of engineering designs
 Lot 7: Project completion is at 45%
 Additional Lots: 10 & 11, 12, 13 Signing of final contracts.
 xii) Gou 8 lots: Overall completion is at 55%
 Lot 1: Project completion at 42%. Completed review of designs and awaiting approval.
 Lot 2: 41% completion and MV pole erection ongoing Lot 3: 20% completion with design under review.
 Lot 4: 60% completion MV pole erection ongoing.
 Lot 5: 88% completion with MV and LV pole erection ongoing alongside MV and LV stringing.
 Lot 6: Under administration review
 Lot 7: Project completion at 65%; with MV and LV erection ongoing. Manufacturing of imported materials is complete.
 Lot 8: Project completion at 52% with MV and LV pole erection ongoing

xiii) Non- GET-Fit Hydro Power Plants and Rural Electrification projects in the environs of GET-Fit projects located in Bundibugyo, Kabarole and Kasese; designs complete

xiv) KFW Densification;

Umeme component. Project -Completed scope verification and handover of project sites to Umeme

Other STs

- i) Completed field inspection of completed schemes in Western, Rwenzori, Central and South Western service territories.
- ii) Delivered the connection materials to REA warehouse in Kyaliwajjala.
- xv) GET-Fit projects in Uganda-pole erection complete and waiting for imported materials
- xvi) Muzizi B Sub Station and Power Evacuation lines; Designs complete

A cumulative number of 297,558 connections have been achieved under the Electricity Connections Policy since 1st November, 2018 when it started implementation. These connections are inclusive in terms of location, elderly youth, children women and men and PWDs.

Gender and equity

- Monthly and quarterly field supervision and monitoring of project implementation to ensure safeguard compliance including gender and equity aspects.
- Extensive gender and vulnerable groups targeted sensitization on opportunities in the electricity.
- Compensation via e-payments (Mobile money) as a means to stop the movement of the vulnerable PAPs to physical payment points which is tiring and poses these PAPs to the risk of robbery.
- Collaboration with the District Community Development Officers on gender and vulnerable groups representatives

IV. Medium Term Plans

- Complete 1,200 Kms of MV and 1,500 Kms of LV for the ongoing projects
- Electrification of 152 sub-counties in Uganda
- Implement last mile connections to the main grid
- Completion ongoing evacuation lines
- Implementation of the Rural electrification component under electricity scale up project in the different project areas in an equitable and sustainable manner.
- Equitably continue implementation of Electricity connection policy which connects consumers to the main grid at a subsidized cost.
- Package new rural electrification projects for increased access to electricity countrywide.
- Construction of mini-grid in Northern and south western Uganda.
- Collection of Gender Disaggregated Data for all the 13 Service Territories
- Mobilization of more workshops to develop Gender and Equality Guidelines for RE with hired consultants
- REA Community engagement strategy developed that focuses of gender & Women issues, PWDs and Children including addressing issues of HIV/AIDS

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V. Snapshot Of Medium Term Budget Allocations

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

		2019/20 Outturn	2020/21		2021/22	MTEF Budget Projections			
			Approved Budget	Expenditure by End Dec		2022/23	2023/24	2024/25	2025/26
Recurrent	Wage	10.439	15.813	5.298	15.813	16.604	16.604	16.604	16.604
	Non Wage	13.620	22.503	6.977	16.880	16.880	16.880	16.880	16.880
Devt.	GoU	54.236	128.139	42.833	128.139	128.139	128.139	128.139	128.139
	Ext. Fin.	365.514	508.267	174.084	101.038	500.566	404.074	410.336	262.587
GoU Total		78.295	166.456	55.108	160.833	161.624	161.624	161.624	161.624
Total GoU+Ext Fin (MTEF)		443.809	674.723	229.192	261.871	662.190	565.698	571.959	424.211
Arrears		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Total Budget		443.809	674.723	229.192	261.871	662.190	565.698	571.959	424.211
A.I.A Total		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Grand Total		443.809	674.723	229.192	261.871	662.190	565.698	571.959	424.211
Total Vote Budget Excluding Arrears		443.809	674.723	229.192	261.871	662.190	565.698	571.959	424.211

