

APPENDIX 19: APPROVED AND COSTED ESTABLISHMENT ANALYSIS FOR THE UGANDA HUMAN RIGHTS COMMISSION				
Job Title	Salary	Approved	Monthly	Annual Salary
	Scale	Establishment	Salary	
OFFICE OF THE CHAIRPERSON				
Commission Chairperson	HR-SS	1	8,336,815	100,041,775
Senior Human Right Officer	HRC-4	1	3,316,174	39,794,084
Human Rights Officer	HRC-5	1	2,690,908	32,290,895
Senior Administrative Assistant	HRC-4	1	3,316,174	39,794,084
Records Officer	HRC-5	1	2,690,908	32,290,895
Assistant Administrator	HRC-7	1	1,817,897	21,814,761
Driver	HRC-10	1	1,191,555	14,298,657
Sub Total		7		280,325,153
COMMISSION MEMBERS				
Commissioner	HR-SS	6	7,443,529	535,934,088
Senior H.R.O-Legal	HRC-4	6	3,316,189	238,765,625
Ass.Admin	HRC-5	6	2,268,745	163,349,646

Driver	HRC10	6	1,191,555	85,791,944
Sub Total		24		1,023,841,303
OFFICE OF THE SECRETARY				
Secretary to the Commission	HRC-1	1	6,564,306	78,771,670
Sen, Hum Rights Officer(Sen Editor)	HRC-4	1	3,316,189	39,794,271
Human Rights Officer (Editor)	HRC-5	1	2,690,908	32,290,895
Human Rights Officer-Legal (Pers.Assist)	HRC-5	1	2,690,908	32,290,895
Assistant Administrator	HRC-5	1	2,268,745	27,224,941
Driver	HRC-10	1	1,191,555	14,298,657
Sub Total		6		224,671,330
Public Affairs Unit				
Public Affairs Manager	HRC-3	1	3,619,493	43,433,919
Senior Public Affairs Officer	HRC-4	1	3,316,189	39,794,271
Public Affairs Officer	HRC-5	1	2,690,908	32,290,895
Front Desk Officer	HRC-5	1	2,690,908	32,290,895

Receptionist	HRC-7	1	1,817,897	21,814,761
Sub Total		5		169,624,742
Internal Audit Unit				
Chief /Principal Internal Auditor	HRC-2L)	1	3,728,077	44,736,924
Senior Internal Auditor	HRC-4	1	3,316,189	39,794,271
Internal Auditor	HRC-5	1	2,690,908	32,290,895
Audit Assistant	HRC 7	1	1,817,897	21,814,761
Sub Total		4		138,636,851
Planning Unit				
Commission Planner	HRC-2L)	1	3,728,077	44,736,924
Statistician	HRC-5	1	2,690,908	32,290,895
Assistant Planner	HRC-6	1	2,118,966	25,427,592
Driver	HRC-10	1	1,191,555	14,298,657
Sub Total		4		116,754,069

Procurement & Disposal Unit					
Principal Proc. Officer	HRC-3	1	3,619,493	43,433,919	
Procurement Officer	HRC-5	1	2,690,908	32,290,895	
Assistant Procurement Officer	HRC-6	1	2,118,966	25,427,592	
Sub Total		3		101,152,406	
Commission Security & Safety Unit					
Commission Security Coordinator	HRC-3	1	3,619,493	43,433,919	
Security Officer (Operations)	HRC-5	1	2,690,908	32,290,895	
Senior Security Officer (Admin.)	HRC-4	1	3,316,189	39,794,271	
Assistant Security Officer	HRC-6	1	2,118,966	25,427,592	
Driver	HRC-10	1	1,191,555	14,298,657	
Sub Total		5		155,245,334	
DIRECTORATE OF FINANCE AND ADMINISTRATION					
Director Finance and Administration	HRC-2(U)	1	3,873,716	46,484,595	
Dep. Director (Finance and Administration	HRC-2L)	1	3,728,077	44,736,924	

Assistant Administrator	HRC-7	1	1,817,897	21,814,761
Senior Office Supervisor	HRC-5	1	2,690,908	32,290,895
Senior Stores Assistant	HRC-6	1	2,118,966	25,427,592
Stores Assistant	HRC-7	1	1,817,897	21,814,761
Office Superintendent	HRC-8	1	1,479,849	17,758,188
Transport Officer	HRC-5	1	2,690,908	32,290,895
Office Machines Operator	HRC-8	1	1,479,849	17,758,188
Office Assistant	HRC-10	2	2,125,312	51,007,488
Driver	HRC-10	4	4,766,220	228,778,560
Transport Assistant	HRC-8	1	1,479,849	17,758,188
Gate Attendant	HRC-10	2	2,125,312	51,007,488
Sub Total		18		608,928,525
Human Resource Unit				
Human Resource & Administrations Manager	HRC-2(L)	1	3,728,077	44,736,924
Senior Human Resource Officer (No.1)	HRC-4	1	3,316,174	39,794,084
Senior Records Officer	HRC-4	1	3,316,174	39,794,084

