

**APPENDIX 28: APPROVED AND COSTED ESTABLISHMENT ANALYSIS FOR MINISTRY OF PUBLIC SERVICE**

No	Post	Salary	Approved	Monthly	Approved
		Scale	Establishment	Salary	Annual Salary
<b>Office of the Permanent Secretary</b>					
1	Permanent Secretary	U1S	1	3,768,835	45,226,020
2	Principal Communications Officer	U2	1	1,813,113	21,757,356
3	Senior Communications Officer	U3	1	933,461	11,201,532
4	Senior Personal Secretary	U3	1	933,461	11,201,532
5	Office Attendant	U8	1	221,987	2,663,844
6	Driver	U8	1	221,987	2,663,844
	<b>Sub-Total</b>		<b>6</b>		<b>94,714,128</b>
<b>DIRECTORATE OF HUMAN RESOURCE MANAGEMENT</b>					
<b>Office of the Director</b>					
1	Director	UISE	1	2,369,300	28,431,600
2	Personal Secretary	U4	1	723,868	8,686,416

3	Driver	U8	1	221,987	2,663,844
	<b>Sub-Total</b>		<b>3</b>		<b>39,781,860</b>
	<b>Department of Human Resource Policy</b>				
1	Commissioner Human Resource Policy	UISE	1	1,859,451	22,313,412
2	Assistant Commissioner - Policy	U1E	1	1,657,677	19,892,124
3	Assistant Commissioner - IPPS	U1E	1	1,657,677	19,892,124
4	Principal Human Resource Officer	U2	2	1,247,467	29,939,208
5	Principal Systems Analyst Programmer-IPPS	U2	1	1,813,113	21,757,356
6	Principal IT Officer-IPPS	U2	1	1,813,113	21,757,356
7	Senior Network Administrator-IPPS	U3	1	1,286,135	15,433,620
8	Senior IT Database Administrator-IPPS	U3	1	1,286,135	15,433,620
9	Senior Human Resource officer	U3	2	933,461	22,403,064
10	Human Resource Officer	U4	2	723,868	17,372,832
11	Systems Administrator-IPPS	U4	1	1,175,632	14,107,584
12	Network Administrator	U4	1	1,175,632	14,107,584
13	IT Database Administrator	U4	1	1,175,632	14,107,584

14	Personal Secretary	U4	1	723868	8,686,416
15	Driver	U8	1	221987	2,663,844
16	Office Attendant	U8	1	221987	2,663,844
	<b>Sub-Total</b>		<b>19</b>		<b>262,531,572</b>
	<b>Department of Compensation</b>				
1	Commissioner Compensation	UISE	1	1,859,451	22,313,412
2	Assistant Commissioner Pensions	UIE	1	1,657,672	19,892,064
3	Assistant Commissioner Wage Bill	UIE	1	1,657,672	19,892,064
4	Principal Human Resource Officer Pensions	U2	2	1,247,467	29,939,208
5	Senior Human Resource officer pensions	U3	2	933,461	22,403,064
6	Senior Human Resource Officer Wage Bill	U3	1	933,461	11,201,532
7	Senior Statistician - Wage bill	U3	1	1,286,135	15,433,620
8	Senior Records Officer	U3	1	933,461	11,201,532
9	Systems Administrator - Pensions	U4	1	1,286,135	15,433,620
10	Personal Secretary	U4	1	723,868	8,686,416
11	Records officer	U4	1	723,868	8,686,416

12	Records Assistant	U5	1	407,852	4,894,224
13	Driver	U8	1	221,987	2,663,844
14	Office Attendant	U8	1	221,987	2,663,844
	<b>Sub-Total</b>		<b>16</b>		<b>195,304,860</b>
	<b>Department of Human Resource Planning and Development</b>				
1	Commissioner Human Resource Development and Planning	UISE	1	1,859,451	22,313,412
2	Assistant Commissioner Capacity Development	UIE	1	1,657,677	19,892,124
3	Assistant Commissioner Human Resource Planning	UIE	1	1,657,677	19,892,124
4	Principal Human Resource Officer - Capacity Development	U2	1	1,247,467	14,969,604
5	Principal Human Resource Officer - HRP	U2	2	1,247,467	29,939,208
6	Senior Human Resource Officer - Capacity Development	U3	1	933,461	11,201,532
7	Senior Human Resource Officer - HRP	U4	2	933,461	22,403,064
8	Human Resource Officer	U4	2	723,868	17,372,832
9	Personal Secretary	U4	1	723,868	8,686,416
10	Driver	U8	1	221,987	2,663,844
11	Office Attendant	U8	1	221,987	2,663,844