Table 5.2: Budget Allocation by Programme (US\$ Billion)

<i>Billion Uganda Shillings</i>	2021/22 Draft Estimates		
	GoU	Ext. Fin	Total
Sustainable Energy Development	160.833	101.038	261.871
Grand Total :	160.833	101.038	261.871
Total excluding Arrears	160.833	101.038	261.871

VI. Budget By Economic Classification

Table V6.1 2020/21 and 2021/22 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2020/21 Approved Budget				2021/22 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
Output Class : Outputs Provided	38.317	0.000	0.000	38.317	32.694	0.000	32.694
211 Wages and Salaries	16.754	0.000	0.000	16.754	16.284	0.000	16.284
212 Social Contributions	1.971	0.000	0.000	1.971	1.977	0.000	1.977
213 Other Employee Costs	4.424	0.000	0.000	4.424	4.481	0.000	4.481
221 General Expenses	2.784	0.000	0.000	2.784	2.916	0.000	2.916
222 Communications	0.225	0.000	0.000	0.225	0.225	0.000	0.225
223 Utility and Property Expenses	1.736	0.000	0.000	1.736	1.736	0.000	1.736
224 Supplies and Services	0.114	0.000	0.000	0.114	0.114	0.000	0.114

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225 Professional Services	1.599	0.000	0.000	1.599	0.200	0.000	0.200
226 Insurances and Licenses	0.180	0.000	0.000	0.180	0.270	0.000	0.270
227 Travel and Transport	3.587	0.000	0.000	3.587	2.439	0.000	2.439
228 Maintenance	0.439	0.000	0.000	0.439	0.439	0.000	0.439
281 Property expenses other than interest	3.481	0.000	0.000	3.481	1.613	0.000	1.613
282 Miscellaneous Other Expenses	1.023	0.000	0.000	1.023	0.000	0.000	0.000
Output Class : Capital Purchases	128.139	508.267	0.000	636.406	128.139	101.038	229.177
311 NON-PRODUCED ASSETS	0.900	0.000	0.000	0.900	0.900	0.000	0.900
312 FIXED ASSETS	127.239	508.267	0.000	635.506	127.239	101.038	228.277
Grand Total :	166.456	508.267	0.000	674.723	160.833	101.038	261.871
Total excluding Arrears	166.456	508.267	0.000	674.723	160.833	101.038	261.871

VII. Budget By Sub-Subprogramme , Department And Project

Table V7.1: Past Expenditure Outturns and Medium Term Projections by Sub-SubProgramme,Department and Project

Billion Uganda shillings	FY 2019/20 Outturn	FY 2020/21		2021-22 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2022-23	2023-24	2024-25	2025-26
51 Rural Electrification	443.809	674.723	229.192	261.871	662.190	565.698	571.959	424.211
01 Rural Electrification Management	24.059	38.317	12.275	32.694	33.484	33.484	33.484	33.484
1262 Rural Electrification Project	162.468	174.234	82.350	116.704	128.139	532.214	538.475	390.727
1354 Grid Rural Electrification Project IDB I - Rural Electrification	16.557	5.702	4.020	0.000	0.000	0.000	0.000	0.000
1428 Energy for Rural Transformation (ERT) Phase III	73.866	173.148	55.890	98.377	0.000	0.000	0.000	0.000
1516 Construction of the 33KV Distribution Lines in Kayunga, Kamuli and Kalungi Service Stations	38.937	3.820	4.580	0.000	0.000	0.000	0.000	0.000
1517 Bridging the demand gap through the accelerated rural electrification Programme (TBEA)	97.571	122.093	39.327	11.000	0.000	0.000	0.000	0.000
1518 Uganda Rural Electrification Access Project (UREAP)	30.351	157.410	30.750	1.660	500.566	0.000	0.000	0.000
1753 Retooling of Rural Electrification Authority	0.000	0.000	0.000	1.435	0.000	0.000	0.000	0.000
Total for the Vote	443.809	674.723	229.192	261.871	662.190	565.698	571.959	424.211
Total Excluding Arrears	443.809	674.723	229.192	261.871	662.190	565.698	571.959	424.211

