

APPENDIX 45: APPROVED AND COSTED ESTABLISHMENT ANALYSIS FOR MINISTRY OF LANDS, HOUSING AND URBAN DEVELOPMENT

	JOB TITLE	SALARY SCALE	MONTHLY SALARY	APPROVED STAFF ESTABLISHMENT	APPROVED ANNUAL ESTABLISHMENT COSTS
	OFFICE OF THE PERMANENT SECRETARY				
1	Permanent Secretary	U1S	3,768,835	1	45,226,020
2	Senior Personal Secretary	U3	933,461	1	11,201,532
3	Office Attendant	U8	221,987	1	2,663,844
4	Driver	U8	221,987	1	2,663,844
	Sub-Total			4	61,755,240
	DEPARTMENT OF FINANCE AND ADMINISTRATION				
1	Under Secretary	U1SE	1,859,451	1	22,313,412
2	Principal Accountant	U2	1,345,330	1	16,143,960
3	Principal Assistant Secretary	U2	1,247,467	1	14,969,604
4	Principal Personal Secretary	U2	1,247,467	1	14,969,604

5	Principal Records Officer	U2	1,247,467	1	14,969,604
6	Senior Accountant	U3	1,046,396	1	12,556,752
7	Senior Assistant Secretary	U3	933,461	5	56,007,660
8	Senior Inventory Management Officer	U3	933,461	1	11,201,532
9	Senior Personal Secretary	U3	933,461	4	44,806,128
10	Accountant	U4	876,222	2	21,029,328
11	Assistant Secretary	U4	723,868	2	17,372,832
12	Assistant Secretary/ Political Assistants	U4		4	0
13	Personal Secretary	U4	723,868	1	8,686,416
14	Records Officer/ SARO	U4	723,868	1	8,686,416
15	Communications Officer	U4	723,868	1	8,686,416
16	Inventory Management Officer	U4	723,868	1	8,686,416
17	Senior Accounts Assistant	U5	528,588	2	12,686,112
18	Assistant Records Officer	U5	462,265	1	5,547,180
19	Stenographer Secretary	U5	462,265	1	5,547,180
20	Office Supervisor	U6	426,265	1	5,115,180
21	Pool Stenographer	U6	426,265	1	5,115,180

2					
2	Accounts Assistant	U7	343,792	2	8,251,008
2					
3	Telephone Operator	U7	343,792	2	8,251,008
2					
4	Receptionist	U7	343,792	1	4,125,504
2					
5	Office Attendant	U8	221,987	5	13,319,220
2					
6	Driver	U8	221,987	8	21,310,752
2					
7	Askari	U8	200,296	2	4,807,104
	Sub-Total			54	375,161,508
	COMMUNICATION AND INFORMATION MANAGEMENT DIVISION				
1	Assistant Commissioner/ IEC	U1E	1,700,392	1	20,404,704
2	Principal Information Scientist	U2	1,345,330	1	16,143,960
3	Senior Information Scientist	U3	1,046,396	1	12,556,752
4	Senior Systems Administrator	U3	1,046,396	1	12,556,752
5	Information Scientist	U4	876,222	1	10,514,664
6	Librarian	U4	723,868	1	8,686,416
7	Systems Administrator	U4	876,222	1	10,514,664

8	Assistant Librarian	U6	426,265	1	5,115,180
	Sub-Total			8	96,493,092
	HUMAN RESOURCE MANAGEMENT DIVISION				
1	Assistantr Commissioner	U1E	1,657,677	1	19,892,124
2	Principal Human Resource Officer	U2	1,247,467	2	29,939,208
3	Senior Human Resource Officer	U3	933,461	2	22,403,064
4	Human Resource Officer	U4	723,868	1	8,686,416
	Sub Total			6	80,920,812
	DEPARTMENT OF PLANNING AND POLICY ANALYSIS				
1	Commissioner	U1SE	1,859,451	1	22,313,412
2	Assistant Commissioner/ M&E	U1E	1,700,392	1	20,404,704
3	Assistant Commissioner/ Planning	U1E	1,700,392	1	20,404,704