Record Officer	HRC-5	1	2,690,908	32,290,895
Assistant Records Officer	HRC-6	1	2,118,966	25,427,592
Human Resource Officer	HRC-5	1	2,690,908	32,290,895
Human Resource Officer	HRC-5	1	2,690,908	32,290,895
Records Assistant	HRC-7	1	1,817,897	21,814,761
Labour Officer	HRC-5	1	2,690,908	32,290,895
Assistant Administrator	HRC-7	1	1,817,897	21,814,761
Driver	HRC-10	1	1,191,555	14,298,657
Sub Total		11		336,844,446
Accounts & Finance Unit				
Principal Accountant	HRC 3	1	3,619,493	43,433,919
Senior Accountant -G.O.U	HRC-4	1	3,316,174	39,794,084
Accountant G.O.U	HRC-5	1	2,690,908	32,290,895
Assistant Accountant-G.O.U	HRC-6	1	2,118,966	25,427,592
Assistant Accountant-G.O.U	HRC-6	1	2,118,966	25,427,592
Senior Accountant- Projects	HRC-4	1	3,316,174	39,794,084

Accountant-Projects	HRC-5	1	2,690,908	32,290,895
Assistant Accountant -Projects	HRC-6	1	2,118,966	25,427,592
Assistant Accountant-Projects	HRC-6	1	2,118,966	25,427,592
Driver	HRC-10	1	1,191,555	14,298,657
Sub Total		10		303,612,904
Systems Admin. & I T Unit				
Systems Manager	HRC-3	1	3,619,493	43,433,919
Senior Systems Officer	HRC-3	1	3,316,174	39,794,084
Systems Officer	HRC-5	1	2,690,908	32,290,895
Computer Programmer	HRC-5	1	2,690,908	32,290,895
Website Maintenance Officer	HRC-5	1	2,690,908	32,290,895
Driver	HRC-10	1	1,191,555	14,298,657
Sub Total		6		194,399,347
DIRECTORATE OF RESEARCH, EDUCATION AND DOCUMENTATIO N				
Director R.E.D	HRC-2(U)	1	3,873,716	46,484,595

Deputy Director-R.E.D	HRC-2L)	1	3,728,077	44,736,924
SHRO	HRC-4	1	3,316,174	39,794,084
Assistant Administrator	HRC-7	1	1,817,897	21,814,761
Driver	HRC-10	1	1,191,555	14,298,657
Office Assistant	HRC-10	1	1,062,656	12,751,869
Sub Total		6		179,880,891
Research and Education				
Principal Human Rights Officer	HRC-3	1	3,619,493	43,433,919
Senior Research Specialist	HRC-4	1	3,316,174	39,794,084
Senior Human Rights Officer	HRC-4	1	3,316,174	39,794,084
Human Rights /Research Officer	HRC-5	1	2,690,908	32,290,895
Human Rights Officer-Education	HRC-5	1	2,690,908	32,290,895
Sub Total		5		187,603,878
Doctn & Library Unit				
Principal HRO/ Principal Librarian	HRC-3	1	3,619,493	43,433,919

Senior HRO/ Senior Librarian	HRC-4	1	3,316,174	39,794,084
Human Rights Officer/Librarian	HRC-5	1	2,690,908	32,290,895
Assistant Librarian	HRC-6	1	2,118,966	25,427,592
Records Assistant	HRC-7	1	1,817,897	21,814,761
Sub Total		5		162,761,252
DIRECTORATE OF MONITORING AND INSPECTION				
Director M & Inspections	HRC-2(U)	1	3,873,716	46,484,595
Deputy Director M & I	HRC-2(L)	1	3,728,077	44,736,924
Principal Human Rights Officer- Legal	HRC-3	1	3,619,493	43,433,919
Senior Human Rights Officer (M&I)	HRC-4	1	3,316,189	39,794,271
Assistant Administrator	HRC-6	1	2,118,966	25,427,592
Driver	HRC-10	1	1,191,555	14,298,657
Office Assistant	HRC-10	1	1,062,656	12,751,869
Sub Total		7		226,927,827
Right to Health Unit				