VIII. Sub-SubProgramme Performance and Medium Term Plans

Table V8.1: Sub-SubProgramme Outcome and Outcome Indicators

Sub-SubProgramme : 51 Rural Electrification	
Objective :	To achieve universal access to electricity by 2040 in an equitable manner.
Responsible Officer:	Eng. Joan K. Mutiibwa

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Outcome: Increased access to rural electrification					
1. Increased energy generation for economic development					
Outcome Indicators	Performance Targets				
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection
• Number of consumers accessing electricity	300,000	2020	300,000	300,000	300,000
Project: 1262 Rural Electrification Project					
<i>Budget Output: 80 Construction of Rural Electrification Schemes (On-grid)</i>					
Number of line Kms of Low Voltage (240v) constructed			1,202.05		
Number of line Kms of Medium Voltage (33Kv or 11Kv) constructed			1,034.43		
Project: 1428 Energy for Rural Transformation (ERT) Phase III					
<i>Budget Output: 80 Construction of Rural Electrification Schemes (On-grid)</i>					
Number of line Kms of Low Voltage (240v) constructed			922.66		
Number of line Kms of Medium Voltage (33Kv or 11Kv) constructed			503.03		
Project: 1517 Bridging the demand gap through the accelerated rural electrification Programme (TBEA)					
<i>Budget Output: 80 Construction of Rural Electrification Schemes (On-grid)</i>					
Number of line Kms of Low Voltage (240v) constructed			1,000		
Number of line Kms of Medium Voltage (33Kv or 11Kv) constructed			900		
Project: 1518 Uganda Rural Electrification Access Project (UREAP)					
<i>Budget Output: 80 Construction of Rural Electrification Schemes (On-grid)</i>					
Number of line Kms of Low Voltage (240v) constructed			845.27		
Number of line Kms of Medium Voltage (33Kv or 11Kv) constructed			1,215.28		

IX. Major Capital Investments And Changes In Resource Allocation

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

FY 2020/21		FY 2021/22
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs
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Sub-SubProgramme : 03 51 Rural Electrification		
Development Project : 1262 Rural Electrification Project		
Budget Output: 03 51 80 Construction of Rural Electrification Schemes (On-grid)		

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AFD projects-closed
 IDB II & III-closed
 Kuwait Lot 1A & B:DLP
 GET-FIT Project-DLP
 Non GET FIT- DLP
 Projects targeting SMEs-70%
 GOU projects-100%
 Scaling up project-DLP
 Muzizi-B,substation:100%
 Bukinda-Muzizi-B:DLP
 Mini-Grids(SST&Northern Uganda)-DLP

1. French Development Agency Funded Projects; Original Scope Lot 2 and 3 - under DLP Monitoring.
2. IDB II Funded Projects in Karamoja Sub-region;
 Lot 3a 99% completion
 Lot 3b at 98.5% completion
3. IDB III Projects in Northern, Central, Eastern and Western; 100% completion and under DLP.
4. Project for electrification of refugee settlements in northern Uganda; Completion at 100% and pre-commissioning was ongoing
5. Kuwait Development Fund project; Lot 1A: 90% project completion and Lot 1B: 70% completion
6. Construction of electricity network for areas in Amuru, Nwoya and cross border areas in Kaya and Nimule Town Council located in Southern Sudan; Construction was ongoing on the Ugandan side, Nwoya district at 40% completion
7. Gou 8 lots:
 Overall completion is at 55%
 Lot 1: Project completion at 42%. Completed review of designs and awaiting approval.
 Lot 2: 41% completion and MV pole erection ongoing
 Lot 3: 20% completion with designs under review
 Lot 4: 60% completion MV pole erection ongoing.
 Lot 5: 88% completion with MV and LV pole erection ongoing alongside MV and LV stringing.
 Lot 6: Under administration review
 Lot 7: Project completion at 65%; with MV and LV erection ongoing. Manufacturing of imported materials is complete.
 Lot 8: Project completion at 52% with MV and LV pole erection ongoing.
8. Non- GET-Fit Hydro Power Plants and Rural Electrification projects in the environs of GET-Fit projects located in Bundibugyo, Kabarole and Kasese; designs complete
9. KFW Densification;
 Umeme component.
 Project -Completed scope verification and handover of project sites to Umeme
- Other STs
 i) Completed field inspection of completed schemes in Western, Rwenzori, Central and South Western service territories.
 ii) Delivered the connection materials to REA warehouse in Kyaliwajjala.
- 10.GET-Fit projects in Uganda-pole erection complete and waiting for imported materials
11. Muzizi B Sub Station and Power Evacuation lines; Designs complete.