4	Assistant Commissioner/ Policy Analysis	U1E	1,700,392	1	20,404,704
5	Principal Economist	U2	1,345,330	2	32,287,920
6	Principal Policy Analyst	U2	1,345,330	1	16,143,960
7	Senior Statistician/ Economist	U3	1,046,396	2	25,113,504
8	Senior Policy Analyst	U3	1,046,396	1	12,556,752
9	Statistician/ Economist	U4	876,222	1	10,514,664
10	Policy Analyst	U4	876,222	1	10,514,664
11	Personal Secretary	U4	723,868	1	8,686,416
12	Office Attendant	U8	221,987	1	2,663,844
13	Driver	U8	221,987	1	2,663,844
	Sub-Total			15	204,673,092
	PROCUREMENT AND DISPOSAL UNIT				
1	Principal Procurement Officer	U2	1,345,330	1	16,143,960
2	Senior Procurement Officer	U3	1,046,396	1	12,556,752
3	Procurement Officer	U4	876,222	1	10,514,664

	Sub-Total			3	39,215,376
	INTERNAL AUDIT UNIT				
1	Principal Internal Auditor	U2	1,345,330	1	16,143,960
2	Senior Internal Auditor	U3	1,046,396	1	12,556,752
3	Internal Auditor	U4	876,222	1	10,514,664
	Sub-Total			3	39,215,376
	DIRECTORATE OF LAND ADMINISTRATION				
	OFFICE OF THE DIRECTOR - LAND MANAGEMENT				
1	Director	U1SE	3,252,289	1	39,027,468
2	Personal Secretary	U4	723,868	1	8,686,416
3	Office Attendant	U8	221,987	1	2,663,844
4	Driver	U8	221,987	1	2,663,844

	Sub-Total			4	53,041,572
	DEPARTMENT OF LAND REGISTRATION				
1	Commissioner	U1SE	2,370,401	1	28,444,812
2	Assistant Commissioner	U1E	1,700,392	1	20,404,704
3	Principal Registrar of Titles	U2	1,345,330	3	48,431,880
4	Senior Registrar of Titles	U3	1,046,396	3	37,670,256
5	Senior Records Officer	U3	933,461	1	11,201,532
6	Registrar of Titles	U4	876,222	3	31,543,992
7	Personal Secretary	U4	723,868	1	8,686,416
8	Records Officer	U4	723,868	3	26,059,248
9	Assistant Records Officer	U5	462,265	3	16,641,540
10	Stenographer Secretary	U5	462,265	3	16,641,540
11	Office Attendant	U8	221,987	1	2,663,844
12	Driver	U8	221,987	1	2,663,844
	Sub-Total			24	251,053,608

	DEPARTMENT OF LAND INSPECTORATE				
1	Commissioner	U1SE	2,370,401	1	28,444,812
2	Assistant Commissioner	U1E	1,700,392	2	40,809,408
3	Principal Land Officer	U2	1,345,330	1	16,143,960
4	Principal Land Officer/ Inspection	U2	1,345,330	4	64,575,840
5	Senior Land Officer	U3	10,976,172	2	263,428,128
6	Senior Land Officer/ Inspector	U3	1,046,396	4	50,227,008
7	Land Officer	U4	876,222	3	31,543,992
8	Land Officer/ Inspector	U4	876,222	4	42,058,656
9	Personal Secretary	U4	723,868	1	8,686,416
10	Office Attendant	U8	221,987	1	2,663,844
11	Driver	U8	221,987	1	2,663,844
	Sub-Total			24	551,245,908
	DEPARTMENT OF VALUATION				

1	Commissioner	U1SE	2,370,401	1	28,444,812
2	Assistant Commissioner	U1E	1,700,392	1	20,404,704
3	Principal Government Valuer	U2	1,345,330	3	48,431,880
4	Senior Government Valuer/ Principal Assistant Valuer	U3	1,046,396	3	37,670,256
5	Government Valuer	U4	876,222	3	31,543,992
6	Data Base Manager	U4	876,222	1	10,514,664
7	Senior Assistant Valuer	U4	876,222	3	31,543,992
8	Assistant Valuer	U5	528,588	1	6,343,056
9	Personal Secretary	U4	723,868	1	8,686,416
10	Stenographer Secretary	U5	462,265	1	5,547,180
11	Office Attendant	U8	221,987	1	2,663,844
12	Driver	U8	221,987	1	2,663,844
	Sub-Total			20	234,458,640
	DEPARTMENT OF SURVEYS AND MAPPING				