	<b>Sub-Total</b>		<b>14</b>		<b>171,998,004</b>
	<b>Department of Performance Management</b>				
1	Commissioner Performance Management	UISE	1	1,859,451	22,313,412
2	Assistant Commissioner Performance Management Central Govt.	UIE	1	1,657,677	19,892,124
3	Assistant Commissioner Performance Management LGs.	UIE	1	1,657,677	19,892,124
4	Principal Human Resource Officer	U2	4	1,247,467	59,878,416
5	Senior Human Resource Officer	U3	4	933,461	44,806,128
6	Personal Secretary	U4	1	723,868	8,686,416
7	Driver	U8	1	221,987	2,663,844
8	Office Attendant	U8	1	221,987	2,663,844
	<b>Sub-Total</b>		<b>14</b>		<b>180,796,308</b>
	<b>DIRECTORATE OF MANAGEMENT SERVICES</b>				
	<b>Office of the Director</b>				
1	Director	UISE	1	2,369,300	28,431,600

2	Personal Secretary	U4	1	723,868	8,686,416
3	Driver	U8	1	221,987	2,663,844
	<b>Sub-Total</b>		<b>3</b>		<b>39,781,860</b>
	<b>Department of Research and Standards</b>				
1	Commissioner - Research and Standards	UISE	1	1,859,451	22,313,412
2	Assistant Commissioner R&S - (LGs)	UIE	1	1,657,677	19,892,124
3	Assistant Commissioner R&S - (MDAs)	UIE	1	1,657,677	19,892,124
4	Principal Management Analyst R&S - (LGs)	U2	1	1,247,467	14,969,604
5	Principal Management Analyst R&S - (MDAs)	U2	1	1,247,467	14,969,604
6	Senior Management Analyst R&S - (LGs)	U3	1	933,461	11,201,532
7	Senior Management Analyst R&S - (MDAs)	U3	1	933,461	11,201,532
8	Management Analyst R&S - (LGs)	U4	1	723,868	8,686,416
9	Management Analyst R&S - (MDAs)	U4	1	723,868	8,686,416
10	Personal Secretary	U4	1	723,868	8,686,416
11	Driver	U8	1	221,987	2,663,844
12	Office Attendant	U8	1	221,987	2,663,844

	<b>Sub-Total</b>		<b>12</b>		<b>145,826,868</b>
	<b>Department of Institutional Assessment</b>				
1	Commissioner Institutional Assessment	UISE	1	1,859,451	22,313,412
2	Assistant Commissioner Institutional Assessment - MDAs	UIE	1	1,657,677	19,892,124
3	Assistant Commissioner Institutional Assessment - LGs	UIE	1	1,657,677	19,892,124
4	Principal Management Analyst - MDAs	U2	2	1,247,467	29,939,208
5	Principal Management Analyst - LGs	U2	2	1,247,467	29,939,208
6	Senior Management Analyst - MDAs	U3	2	933,461	22,403,064
7	Senior Management Analyst - LGs	U3	2	933,461	22,403,064
8	Management Analyst - MDAs	U4	2	723,868	17,372,832
9	Management Analyst - LGs	U4	2	723,868	17,372,832
10	Personal Secretary	U4	1	723,868	8,686,416
11	Driver	U8	1	221,987	2,663,844
12	Office Attendant	U8	1	221,987	2,663,844
	<b>Sub-Total</b>		<b>18</b>		<b>215,541,972</b>

	<b>Department of Systems Improvement</b>				
1	Commissioner Systems Improvement	UISE	1	1,859,451	22,313,412
2	Assistant Commissioner - Productivity	UIE	1	1,657,677	19,892,124
3	Assistant Commissioner - Business Process Improvement	UIE	1	1,657,677	19,892,124
4	Principal Management Analyst - Productivity	U2	1	1,247,467	14,969,604
5	Principal Management Analyst - Business Process Improvement	U2	2	1,247,467	29,939,208
6	Senior Management Analyst - Productivity	U3	2	933,461	22,403,064
7	Senior Management Analyst - Business Process Improvement	U3	2	933,461	22,403,064
8	Management Analyst - Productivity	U4	2	723,868	17,372,832
9	Management Analyst - Business Process Improvement	U4	2	723,868	17,372,832
10	Personal Secretary	U4	1	723,868	8,686,416
11	Driver	U8	1	221,987	2,663,844
12	Office Attendant	U8	1	221,987	2,663,844
	<b>Sub-Total</b>		<b>17</b>		<b>200,572,368</b>
	<b>DIRECTORATE OF INSPECTION AND QUALITY ASSURANCE</b>				