Kuwait Lot1A&B:DLP
 SMEs projects-70%
 GOU 8lots-DLP
 Muzizi-B,substation:100%
 Bukinda-Muzizi-B:DLP
 Mini-Grids-Northern&Southern ST:ongoing works&DLP
 Package A 6lines:60%
 ECP umeme connections paid UGX.10billion
 Get access Mini-Grid Project: Licensing.

Total Output Cost(Ushs Thousand)	174,233,757	82,349,880	116,704,473
Gou Dev't:	118,139,341	40,305,853	116,704,473

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Ext Fin:	56,094,416	42,044,027	0
A.I.A:	0	0	0
Development Project : 1428 Energy for Rural Transformation (ERT) Phase III			
Budget Output: 03 51 80 Construction of Rural Electrification Schemes (On-grid)			
Fast Track: Line1:Ruhumba-DLP Line2:Kiganda-DLP Line3:Wandi-100% Line4:Onduparaka-DLP 5 packages:Packages B,C,D and E. 100%completion and commissioning. Grid intensification: Umeme1-works:DLP. Umeme2-works:DLP. 3Service providers Bid:DLP 10SPs Bid:100%	Lot 1: Awaiting commissioning Line 2: 100% completion of works with all Transformers installed & commissioned: Line 3: The section from Yumbe to Moyo under realignment to take into consideration of the new road works. Partial Pole delivery and erection ongoing Line 4: FATs for the first Batch of 600 poles was completed at a local Manufacturing plant. Pole delivery and erection ongoing Packages B-E: Surveys and Design Reviews are on-going. Pole FATs/Supply and Imported Materials virtual FATs on-going ERT III-Grid intensification works within Umeme Limited service area batch 1: Completion of pole erection apart from T-offs Batch 2; As pegged Designs and report submitted for review by Umeme Limited.	Fast Track Line 1&2:closed Line 3&4:DLP 17 Lines Package B(11-13):DLP Package C(14-15):DLP Package D(16-19):DLP Package E(20-21):DLP Grid Intensification Umeme1&2:DLP 3SPs (KRECS,BECs and KIL):DLP 10STs Lot1(2): DLP Lot2(3):DLP Lot3(4):DLP	
Total Output Cost(Ushs Thousand)	173,147,900	55,890,000	98,377,483
Gou Dev't:	0	0	0
Ext Fin:	173,147,900	55,890,000	98,377,483
A.I.A:	0	0	0
Development Project : 1517 Bridging the demand gap through the accelerated rural electrification Programme (TBEA)			
Budget Output: 03 51 80 Construction of Rural Electrification Schemes (On-grid)			
Bridging the Demand Supply Balance Gap Through the Accelerated Rural Electrification Programme aimed at connecting 570 sub-county headquarters and town councils. By the end of the financial year 2020/2021, the project will be at 80% completion of works.	Project is at 45% overall completion. construction ongoing in 60/106 districts 50% of imported materials are in the country and 45% of local materials delivered to site Commissioning of completed schemes is ongoing	Bridging the Demand Supply Balance Gap Through the Accelerated Rural Electrification Programme aimed at connecting 570 sub-county headquarters and town councils. 100% completion of works	
Total Output Cost(Ushs Thousand)	122,092,972	39,326,985	11,000,000
Gou Dev't:	10,000,000	2,526,985	10,000,000
Ext Fin:	112,092,972	36,800,000	1,000,000
A.I.A:	0	0	0
Development Project : 1518 Uganda Rural Electrification Access Project (UREAP)			
Budget Output: 03 51 80 Construction of Rural Electrification Schemes (On-grid)			
Inclusive supply of connection materials,ready-boards&prepaid metres-100% Lot1:Nakasongola-DLP Lot2: Luwero-Wakiso-DLP Lot3:Amuria, Alebtong-DLP Lot4:Kaliro-DLP Lot5:Iganga Luuka-DLP Lot6: Kalangala-100%completion Lot7: Gulu,Nwoya1-100%completion	Lot 1: Physical Performance is at 80% Lot 2, 3 and 4: Overall physical performance at 45% Lot 5: Project completion at 70% Lot 6: Project completion at 5%. Completion of engineering designs Lot 7: Project completion is at 45% Additional Lots: 10 & 11, 12, 13 Signing of final contracts.	DLP monitoring for all lots Lot 1:Central ST Lot 2:Central ST Lot 3:Central North, Eastern&North-Eastern ST Lot 4:Eastern ST Lot 5:Eastern ST Lot 6:Kalangala: DLP Lot 7:North North-West ST Additional lots:10,11,12&13:100% completion& commissioning	