1	Commissioner	U1SE	2,370,401	1	28,444,812
2	Assistant Commissioner	U1E	1,700,392	3	61,214,112
3	Principal staff photogrammetry	U2	1,345,330	1	16,143,960
4	Princial Staff Surveyor	U2	1,345,330	1	16,143,960
5	Principal Staff Geodesit	U2	1,345,330	1	16,143,960
6	Principal Hydrographic Surveyor	U2	1,345,330	1	16,143,960
7	Principal Staff Cartographer	U2	1,345,330	1	16,143,960
8	Senior Staff Surveyor / Principal Surveyor	U3	1,046,396	1	12,556,752
9	Senior Staff Geodisist / Principal Geodisist	U3	1,046,396	1	12,556,752
10	Senior Staff Hydrographic Surveyor/ Principal Hydrographic Surveyor	U3	1,046,396	1	12,556,752
11	Senior Staff Cartographer/ Principal Cartographer	U3	1,046,396	1	12,556,752
12	Senior Staff Lithographer/ Principal Lithographer	U3	1,046,396	1	12,556,752
13	Senior Staff Photogrametrist/ Princ. Asst.Photogram.	U3	1,046,396	1	12,556,752
14	Senior Staff photographer	U3	1,046,396	1	12,556,752
15	Staff Surveyor / Senior Surveyor	U4	876,222	2	21,029,328
16	Staff Photogramesist / Photogramesist	U4	876,222	2	21,029,328
17	Staff Cartographer / Senior Cartographer	U4	876,222	4	42,058,656

1 8	Staff Lithographer / Senior Lithographer	U4	876,222	2	21,029,328
1 9	Staff Geodist / Senior Geodist	U4	876,222	1	10,514,664
2 0	Staff Hydrographic Surveyor/ Senior Asst. Hydrog. Surveyor.	U4	876,222	1	10,514,664
2 1	ICT Officer/ Information Scientist	U4	876,222	1	10,514,664
2 2	Personal Secretary	U4	723,868	1	8,686,416
2 3	Surveyor	U5	528,588	8	50,744,448
2 4	Photographer	U5	528,588	1	6,343,056
2 5	Photogrammetrist	U5	528,588	1	6,343,056
2 6	Cartographer	U5	528,588	10	63,430,560
2 7	Lithographer	U5	528,588	4	25,372,224
2 8	Hydrographic Surveyor/ Hydrog. Survey Technician	U5	528,588	2	12,686,112
2 9	Geodist	U5	528,588	1	6,343,056
3 0	Assistant Photogrammetrist	U5	528,588	2	12,686,112
3 1	Assistant Records Officer	U5	462,852	2	11,108,448
3 2	Assistant ICT Officer	U5	528,588	1	6,343,056
3 3	Assistant Inventory Management Officer	U5	462,852	1	5,554,224
3 4	Senior Accounts Assistant	U5	528,588	1	6,343,056

3					
5	Officer Supervisor	U6	426,265	1	5,115,180
3					
6	Photo-Litho Assistant	U7	343,792	2	8,251,008
3					
7	Technician	U7	343,792	1	4,125,504
3					
8	Recieptionist	U7	343,792	1	4,125,504
3					
9	Chain Men	U8	221,987	4	10,655,376
4					
0	Darkroom Attendant	U8	221,987	1	2,663,844
4					
1	Office Attendant	U8	221,987	1	2,663,844
4					
2	Driver	U8	221,987	10	26,638,440
4					
3	Machine Operator	U8	221,987	1	2,663,844
4					
4	Askari	U8	200,296	2	4,807,104
	Sub-Total			88	688,660,092
	LAND SECTOR REFORM COORDINATION UNIT				
1	Assistant Commissioner	U1E	1,700,392	1	20,404,704
2	Principal Land Officer	U2	1,345,330	4	64,575,840
3	Principal Information Scientist	U2	1,345,330	1	16,143,960