Principal Human Rights Officer	HRC-3	1	3,619,493	43,433,919
Senior Human Rights Officer	HRC-4	1	3,316,174	39,794,084
Human Rights Officer (Legal)	HRC-5	1	2,690,908	32,290,895
Human Rights Officer (M&I)	HRC-5	1	2,690,908	32,290,895
Sub Total		4		147,809,794
Vulnerable Persons Unit				
Principal Human Rights Officer	HRC-3	1	3,619,493	43,433,919
Senior Human Rights Officer	HRC-4	1	3,316,174	39,794,084
Human Rights Officer (Legal)	HRC-5	1	2,690,908	32,290,895
Human Rights Officer	HRC-5	1	2,690,908	32,290,895
Sub Total		4		147,809,794
DIRECTORATE OF COMPLAINTS, INVESTIGATIONS AND LEGAL SERVICES				
Directors Office				
Director Complaints, Investigations and Legal Services	HRC-2(U)	1	3,873,716	46,484,595
Deputy Director Complaints, Investigations and Legal Services	HRC-2L)	1	3,728,077	44,736,924

Principal H.R.O- C & I	HRC-3	1	3,619,493	43,433,919
Principal H.R.O-Legal	HRC-3	1	3,619,493	43,433,919
Senior Human Rights Officer C&I	HRC-4	1	3,316,175	39,794,096
Senior Human Right Officer -Legal	HRC-4	1	3,316,189	39,794,271
Human Rights Officer-Legal	HRC-5	1	2,690,908	32,290,895
Human Rights Officer-Investigation	HRC-5	1	2,690,908	32,290,895
Human Rights Officer-Complaints	HRC-5	1	2,690,908	32,290,895
Assistant Administrator	HRC-6	1	2,118,966	25,427,592
Driver	HRC-10	1	1,191,555	14,298,657
Office Assistant	HRC-10	1	1,062,656	12,751,869
Sub Total		12		407,028,529
Office of the Register-CILS				
Registrar (Princ. Human Rights Officer)	HRC-3	1	3,619,493	43,433,919
Deputy Register/Senior HRO	HRC-4	1	3,316,174	39,794,084
Assistant Registrar (HRO- Legal)	HRC-5	1	2,690,908	32,290,895
Process Server	HRC-6	1	2,118,966	25,427,592

Tribunal Clerk	HRC-6	1	2,118,966	25,427,592
Driver	HRC-10-1	1	1,191,555	14,298,657
Sub Total		6		180,672,740
DIRECTOR OF REGIONAL SERVICES				
Director Regional Services	HRC-2(U)	1	3,873,716	46,484,595
Deputy Director Regional Services	HRC-2L)	1	3,728,077	44,736,924
Principal Human Rights Officer	HRC-3	1	3,619,493	43,433,919
Senior Human Rights Officer-Investigations	HRC-3	1	3,316,174	39,794,084
Human Rights Officer-Investigations	HRC-5	1	2,690,908	32,290,895
Human Rights Officer-	HRC-5	1	2,690,908	32,290,895
Assistant Administrator	HRC-7	1	1,817,897	21,814,761
Office Assistant	HRC-10-2	1	1,062,656	12,751,869
Driver	HRC-10	1	1,191,555	14,298,657
Sub Total		9		287,896,601
Field Offices- Moyo, Lira, Kitgum, Pader, Kaberamaido, Kotido, Nakapiripirit, Kapchorwa, Buvuma & Kalangala				

	Human Rights Officer-Investigation	HRC-5	10	2,690,908	322,908,954
	Human Rights Officer-Education	HRC-5	10	2,690,908	322,908,954
	Sub-Total		20		645,817,908
	KABALE REGIONAL OFFICE				
	R.H.R.O (Principal H.R.O)	HRC-3	1	3,619,493	43,433,919
	Human Rights Officer-Legal	HRC-5	1	2,690,908	32,290,895
	Human Rights Officer-Investigations	HRC-5	1	2,690,908	32,290,895
	Human Rights Officer-Education	HRC-5	1	2,690,908	32,290,895
	Assistant Accountant	HRC-6	1	2,118,966	25,427,592
	Assistant Administrator	HRC-7	1	1,817,897	21,814,761
	Office Assistant	HRC-10-2	1	1,062,656	12,751,869
	Driver	HRC-10-1	1	1,191,555	14,298,657
	Sub Total		8		214,599,485
	LIRA REGIONAL OFFICE				
	R.H.R.O (Principal H.R.O)	HRC-3	1	3,619,493	43,433,919

	Human Rights Officer-Legal	HRC-5	1	2,690,908	32,290,895
	Human Rights Officer-Investigations	HRC-5	1	2,690,908	32,290,895
	Human Rights Officer-Education	HRC-5	1	2,690,908	32,290,895
	Assistant Accountant	HRC-6	1	2,118,966	25,427,592
	Assistant Administrator	HRC-7	1	1,817,897	21,814,761
	Office Assistant	HRC-10-2	1	1,062,656	12,751,869
	Driver	HRC-10-1	1	1,191,555	14,298,657
	Sub Total		8		214,599,485
	GRAND TOTAL		197		6,657,444,594