	<b>Office of the Director</b>				
1	Director Inspection and Quality Assurance	UISE	1	2,369,300	28,431,600
2	Personal Secretary	U4	1	723,868	8,686,416
3	Driver	U8	1	221,987	2,663,844
	<b>Sub-Total</b>		<b>3</b>		<b>39,781,860</b>
	<b>Department of Public Service Inspection</b>				
1	Commissioner Public Service Inspection	UISE	1	1,859,451	22,313,412
2	Assistant Commissioner Local Government Inspection	UIE	1	1,657,677	19,892,124
3	Assistant Commissioner Central Government Inspection	UIE	1	1,657,677	19,892,124
4	Principal Human Resource Officer	U2	6	1,247,467	89,817,624
5	Senior Human Resource Officer	U3	6	933,461	67,209,192
6	Personal Secretary	U4	1	723,868	8,686,416
7	Driver	U8	1	221,987	2,663,844
8	Office Attendant	U8	1	221,987	2,663,844
	<b>Sub-Total</b>		<b>18</b>		<b>233,138,580</b>

<b>Department of Records and Information Management</b>					
1	Commissioner RIM	UISE	1	1,859,451	22,313,412
2	Assistant Commissioner RIM	UIE	1	1,657,677	19,892,124
3	Principal Records Officer	U2	2	1,247,467	29,939,208
4	Senior Records Officer	U3	3	933,461	33,604,596
5	Personal Secretary	U4	1	723,868	8,686,416
6	Office Attendant	U8	1	221,987	2,663,844
7	Driver	U8	1	221,987	2,663,844
	<b>Sub-Total</b>		<b>10</b>		<b>119,763,444</b>
<b>Department of Civil Service College Uganda</b>					
1	Commissioner CSCU	UISE	1	1,859,451	22,313,412
2	Assistant Commissioner - Governance and Leadership	UIE	1	1,657,677	19,892,124
3	Assistant Commissioner - IT	UIE	1	1,657,677	19,892,124
4	Assistant Commissioner - Research Innovation and Consultancy	UIE	1	1,657,677	19,892,124
5	Principal Human Resource Officer	U2	1	1,247,467	14,969,604
6	Principal IT Officer	U2	1	1,771,568	21,258,816

7	Principal Research Officer	U2	1	1,345,330	16,143,960
8	Senior Human Resource Officer	U3	1	933,461	11,201,532
9	Systems Administrator	U4	1	1,175,632	14,107,584
10	Administrative Assistant	U4	1	723,868	8,686,416
11	Library/Documentation Officer	U4	1	723,868	8,686,416
12	Personal Secretary	U4	1	723,868	8,686,416
13	Front Desk Officer	U5	1	407,852	4,894,224
14	Security Guards	U8	3	200,296	7,210,656
15	Driver	U8	2	221,987	5,327,688
16	Office Attendant	U8	4	221,987	10,655,376
	<b>Sub Total</b>		<b>22</b>		<b>213,818,472</b>
	<b>Department of Policy and Planning</b>				
1	Commissioner - Planning Monitoring and Evaluation	UISE	1	1,859,451	22,313,412
2	Assistant Commissioner Finance & Planning - (Planning)	UIE	1	1,700,392	20,404,704
3	Assistant Commissioner Finance & Planning (M&E)	UIE	1	1,700,392	20,404,704
4	Principal Economist	U2	1	1,345,330	16,143,960

5	Principal Economist (M&E Officer)	U2	1	1,345,330	16,143,960
6	Principal Policy Analyst	U2	1	1,345,330	16,143,960
7	Senior Policy Analyst	U3	1	1,046,396	12,556,752
8	Senior Economist	U3	1	1,046,396	12,556,752
9	Senior Economist (M&E Officer)	U3	1	1,046,396	12,556,752
10	Senior Statistician	U3	1	1,286,135	15,433,620
11	Economist	U4	1	876,222	10,514,664
12	Personal Secretary	U4	1	723,868	8,686,416
13	Driver	U8	1	221,987	2,663,844
14	Office Attendant	U8	1	221,987	2,663,844
	<b>Sub-Total</b>		<b>14</b>		<b>189,187,344</b>
<b>Department of Finance and Administration</b>					
<b>Office of Under Secretary</b>					
1	Under Secretary	UISE	1	1,859,451	22,313,412
2	Personal Secretary	U4	1	723,868	8,686,416