4	Senior Land Officer	U3	1,046,396	1	12,556,752
5	Senior Sociologist	U3	1,046,396	1	12,556,752
6	Senior Information Scientist	U3	1,046,396	1	12,556,752
7	Senior Records Officer	U3	933,461	1	11,201,532
8	Office Attendant	U8	221,987	1	2,663,844
9	Driver	U8	221,987	1	2,663,844
	Sub-Total			12	155,323,980
	DIRECTORATE OF PHYSICAL PLANNING AND URBAN DEVELOPMENT				
	OFFICE OF THE DIRECTOR - PHYSICAL PLANNING AND URBAN DEVELOPMENT				
1	Director	U1SE	2,893,252	1	34,719,024
2	Personal Secretary	U4	723,868	1	8,686,416
3	Office Attendant	U8	221,987	1	2,663,844
4	Driver	U8	221,987	1	2,663,844
	Sub-Total			4	48,733,128
	DEPARTMENT OF PHYSICAL PLANNING				

1	Commissioner	U1SE	2,370,401	1	28,444,812
2	Assistant Commissioner	U1E	1,700,392	2	40,809,408
3	Principal Physical Planner	U2	1,345,330	4	64,575,840
4	Senior Physical Planner	U3	1,046,396	4	50,227,008
5	Physical Planner	U4	876,222	1	10,514,664
6	Geographer	U4	876,222	1	10,514,664
	Environmental Officer	U4	876,222	1	10,514,664
7	Personal Secretary	U4	723,868	1	8,686,416
8	Cartographer	U5	462,265	2	11,094,360
9	Draughtsman	U5	462,265	1	5,547,180
10	Office Attendant	U8	221,987	1	2,663,844
11	Driver	U8	221,987	1	2,663,844
	Sub-Total			20	246,256,704
	DEPARTMENT OF URBAN DEVELOPMENT				
1	Commissioner	U1SE	1,859,451	1	22,313,412

2	Assistant Commissioner	U1E	1,657,677	2	39,784,248
3	Principal Urban Development Officer	U2	1,247,467	2	29,939,208
4	Senior Urban Development Officer	U3	933,461	2	22,403,064
5	Senior Sociologist	U3	933,461	1	11,201,532
6	Urban Development Officer	U4	723,868	2	17,372,832
7	Sociologist	U4	876,222	1	10,514,664
8	Economist/ Statistician	U4	876,222	1	10,514,664
9	Personal Secretary	U4	723,868	1	8,686,416
10	Office Attendant	U8	221,987	1	2,663,844
11	Driver	U8	221,987	1	2,663,844
	Sub-Total			15	178,057,728
	DEPARTMENT OF LAND USE REGULATION AND COMPLIANCE				
1	Commissioner	U1SE	1,859,451	1	22,313,412
2	Assistant Commissioner	U1E	1,657,677	2	39,784,248
3	Principal Physical Planner	U2	1,345,330	2	32,287,920

4	Senior Physical Planner	U3	1,046,396	4	50,227,008
5	Physical Planner	U4	876,222	5	52,573,320
6	Personal Secretary	U4	723,868	1	8,686,416
7	Office Attendant	U8	221,987	1	2,663,844
8	Driver	U8	221,987	1	2,663,844
	Sub-Total			17	211,200,012
	DIRECTORATE OF HOUSING AND HUMAN SETTLEMENT				
	OFFICE OF THE DIRECTOR - HOUSING AND HUMAN SETTLEMENT				
1	Director	U1SE	2,369,300	1	28,431,600
2	Personal Secretary	U4	723,868	1	8,686,416
3	Office Attendant	U8	221,987	1	2,663,844
4	Driver	U8	221,987	1	2,663,844
	Sub-Total			4	42,445,704

