

Vote:148 Judicial Service Commission

V1: Vote Overview

I. Vote Mission Statement

To foster an accountable and effective judicial service through competence-based recruitment, disciplinary control, stakeholder engagement, and public and judicial education.

II. Strategic Objective

Identify suitable persons for appointment as judicial and non-judicial officers for all levels of the Courts of Judicature

Review and make recommendations on the terms and conditions of service of judicial and non-judicial officers.

Prepare and implement judicial and public legal education programmes

Exercise disciplinary control over judicial and non-judicial officers in accordance with the set ethical standards and codes of conduct.

Process people's recommendations and complaints concerning the judiciary and the administration of justice.

Strengthen the institutional capacity of JSC to deliver on its mandate.

III. Major Achievements in 2020/21

Financial Performance

The Commission has an approved budget of ten billion six hundred fifty eight million shillings (UGX 10.658Bn). Five billion five hundred twenty two million shillings (5.522Bn) was released and four billion eight hundred twenty two million shillings (UGX 4.822Bn) was spent by the end of the second quarter.

Wage

Two billion, six hundred seventy five million shillings (UGX. 2.675 Bn) was approved for wage for FY 2020/2021. One billion three hundred thirty eight million shillings (UGX. 1.338Bn) was approved and one billion two hundred ninety thousand shillings (UGX. 1.29Bn) was spent by the end of the second quarter.

The unspent balance under wage was due to the vacant positions that still exist at the Commission

Non-wage

The Commission has an approved budget of seven billion, seven hundred forty million shillings (UGX. 7.740) for FY 2020/2021. Four billion sixty three million shillings (UGX. 4.063Bn) was released and three billion five hundred twenty three million shillings (UGX. 3.523Bn) was spent

The unspent balance was because of the recruitment meetings that were not held due to the expiry of the term of the Commission, the funds committed for payment of radio talk shows that were implemented, and the gratuity that was not yet paid by the end of the quarter because it was not yet due for payment.

Development

Two hundred forty three million shillings (UGX 0.243 Bn) was approved as development budget for FY 2020/2021. One hundred twenty one million shillings (UGX 0.121Bn)

The unspent balance under capital development was for the procurement of a motorcycle, furniture, eleven ipads, and two laptops. The procurement process is still ongoing.

Physical Performance

Recruitment of Judicial Officers

1. The Commission held Recruitment Committee meetings in preparation for the recruitment of judicial officers one Justice of the Supreme Court, two Justices of the Court of Appeal, four High court Judges, six Registrars, eight Deputy Registrars, four Assistant Registrars, five Chief Magistrates, one Principal Magistrate Grade one and five Magistrate Grade One .

2. The Commission also granted leave of absence to one judicial officer, posthumously confirmed one officer, and considered a resignation of one officer.

Discipline

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1. The Commission completed 67 complaints in the first and second quarter. For three of the complaints completed, the judicial officers were severely reprimanded, one was reprimanded and two were cautioned. Other complaints were completed because the complainants got remedies and their complaints were settled.
2. The Disciplinary Committee held 7 meetings and a retreat where 76 complaints were considered. For 5 complaints, the officers were cautioned, for 3 complaints officers were to be charged, 4 were recommended for interface, 3 for further hearing and 53 for closure by the Commission.