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Total Output Cost(Ushs Thousand)	157,410,000	30,750,000	1,660,202
Gou Dev't:	0	0	0
Ext Fin:	157,410,000	30,750,000	1,660,202
A.I.A:	0	0	0
Development Project : 1753 Retooling of Rural Electrification Authority			
Budget Output: 03 51 80 Construction of Rural Electrification Schemes (On-grid)			
			-Office computers, software, hardware and equipment procured and installed -Office equipment and tools procured -Office furniture and fixtures acquired
Total Output Cost(Ushs Thousand)	0	0	1,434,868
Gou Dev't:	0	0	1,434,868
Ext Fin:	0	0	0
A.I.A:	0	0	0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

- The outbreak of COVID-19 led to the suspension of construction works by a number of contractors and imported materials could not be brought into the country due to the inability of REA staff to conduct Factory Acceptance Tests.
- The budget for the FY 2020/21 was cut which has resulted into accumulation of bills which cannot be paid due to insufficient budget allocations.
- Cases of vandalism of project material/equipment on the networks by project saboteurs.
- Right of way issues especially for projects in Western Uganda
- Lengthy Development Partner Procurement and review processes
- Inadequate funding for wayleaves compensation which always affect project implementation hence affecting planned project completion dates.

Gender and equity challenges:

- Low attendance by women and vulnerable groups during community meetings
- Discrimination against persons with disabilities
- Cultural and societal norms on women in male dominated sectors

Plans to improve Vote Performance

- Information sharing regarding scope to be undertaken so as to identify areas to be prioritized e.g. mini industrial parks and value addition zones at district and sub-county levels.
- Government should review existing policies to remove compensation of PAPs for Low Voltage (LV) and medium voltage networks for both GoU and Donor funded projects. This is because the construction of these lines have minimal effect on land use by the land owners.
- Increased awareness on G & E aspects of electricity projects through Sensitization meetings in all project areas across the country

XI Off Budget Support

Table 11.1 Off-Budget Support by Department and Project

N/A

XII. Vote Cross Cutting Policy And Other Budgetary Issues

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Table 12.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	Reduced HIV/AIDS transmissions
Issue of Concern :	Reduced HIV/AIDS transmissions
Planned Interventions :	Contractors working with local health facilities in the project areas to carry out HIV / AIDS sensitization drives, free testing and treatment of general STI cases on a quarterly basis within the project areas.
Budget Allocation (Billion) :	0.050
Performance Indicators:	Reduced number of new cases of HIV/AIDSs

Issue Type: Gender

Objective :	Equal distribution and access to electricity.
Issue of Concern :	Equal distribution and access to electricity to all social groups countrywide
Planned Interventions :	-Conduct gender and equity workshops for capacity building -Develop gender and equity guidelines for the agency - During compensation communities sensitized on disclosure as a family to improve their wellbeing
Budget Allocation (Billion) :	0.050
Performance Indicators:	-Gender and equity guidelines in place. -Agency employees familiar with gender and equity main streaming during and after project implementation. -Inclusive compensation exercise