DEPARTMENT OF HOUSING DEVELOPMENT AND ESTATES MANAGEMENT					
1	Commissioner	U1SE	2,370,401	1	28,444,812
2	Assistant Commissioner	U1E	1,700,392	1	20,404,704
3	Principal Architect	U2	1,345,330	1	16,143,960
4	Principal Engineer/ Civil	U2	1,771,568	1	21,258,816
5	Principal Engineer/ Electrical	U2	1,771,568	1	21,258,816
6	Principal Housing Officer/ Estates	U2	1,247,467	1	14,969,604
7	Principal Quantity Surveyor	U2	1,771,568	1	21,258,816
8	Senior Architect	U3	1,046,396	1	12,556,752
9	Senior Engineer/ Civil	U3	1,046,396	1	12,556,752
10	Senior Engineer/ Electrical	U3	1,046,396	1	12,556,752
11	Senior Quantity Surveyor	U3	1,046,396	1	12,556,752
12	Senior Housing Officer/ Estates	U3	933,461	1	11,201,532
13	Engineer/ Civil	U4	1,094,258	1	13,131,096
14	Housing Officer/ Estates	U4	723,868	1	8,686,416
15	Engineer/ Electrical	U4	1,094,258	1	13,131,096
16	Personal Secretary	U4	723,868	1	8,686,416

17	Architectural Assistant	U5	528,588	1	6,343,056
18	Assistant Records Officer	U5	462,265	1	5,547,180
19	Office Attendant	U8	221,987	1	2,663,844
20	Driver	U8	221,987	1	2,663,844
	Sub-Total			20	266,021,016
	DEPARTMENT OF HUMAN SETTLEMENTS				
	Commissioner	U1SE	1,859,451	1	22,313,412
1	Assistant Commissioner	U1E	1,657,677	2	39,784,248
2	Principal Planner	U2	1,345,330	1	16,143,960
3	Principal Housing Officer	U2	1,345,330	1	16,143,960
4	Senior Economist	U3	1,046,396	1	12,556,752
5	Senior Stastician	U3	1,046,396	1	12,556,752
6	Senior Housing Officer	U3	1,046,396	1	12,556,752
7	Senior Sociologist	U3	933,461	1	11,201,532
8	Stastician	U4	876,222	1	10,514,664
9	Housing Economist	U4	876,222	1	10,514,664

1 0	Housing Officer	U4	723,868	1	8,686,416
1 1	Personal Secretary	U4	723,868	1	8,686,416
1 2	Sociologist	U4	723,868	1	8,686,416
1 3	Senior Accounts Assistant	U5	528,588	1	6,343,056
1 4	Office Attendant	U8	221,987	1	2,663,844
1 5	Driver	U8	221,876	1	2,662,512
	Sub-Total			17	202,015,356
	TOTAL FOR HEADQUARTER			362	4,025,947,944
	MINISTRY ZONAL OFFICES				
	Category One [Large: 3]				
1	Principal Assistant Secretary	U2	1,345,330	3	48,431,880
2	Senior Staff Surveyor	U3	1,242,821	3	44,741,556
3	Senior Physical Planner	U3	1,242,821	3	44,741,556

4	Senior Land Officer	U3	933,461	3	33,604,596
5	Senior Registrar of Titles	U3	1,046,396	3	37,670,256
6	Senior Government Valuer	U3	1,242,821	3	44,741,556
7	Senior ICT Officer	U3	1,242,821	3	44,741,556
8	Staff Cartographer	U4	1,094,258	3	39,393,288
9	ICT Officer	U4	1,094,258	3	39,393,288
10	Physical Planner	U4	1,094,258	3	39,393,288
11	Staff Surveyor	U4	1,094,258	3	39,393,288
12	Registrar of Titles	U4	876,222	9	94,631,976
13	Land Officer	U4	876,222	6	63,087,984
14	Records Officer	U4	723,868	3	26,059,248
15	Cartographer	U5	671,736	3	24,182,496
16	Assistant Records Officer	U5	462,852	6	33,325,344
17	Senior Accounts Assistant/ Cashier	U5	528,588	3	19,029,168
18	Stenographer Secretary	U5	462,852	3	16,662,672
19	Data Entry Clerk	U7	343,913	9	37,142,604
20	Receptionist	U7	343,913	3	12,380,868