Public legal awareness for a administration of justice

1. The Commission held 30 radio talk shows in Kaberamaido, Kotido, Kapchorwa, Soroti, Kumi, Moroto, Nakapiripirit, Katakwi, Kampala, Kyenjojo, Kamwenge, Bushenyi, Ibanda, Kiruhura, Dokolo, Kamuli, Masindi, Tororo, Kalangala and Rukungiri, Masaka, Mbarara, Fort Portal, Moroto, Hoima, Kagadi, Mityana, Masindi, Kiryandongo and Nakasongola districts. The radio talk shows were about the expanded mandate of the Judicial Service Commission, Domestic Violence, cross-cutting issues of gender and environment, Succession Laws, Marriage Laws, Children and the Law, criminal trial procedures, Prisoner's rights, mandatory bail, and plea bargaining. The radio sensitizations held increased on the awareness of the listeners about law and administration of justice.
2. The Commission held 4 Media engagement meetings with media practitioners in Oyam, Moroto, Nebbi and Gulu. The media were educated about the expanded mandate of the JSC and administration of justice.
3. 2 EPA Committee meetings were held. The meetings considered the directorates progress reports, IEC materials as well as launch of the 4th Edition of the Citizens Handbook on Law and Administration of Justice in Uganda

Judicial Education for administration of justice

1. The Commission held five (5) Capacity Building sessions in Fort Portal, Masaka, Lira, Jinja and Arua High Court Circuits in compliance with the Ministry of Health/GoU COVID-19 SOPs.
2. 21 Regional engagement with Judicial Officers was conducted in the Courts of Pallisa, Kaliro, Buyende, Tororo, Busia, Namayingo, Sironko, Bududa, Manafwa, Kapchorwa, Bukwo, Kween, Amudat, Adjumani, Kiryandongo, Gulu, Pader, Amuru, Nwoya, Kitgum, and Lamwo

Complaints management system

1. The Commission received 68 complaints in the first and second quarters. However, 35 of these complaints required remedies outside the Commission's mandate, and the complainants were advised accordingly. A total of 33 complaints were evaluated, registered and files opened (5 complaints were against Judges, 13 registrars, 5 chief Magistrates, and 10 against Magistrates Grade 1) The Commission investigated 42 complaints in the first and second quarter. Out of the complaints investigated, 04 had merit, 13 had no merit; 02 were rescheduled for investigations; 2 require responses from the respondents; 01 required further investigations; 02 are pending a mediation report mediation by the parties
2. The Commission held 04 radio talk shows on anti-corruption and the JSC complaints handling system in the districts of Butaleja, Namatuba, Mubende and Mityana.

Research and planning for administration of justice

1. The Commission conducted inspections in the Chief magistrate courts of Tororo, Kanungu, Nakawa and Rukungiri, Magistrate courts of Malaba, Butaleja, Nyarushanje, Kihiki, Kebisoni, and Luzira and developed a concept note for the research to be conducted in the third quarter.

Finance and administration

1. Commission activities and staff for the first and second quarter were facilitated
2. Office Vehicles were serviced and repaired.
3. Office rent and utilities for the six months was paid
4. Office equipment was serviced and maintained.
5. Quarterly financial reports were prepared and submitted

Internal Audit

1. Prepared audit reports for quarter four FY 2019/20 and quarter one FY 2019/2020
2. Conducted the value for money audit checks

Human resource management services

1. Staff salaries, Pension and gratuity for the first and second quarter were paid.
2. Commission Member's emoluments for the two quarters were paid
3. Staff training was conducted.
4. Staff appraisals were conducted.
5. Pension verification done for pensioners to ensure that the right beneficiaries access the pension. Two cases of unverified pensioners were identified and forwarded to the Ministry of Public Service for deletion from the payroll.

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6. All JSC staff records verified in preparation for migration from integrated Personnel Payroll System (IPPS) to Human Capital Management (HCM).
7. Confirmation of two personal secretaries and one driver.
8. Coordinated the review of JSC structure was submitted to the Ministry of Public Service for approval. This is to facilitate the expanded mandate of JSC arising from the Administration of Judiciary Act 2020.