3	Driver	U8	1	221,987	2,663,844
4	Office Attendant	U8	1	221,987	2,663,844
	<b>Sub total</b>		<b>4</b>		<b>36,327,516</b>
	<b>Administration Section</b>				
1	Principal Assistant Secretary	U2	1	1,247,467	14,969,604
2	Senior Assistant Secretary	U3	3	933,461	33,604,596
3	Assistant Secretary	U4	1	723,868	8,686,416
4	Assistant Inventory Management Officer	U5	1	528,588	6,343,056
5	Front Desk Officers	U5	3	462,852	16,662,672
6	Telephone Operator	U7	2	283,913	6,813,912
7	Askari	U8	2	221,987	5,327,688
8	Drivers	U8	7	221,987	18,646,908
9	Office Attendants	U8	4	221,987	10,655,376
	<b>Sub Total</b>		<b>24</b>		<b>121,710,228</b>
	<b>Office Supervision</b>				
1	Senior Office Supervisor	U5	1	462,852	5,554,224

	<b>Sub Total</b>		<b>1</b>		<b>5,554,224</b>
	<b>Accounts Section</b>				
1	Principal Accountant - Accounts and Finance	U2	1	1,345,330	16,143,960
2	Senior Accountant	U3	1	1,046,396	12,556,752
3	Accountant	U4	2	876,222	21,029,328
4	Senior Accounts Assistant	U5	1	528,588	6,343,056
5	Senior Accounts Assistant - Civil Service College	U5	1	528,588	6,343,056
6	Accounts Assistant	U7	1	343,792	4,125,504
	<b>Sub total</b>		<b>7</b>		<b>66,541,656</b>
	<b>IT unit</b>				
1	Principal Systems Administrator	U2	1	1,771,568	21,258,816
2	Senior Systems Administrator	U3	1	1,242,821	14,913,852
3	Systems Administrator	U4	1	876,222	10,514,664
4	Information Scientist (Resource Centre)	U4	1	876,222	10,514,664
	<b>Sub-Total</b>		<b>4</b>		<b>57,201,996</b>

	<b>Records Management Unit</b>				
1	Principal Records Officer	U2	1	1,247,467	14,969,604
2	Senior Records Officer	U3	2	933,461	22,403,064
3	Records Officer	U4	4	723,868	34,745,664
5	Assistant Records Officer	U5	3	462,852	16,662,672
6	Records Assistant	U7	6	343,792	24,753,024
	<b>Sub-Total</b>		<b>16</b>		<b>113,534,028</b>
	<b>Secretarial Unit</b>				
1	Principal Personal Secretary (For Ministers)	U2	2	1,247,467	29,939,208
2	Stenographer Secretary	U5	3	723,868	26,059,248
	<b>Sub-Total</b>		<b>5</b>		<b>55,998,456</b>
	<b>Human Resource Management Unit</b>				
1	Assistant Commissioner Human Resource Officer	U1E	1	1,657,677	19,892,124
2	Senior Human Resource Officer	U3	1	933,461	11,201,532
3	Human Resource Officer	U4	1	723,868	8,686,416

	<b>Sub-Total</b>		<b>3</b>		<b>39,780,072</b>
	<b>Internal Audit Unit</b>				
1	Principal Internal Auditor	U2	1	1,345,330	16,143,960
2	Senior Internal Auditor	U3	1	1,046,396	12,556,752
3	Internal Auditor	U4	1	876,222	10,514,664
	<b>Sub-Total</b>		<b>3</b>		<b>39,215,376</b>
	<b>Procurement and Disposal Unit</b>				
1	Principal Procurement Officer	U2	1	1,345,330	16,143,960
2	Senior Procurement Officer	U3	1	1,046,396	12,556,752
3	Procurement Officer	U4	1	876,222	10,514,664
4	Procurement Officer - Civil Service College	U4	1	876,222	10,514,664
	<b>Sub-Total</b>		<b>4</b>		<b>49,730,040</b>
	<b>Grand - Total for the Ministry</b>		<b>260</b>		<b>2,928,133,092</b>