2 1	Office Attendant	U8	221,987	3	7,991,532
2 2	Driver	U8	221,987	3	7,991,532
	Sub-Total			84	798,731,532
	Category Two [10]				
1	Principal Assistant Secretary	U2	1,345,330	10	161,439,600
2	Senior Staff Surveyor	U3	1,242,821	10	149,138,520
3	Senior Physical Planner	U3	1,242,821	10	149,138,520
4	Senior Land Officer	U3	933,461	10	112,015,320
5	Senior Registrar of Titles	U3	1,046,396	10	125,567,520
6	Senior Government Valuer	U3	1,242,821	10	149,138,520
7	Senior ICT Officer	U3	1,242,821	10	149,138,520
8	Staff Cartographer	U4	1,094,258	10	131,310,960
9	ICT Officer	U4	1,094,258	10	131,310,960
1 0	Staff Surveyor	U4	1,094,258	10	131,310,960
1 1	Registrar of Titles	U4	876,222	20	210,293,280

1 2	Records Officer	U4	723,868	10	86,864,160
1 3	Cartographer	U5	671,736	10	80,608,320
1 4	Assistant Records Officer	U5	462,852	10	55,542,240
1 5	Senior Accounts Assistant/ Cashier	U5	528,588	10	63,430,560
1 6	Stenographer Secretary	U5	462,852	10	55,542,240
1 7	Data Entry Clerk	U7	343,913	20	82,539,120
1 8	Receptionist	U7	343,913	10	41,269,560
1 9	Office Attendant	U8	221,987	10	26,638,440
2 0	Driver	U8	221,987	10	26,638,440
	Sub-Total			220	2,118,875,760
	Category Three [8]				
1	Principal Assistant Secretary	U2	1,345,330	8	129,151,680
2	Senior Staff Surveyor	U3	1,242,821	8	119,310,816
3	Senior Physical Planner	U3	1,242,821	8	119,310,816
4	Senior Land Officer	U3	933,461	8	89,612,256

5	Senior Registrar of Titles	U3	1,046,396	8	100,454,016
6	Senior Government Valuer	U3	1,242,821	8	119,310,816
7	Staff Cartographer	U4	1,094,258	8	105,048,768
8	ICT Officer	U4	1,094,258	8	105,048,768
9	Registrar of Titles	U4	876,222	8	84,117,312
10	Records Officer	U4	723,868	8	69,491,328
11	Assistant Records Officer	U5	462,852	8	44,433,792
12	Senior Accounts Assistant/ Cashier	U5	528,588	8	50,744,448
13	Stenographer Secretary	U5	462,852	8	44,433,792
14	Data Entry Clerk	U7	343,913	8	33,015,648
15	Receptionist	U7	343,913	8	33,015,648
16	Office Attendant	U8	221,987	8	21,310,752
17	Driver	U8	221,987	8	21,310,752
	Sub-Total			136	1,289,121,408
	TOTAL FOR 21 MZOs				4,206,728,700

	NATIONAL LAND INFORMATION CENTRE				
1	Assistant Commissioner	U1E	2,370,401	1	28,444,812
2	Principal ICT Officer (Systems Admin./ Analysis)	U2	1,771,568	1	21,258,816
3	Principal ICT Officer (GIS/ MIS)	U2	1,771,568	1	21,258,816
4	Senior ICT Officer (Systems Admin)	U3	1,242,821	1	14,913,852
5	Senior ICT Officer (Net Work Administration)	U3	1,242,821	1	14,913,852
6	Senior ICT Officer (GIS/ MIS)	U3	1,242,821	1	14,913,852
7	Senior Assistant Secretary	U3	933,461	1	11,201,532
8	ICT Officers	U4	1,094,258	3	39,393,288
9	Stenographer Secretary	U5	462,582	1	5,550,984
10	Office Attendant	U8	221,987	1	2,663,844
11	Driver	U8	221,987	1	2,663,844
12	Askari	U8	200,296	2	4,807,104
	TOTAL			15	181,984,596
	SUMMARY				

	Ministry Headquarters		363	4,038,504,696
	MZOs		440	4,206,728,700
	National Land Information Centre		15	181,984,596
	GRAND TOTAL		818	8,427,217,992