Planning and Policy function

1. Prepared performance report for quarter four FY 2019/20 and quarter one FY 2020/21.
2. Prepared and submitted the Budget Framework Paper for FY 2021/22.
3. Conducted monitoring and evaluation in the districts/ magisterial areas of Moroto, Kotido, Abim, Ntoroko, Kyenjojo, Kamwenge, Masindi, Kiryandongo, Mukono, Kamuli, Buyende, Busembatya

IV. Medium Term Plans

- i) The Administration of the Judiciary Bill, 2020 was passed by Parliament, hence expanding the Mandate of the JSC. This expanded mandate requires reviewing the current JSC macro structure so as to appropriately handle the recruitment and discipline of other staff of the Judiciary and the expanded Judiciary Staff structure. The structure has been approved with the guidance of the Ministry of Public Service.
- ii) Implement the newly approved JSC structure to handle the expanded mandate.
- iii) Fully implement the Administration of the Judiciary Act 2020(the transition from Public Service Commission to JSC)
- iv) Require additional space for the new staff of the new structure.
- v) Procure furniture and ICT equipment for the new staff
- vi) Decentralize the services of the JSC to regional level for effective service delivery. So far, one regional office was opened up in Moroto district and the plan is to open more 05 this financial year.
- vii) To advocate for the amendment of the Constitution and the Judicial Service Act and Regulations to provide for full-time Membership of the Commission, and streamline disciplinary procedures.
- viii) Expansion of the JSC fleet to enable Commission members and staff to implement the mandate of the Commission.
- ix) Strengthen policy analysis function at the Commission through research, dissemination of policies and provision of technical policy guidance.

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V. Snapshot Of Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (UShs 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	2.648	2.675	1.290	2.675	2.809	2.809	2.809	2.809
	Non Wage	7.165	7.740	3.512	8.178	8.178	8.178	8.178	8.178
Devt.	GoU	0.177	0.243	0.009	0.773	0.773	0.773	0.773	0.773
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total		9.990	10.658	4.811	11.626	11.760	11.760	11.760	11.760
Total GoU+Ext Fin (MTEF)		9.990	10.658	4.811	11.626	11.760	11.760	11.760	11.760
Arrears		0.139	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Total Budget		10.129	10.658	4.811	11.626	11.760	11.760	11.760	11.760
A.I.A Total		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Grand Total		10.129	10.658	4.811	11.626	11.760	11.760	11.760	11.760
Total Vote Budget Excluding Arrears		9.990	10.658	4.811	11.626	11.760	11.760	11.760	11.760

Table 5.2: Budget Allocation by Programme (UShs Billion)

<i>Billion Uganda Shillings</i>	2021/22 Draft Estimates		
	GoU	Ext. Fin	Total
Governance and Security	11.626	0.000	11.626
Grand Total :	11.626	0.000	11.626
Total excluding Arrears	11.626	0.000	11.626

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	10.415	0.000	0.000	10.415	10.853	0.000	10.853
211 Wages and Salaries	6.006	0.000	0.000	6.006	6.200	0.000	6.200
212 Social Contributions	0.400	0.000	0.000	0.400	0.404	0.000	0.404
213 Other Employee Costs	0.336	0.000	0.000	0.336	0.308	0.000	0.308
221 General Expenses	1.080	0.000	0.000	1.080	1.184	0.000	1.184
222 Communications	0.053	0.000	0.000	0.053	0.042	0.000	0.042
223 Utility and Property Expenses	1.670	0.000	0.000	1.670	1.672	0.000	1.672
224 Supplies and Services	0.060	0.000	0.000	0.060	0.057	0.000	0.057

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227 Travel and Transport	0.619	0.000	0.000	0.619	0.759	0.000	0.759
228 Maintenance	0.192	0.000	0.000	0.192	0.227	0.000	0.227
Output Class : Capital Purchases	0.243	0.000	0.000	0.243	0.773	0.000	0.773
312 FIXED ASSETS	0.243	0.000	0.000	0.243	0.773	0.000	0.773
Grand Total :	10.658	0.000	0.000	10.658	11.626	0.000	11.626
Total excluding Arrears	10.658	0.000	0.000	10.658	11.626	0.000	11.626