<b>START UP COSTED STAFF ESTABLISHMENT ANALYSIS FOR RECORDS AND ARCHIVES AGENCY</b>					
<b>No</b>		<b>Sal</b>	<b>Approved</b>	<b>Monthly</b>	<b>Approved</b>
	<b>Title</b>	<b>Scale</b>	<b>Establishment</b>	<b>Salary</b>	<b>Annual Salary</b>
<b>Office of the Director Records and Archives Agency</b>					
1	Director	U1SE	1	2,369,300	28,431,600
2	Senior Personal Secretary	U3	1	933,461	11,201,532
3	Office Attendant	U8	1	221,987	2,663,844
4	Driver	U8	1	221,987	2,663,844
	<b>Sub-Total</b>		<b>4</b>		<b>44,960,820</b>
<b>Department of Semi Current Records</b>					
1	Commissioner	UISE	1	1,859,451	22,313,412
2	Assistant Commissioner	UIE	1	1,657,677	19,892,124
3	Principal Records Officer	U2	1	1,247,467	14,969,604
4	Senior Records Officer	U3	1	933,461	11,201,532

5	Records Officer	U4	2	723,868	17,372,832
6	Assistant Records Officer	U5	1	462,852	5,554,224
	<b>Sub-Total</b>		<b>7</b>		<b>91,303,728</b>
	<b>Department of Archives</b>				
1	Commissioner	UISE	1	1,859,451	22,313,412
2	Assistant Commissioner	UIE	1	1,657,677	19,892,124
3	Principal Archivist	U2	1	1,247,467	14,969,604
4	Senior Archivist	U3	1	933,461	11,201,532
5	Archivist	U4	2	723,868	17,372,832
6	Assistant Records Officer	U5	1	462,852	5,554,224
	<b>Sub-Total</b>		<b>7</b>		<b>91,303,728</b>
	<b>Training and Advisory Services Department</b>				
1	Commissioner	UISE	1	1,859,451	22,313,412
2	Assistant Commissioner	UIE	1	1,657,677	19,892,124
3	Principal Records Officer (Training)	U2	1	1,247,467	14,969,604

4	Senior Records Officer (Training)	U3	1	933,461	11,201,532
	<b>Sub-Total</b>		<b>4</b>		<b>68,376,672</b>
	<b>Finance and Administration Section</b>				
1	Principal Assistant Secretary	U2	1	1,247,467	14,969,604
2	Senior Human Resource Officer	U3	1	933,461	11,201,532
3	Senior IT Officer	U3	1	1,242,821	14,913,852
4	Senior Accountant	U3	1	1,046,396	12,556,752
5	Procurement Officer	U4	1	876,222	10,514,664
6	Office Supervisor	U6	1	405,239	4,862,868
7	Personal Secretary	U4	1	723,868	8,686,416
8	Accounts Assistant	U7	1	343,792	4,125,504
9	Receptionist	U7	1	283,913	3,406,956
10	Askari	U8	2	221,987	5,327,688
11	Drivers	U8	3	221,987	7,991,532
12	Office Attendants	U8	2	221,987	5,327,688
	<b>Sub-Total</b>		<b>16</b>		<b>103,885,056</b>

	<b>Resource Centre</b>				
1	Documentation officer	U4	1	1,094,258	13,131,096
2	Reprographic officer	U4	1	1,094,258	13,131,096
3	Librarian	U4	1	343,792	4,125,504
	<b>Sub-Total</b>		<b>3</b>		<b>30,387,696</b>
	<b>Conservation Unit</b>				
1	Principal Human Conservation officer	U2	1	1,247,467	14,969,604
2	Senior Conservation officer	U3	1	933,461	11,201,532
3	Conservation officer	U4	1	723,868	8,686,416
4	Assistant Conservation officer	U5	2	723,868	
	<b>Sub-Total</b>		<b>5</b>		<b>34,857,552</b>
	<b>Grand -Total For Records and Archives Agency</b>		<b>46</b>		<b>465,075,252</b>
	<b>Grand -Total For Records and Archives Agency</b>		<b>46</b>		<b>465,075,252</b>

	<b>Grand Total for the Ministry</b>		<b>260</b>		<b>2,928,133,092</b>
	<b>Grand Total</b>		<b>306</b>		<b>3,393,208,344</b>