Issue Type: Environment

Objective :	Environmental degradation
Issue of Concern :	Environmental degradation
Planned Interventions :	- Continued use of alternatives to wooden electricity poles like concrete pole. - proper waste disposal during project implementation. - Preservation of the natural land scape, trees and shrubbery and undertake tree planting
Budget Allocation (Billion) :	0.050
Performance Indicators:	The environment protected and preserved during project implementation.

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Manager - Connections	REA 3	1	0
Manager / Legal & Board Affairs	REA 3	1	0
Manager Human Resources & Administration	REA 3	1	0
Strategic Planning Specialist	REA 3	1	0
Head, PDU	REA 4	1	0

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Principal Environmental Officer	REA 4	1	0
Principal GIS Officer	REA 4	1	0
Principal HR Officer	REA 4	1	0
Principal Planning Engineer	REA 4	2	0
Senior Admin Officer	REA 5	1	0
Senior Economic Analyst	REA 5	1	0
Senior P&D Officer	REA 5	2	1
Senior PV Officer	REA 5	1	0
Senior Renewable Energy Officer	REA 5	2	1
Budget Officer	REA 6	1	0
HR Officer	REA 6	2	0
Outreach Officer	REA 6	5	0
Way Leaves Officers	REA 6	7	2
Assistant Accountant	REA 7	1	0
Assistant GIS/Surveyor	REA 7	7	2
Assistant HR Officer	REA 7	2	0
Assistant Procurement Officer	REA 7	2	0
Assistant Project Engineer	REA 7	5	0
Driver	REA 9	12	7

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 FY2021/22	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Assistant Accountant	REA 7	1	0	1	1	5,117,448	61,409,376
Assistant GIS/Surveyor	REA 7	7	2	5	5	25,587,240	307,046,880
Assistant HR Officer	REA 7	2	0	2	2	10,234,896	122,818,752
Assistant Procurement Officer	REA 7	2	0	2	2	9,747,520	116,970,240
Assistant Project Engineer	REA 7	5	0	5	5	23,208,383	278,500,590
Budget Officer	REA 6	1	0	1	1	7,164,428	85,973,136
Driver	REA 9	12	7	5	5	9,723,150	116,677,800
Head, PDU	REA 4	1	0	1	1	13,646,529	163,758,348
HR Officer	REA 6	2	0	2	2	14,328,856	171,946,272
Manager - Connections	REA 3	1	0	1	1	20,469,793	245,637,516
Manager / Legal & Board Affairs	REA 3	1	0	1	1	20,469,793	245,637,516
Manager Human Resources & Administration	REA 3	1	0	1	1	20,469,793	245,637,516
Outreach Officer	REA 6	5	0	5	5	35,822,140	429,865,680
Principal Environmental Officer	REA 4	1	0	1	1	14,328,855	171,946,260
Principal GIS Officer	REA 4	1	0	1	1	14,328,855	171,946,260
Principal HR Officer	REA 4	1	0	1	1	14,328,855	171,946,260

Vote:123 Rural Electrification Agency (REA)

Principal Planning Engineer	REA 4	2	0	2	2	28,657,710	343,892,520
Senior Admin Officer	REA 5	1	0	1	1	10,234,897	122,818,764
Senior Economic Analyst	REA 5	1	0	1	1	10,234,897	122,818,764
Senior P&D Officer	REA 5	2	1	1	1	10,234,897	122,818,764
Senior PV Officer	REA 5	1	0	1	1	10,234,897	122,818,764
Senior Renewable Energy Officer	REA 5	2	1	1	1	10,234,897	122,818,764
Strategic Planning Specialist	REA 3	1	0	1	1	20,469,793	245,637,516
Way Leaves Officers	REA 6	7	2	5	5	35,822,140	429,865,680
Total		61	13	48	48	395,100,662	4,741,207,938

Table 14.1 NTR Forecast