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
10 Recruitment and Discipline of Judicial Officers	0.918	2.568	1.229	2.540	2.540	2.540	2.540	2.540
07 Recruitment, search and selection function	0.632	2.259	1.044	2.259	2.259	2.259	2.259	2.259
08 Discipline, rewards and sanction function	0.286	0.309	0.185	0.282	0.282	0.282	0.282	0.282
18 Public legal awareness and Judicial education	1.321	1.453	0.684	1.613	1.613	1.613	1.613	1.613
09 Public legal awareness for administration of justice	0.876	0.951	0.435	1.051	1.051	1.051	0.833	0.951
10 Judicial Education for administration of justice	0.445	0.502	0.249	0.562	0.562	0.562	0.780	0.662
19 Complaints management and advisory services	1.341	1.449	0.700	1.575	1.575	1.575	1.575	1.575
11 Public complaints management system	0.815	0.891	0.441	0.931	0.931	0.931	0.931	0.931
13 Research and planning for administration of justice	0.526	0.559	0.259	0.644	0.644	0.644	0.644	0.644
25 General administration, planning, policy and support services	6.549	5.189	2.198	5.898	6.032	6.032	6.032	6.032
01 Finance and Administration	2.950	3.065	1.452	3.212	3.410	3.410	3.410	3.410
0390 Judicial Service Commission	0.177	0.000	0.000	0.000	0.000	0.000	0.000	0.000
04 Internal Audit	0.076	0.099	0.043	0.099	0.099	0.099	0.099	0.099
05 Human Resource Function	3.242	1.657	0.651	1.610	1.484	1.484	1.484	1.484
12 Planning and Policy Function	0.105	0.125	0.043	0.204	0.265	0.265	0.265	0.265
1646 Retooling of Judicial Service Commission	0.000	0.243	0.009	0.773	0.773	0.773	0.773	0.773
Total for the Vote	10.129	10.658	4.811	11.626	11.760	11.760	11.760	11.760
Total Excluding Arrears	9.990	10.658	4.811	11.626	11.760	11.760	11.760	11.760

VIII. Sub-SubProgramme Performance and Medium Term Plans

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

Sub-SubProgramme : 10 Recruitment and Discipline of Judicial Officers

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Objective :	To resource the judiciary with quality human resource/ judicial officers for effective judicial service delivery and ensure internal individual accountability through compliance to standards and code of conduct (Professionalism).				
Responsible Officer:	Secretary JSC				
Outcome:	Improved public access to justice				
1. Infrastructure and access to JLOS services enhanced					
Outcome Indicators	Performance Targets				
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection
• Disciplinary Case disposal rate	65%	2019	88%	89%	90%
• Proportion of declared vacancies filled	100%	2019	100%	100%	100%
Department: 07 Recruitment, search and selection function					
Budget Output: 01 Recruitment of Judicial Officers					
Proportion of declared vacancies filled			95%	95%	95%
Department: 08 Discipline, rewards and sanction function					
Budget Output: 07 Discipline and rewards					
Case disposal rate (% of investigated complaints d			87%	90%	90%
Sub-SubProgramme : 18 Public legal awareness and Judicial education					
Objective :	Empower the public to access and participate in law and administration of justice; and Develop judicial education programmes to enhance performance of judicial officers				
Responsible Officer:	Registrar, Public legal awareness and Judicial Education				
Outcome:	Enhanced public participation in law and administration of justice				
1. Commercial justice and the environment for competitiveness strengthened					
Outcome Indicators	Performance Targets				
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection
• Level of public confidence in law and justice administration systems	47%	2019	70%	70%	70%
Department: 09 Public legal awareness for administration of justice					
Budget Output: 03 Public awareness and participation in justice administration					
Number of public sensitization drives implemented			80	90	100
Department: 10 Judicial Education for administration of justice					
Budget Output: 08 Judicial education programmes					
Proportion of judicial officers trained			60%	65%	67%
Sub-SubProgramme : 19 Complaints management and advisory services					
Objective :	Provide advice to the Commission and government on administration of justice and inform improvement of the the terms and conditions of service of Judicial Officers.				

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Responsible Officer: Registrar, Planning research and Inspectorate					
Outcome: Improved administration of justice					
1. Commercial justice and the environment for competitiveness strengthened					
Outcome Indicators	Performance Targets				
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection
• Proportion of Courts with minimum operational standards	40%	2019	41%	42%	43%
Department: 11 Public complaints management system					
<i>Budget Output: 02 Public Complaints System</i>					
Number of complaints registered			120	121	123
Complaints clearance rate (Proportion of complaint			88%	89%	90%
Proportion of toll-free direct complaints register			50%	50%	51%
Department: 13 Research and planning for administration of justice					
<i>Budget Output: 06 Research and planning for administration of justice</i>					
Proportion of courts inspected			20%	21%	22%
Level of implementation of recommendations on impr			32%	32%	33%
Sub-SubProgramme : 25 General administration, planning, policy and support services					
Objective :	To provide support systems such as financial, logistics, human resources management and resource mobilization, coordination of SIP implementation, monitoring and evaluation.				
Responsible Officer:	Under Secretary, Finance and Administration				
Outcome:	Enhanced Capacity of the JSC to coordinate, implement, monitor and evaluate its mandate/ plan				
1. Commercial justice and the environment for competitiveness strengthened					
Outcome Indicators	Performance Targets				
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection

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• Percentage of JSC-SIP implemented	62%	2019	20%	50%	70%
Department: 01 Finance and Administration					
Budget Output: 05 Administrative and human resource support					
Number of quarterly and annual reports produced,			4	4	4
Number of reports produced			12	12	12
Human resource function supported (staff salaries			142	142	142
Department: 04 Internal Audit					
Budget Output: 05 Administrative and human resource support					
Number of quarterly and annual reports produced,			4	4	4
Human resource function supported (staff salaries			1	1	1
Department: 12 Planning and Policy Function					
Budget Output: 05 Administrative and human resource support					
Number of quarterly and annual reports produced,			5	5	5
Human resource function supported (staff salaries			2	2	2

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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<i>Sub-SubProgramme : 12 25 General administration, planning, policy and support services</i>			
Development Project : 1646 Retooling of Judicial Service Commission			
Budget Output: 12 25 75 Purchase of Motor Vehicles and Other Transport Equipment			
One Motorcycle procured	The procurement process for the motor cycle is still on going	2 Double cabin pickups for Commission activities procured	
Total Output Cost(Ushs Thousand)	10,000	0	500,000
Gou Dev't:	10,000	0	500,000
Ext Fin:	0	0	0
A.I.A:	0	0	0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

The JSC has continuously faced the following challenges over the years.

- i) Inadequate resources (budget) for non-wage recurrent and development for efficient implementation of the Commission's activities.
- ii) Poor staff remuneration especially for the non-legal professionals whose salary was not enhanced.
- iii) Inadequate transport facilities which hinders the JSC from reaching out to the population as the "people's bridge to justice"
- iv) Part-time nature of Members of the Commission apart from the Chairperson which has led to slow implementation of activities

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especially disposal of complaints.

Plans to improve Vote Performance

- Continued lobbying for more funds for both non-wage and development transport.
- Lobbying for favorable terms and conditions of service of staff.
- Proposal for the amendment of the Constitution in order to reconstitute the composition of the Commission.

XI Off Budget Support

Table 11.1 Off-Budget Support by Project

N/A

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	To prevent the spread of HIV among staff
Issue of Concern :	HIV/AIDS awareness among staff and clients
Planned Interventions :	<ol style="list-style-type: none"> 1. HIV/AIDS sensitization for staff 2. HIV/AIDS testing and counseling 3. Put up IEC materials within the JSC offices for staff and clients 4. Develop the JSC HIV policy
Budget Allocation (Billion) :	0.020
Performance Indicators:	<ol style="list-style-type: none"> 1. Number of sensitisations held 2. Number of sessions held for testing and counseling staff. 3. JSC HIV policy in place

Issue Type: Gender

Objective :	To ensure a gender bias and discrimination free work environment where all people are provided a chance to realize their full potential.
Issue of Concern :	Gender mainstreaming while implementing activities
Planned Interventions :	<ol style="list-style-type: none"> 1. Gender disaggregation while implementing activities and reporting 2. Awareness creation on gender
Budget Allocation (Billion) :	0.002
Performance Indicators:	<ol style="list-style-type: none"> 1. Number of gender disaggregated reports produced. 2. Number of awareness campaigns held on gender issues

Issue Type: Environment

Objective :	Ensure that all environment laws and policies are publicized and implemented
Issue of Concern :	Environment conservation

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Planned Interventions : 1.Sensitization of the public about the environment laws
2.Promote tree planting at court premises

Budget Allocation (Billion) : 0.060

Performance Indicators: 1.Number of public sensitization conducted on environmental laws and issues.
2. Number of courts with trees planted

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Senior Legal Officer	U3	9	8
Chairperson	Specified officer	1	1
Deputy Registrar	U1SE	4	2
Registrar	U1SE	2	2
Under Secretary	U1SE	2	1
Principal Assistant Secretary	U2	2	1
Principal Human Resource Off.	U2	2	1
Principal Legal Officer	U2	4	4
Senior Accountant	U3	1	0
Senior Economist	U3	1	0
Senior Human Resource Officer	U3	2	2
Senior Personal Secretary	U3	2	0
Senior Policy Analyst	U3	1	1
Senior Records Officer	U3	2	1
Accountant	U4	3	2
Information Technology Officer	U4	2	1
Internal Auditor	U4	1	1
Legal officer	U4	16	14
Personal Secretary	U4	9	5
Procurement Officer	U4	1	1
Records Officer	U4	2	1
Assistant Procurement Officer	U5	3	2
Assistant Records Officer	U5	1	1
Legal Clerk	U5	6	6
Office Supervisor	U6	1	0
Pool Stenographer	U6	5	1
Office Typist	U7	4	2
Records Assistant	U7	2	2

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Driver	U8	18	10
Office Attendant	U8	18	14
Telephone Operator	U8	3	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 FY2021/22	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Accountant	U4	2	1	1	1	909,245	10,910,940
Assistant Procurement Officer	U5	3	2	1	1	555,564	6,666,768
Deputy Registrar	U1SE	3	1	2	2	8,129,472	97,553,664
Driver	U8	4	0	4	4	948,276	11,379,312
Information Technology Officer	U4	2	1	1	1	1,103,582	13,242,984
Legal officer	U4	8	6	2	2	2,516,800	30,201,600
Office Attendant	U8	4	0	4	4	948,276	11,379,312
Office Typist	U7	3	1	2	2	680,564	8,166,768
Personal Secretary	U4	7	3	4	4	2,801,224	33,614,688
Pool Stenographer	U6	5	1	4	4	1,666,468	19,997,616
Principal Assistant Secretary	U2	1	0	1	1	1,282,315	15,387,780
Principal Human Resource Off.	U2	2	1	1	1	1,291,880	15,502,560
Records Officer	U4	2	1	1	1	798,535	9,582,420
Senior Accountant	U3	1	0	1	1	1,131,209	13,574,508
Senior Economist	U3	1	0	1	1	990,589	11,887,068
Senior Legal Officer	U3	1	0	1	1	1,578,720	18,944,640
Senior Personal Secretary	U3	2	0	2	2	1,887,982	22,655,784
Senior Records Officer	U3	2	1	1	1	990,589	11,887,068
Telephone Operator	U8	3	1	2	2	632,786	7,593,432
Under Secretary	U1SE	1	0	1	1	1,859,451	22,313,412
Total		57	20	37	37	32,703,527	392,442,324