
Vote:020 Ministry of ICT and National Guidance

V1: Vote Overview

I. Vote Mission Statement

To increase access and usage of ICT infrastructure and services throughout the country, ensure effective communication of government policies and programmes and promotion of a national ideology for socio economic transformation.

II. Strategic Objective

Our strategic objectives are as indicated below:

- i. Improve the legal and regulatory frameworks to respond to the industry needs.
- ii. Enhance the ICT expertise
- iii. Promote an informed and ideologically aware citizenry for socio-economic transformation
- iv. Enhance access, usage, security and application of ICT infrastructure and Services

Outcomes are indicated below

- i. Responsive ICT legal and regulatory environment
- ii. Increased employment and growth opportunities
- iii. Shared national vision, national interest, national values and common good
- iv. Secure ICT access and usage for all.

III. Major Achievements in 2017/18

A workshop to engage stakeholders on the draft II of Spectrum management policy was held.

The first stakeholder meeting on National Infrastructure management policy was held;

The Ministry established Task Team to develop the strategy for broadcasting subsector comprising of Officials from Ministry of ICT&NG, National Association of Broadcasters, Uganda Communications Commission, and NITA-U;

Procurement of Consultancy for assembling and manufacturing computers in Uganda initiated - Terms of Reference for consultant developed and Bench marking study to Ethiopia arranged;

Technical support, guidance and monitoring was provided to Ministries, Departments and Agencies and Local Governments in the development and implementation of institutional ICT policies;

The Ministry conducted two Civic Education workshops for appointed and elected leaders district leaders, Sub County chiefs, District Councillors, District Youth Chairpersons, District Community Officer, Opinion Leaders, Women leaders, District PWD representative) in Promoting Good Governance in a multiparty system in the Eastern and western regions;

GCIC was operationalised and was able to run two campaigns; tracking and sharing delivery of medicines by National Medical Stores (NMS) up to the Health Centre II and the releases by Ministry of Finance, Planning and Economic Development (MoFPED). The Call Centre interacted with 1,500 citizens directly, GCIC website gcic.gou.go.ug got 71,180 visitors, Social media Twitter got 451,400 views; FaceBook 38,494 post reaches;

Uganda Broadcasting Corporation restructuring was initiated - A physical verification of all UBCs 528 staff; updating of all staff HR files across all the 11 radio stations and 4 TV channels; revalidation of staff academic documents, duty stations, their competencies and a report forwarded for action by the Board;

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Uganda Broadcasting Corporation Content Development undertaken - an audience perception audit undertaken;

The Ministry identified land where to construct the National ICT Innovations hub and secured consensus from key stakeholders. The land is located at UICT Nakawa;

A Memorandum of Understanding (MOU) between MoICT&NG and MoDVA to construct an ICT hub at Nakawa was finalized;

Architectural drawings for the National ICT Initiatives Support Program hub were finalized and submitted to KCCA for approval;

The Ministry initiated the process for acquiring a Design and Supervision consultant for the National ICT Initiatives Support Program construction project;

ICT & National Guidance Sector Performance Report for FY 2016/17 were prepared and submitted to OPM and other relevant authorities;

Completed the process of evaluation for expression of interest (EOI) for the Consultancy for assembling and manufacturing computers in Uganda and initiated the process of Procurement of Consultancy for assembling and manufacturing computers in Uganda with development of Terms of Reference for the consultancy and arranging a bench marking study to Ethiopia;

Held a meeting with the Public Private Partnership (PPP) Secretariat at MoFPED on e-Waste recycling and management, National Steering Committee Meetings and consultations on e-waste management were held with key stakeholders namely Public Private Partnership (PPP) Unit under MoFPED KCCA and NEMA;

An assessment of the current IT Trends and a report was produced;

A workshop on new technologies for Heads of IT was held with Microsoft;

Construction of the ICT Innovation Hub at Nakawa was initiated (at foundation level) in collaboration with the UPDF Engineering Brigade;

A Selection Committee for the National ICT Innovations Support to determine the beneficiaries, comprising of 11 independent experts from the industry and academia was set up.

A total of 40 winning applications were selected from the total of 350 who applied; so far 40 have been selected and supported including Academic Information Management System (AIMS), MUNU Investments;

Procurement process for the Process Partner initiated, Terms of Reference for the Process Partner developed and approved; - Expression of Interest (EOI) for Process Partner issued and also published in the newspapers and on Ministry website;

Postal sector monitored in West Nile and Eastern Uganda; Bench-marking study tours to South Africa on management of National Geographic Information System (GIS) and another to Ghana on Spectrum Management were undertaken;

Technical support and guidance in the development of District ICT Policies provided to LGs Of Bukedea, Butaleja, Dokolo, Masindi, Bulisa and Hoima, Uganda Police Force on their ICT innovation hub, Public service commission, Public universities to deploy the Academic Information Management System (AIMS), Public Service Commission, Uganda Business and Technical Examinations Board representation, MoGLSD consultation on Green Jobs and Ministry of Lands in which there was review of the Lands Information System;

Technical, Operational and Maintenance training on utilization of the content production and management centre was conducted for staff to be in charge of content production namely (Staff from GCIC, UBC and MoICT&NG;

Conducted civic education workshops for appointed and elected leaders district, Sub-County chiefs, District Councillors, District Youth Chairpersons, District Community Officer, Opinion Leaders, Women leaders, District PWD representative) in Promoting Good Governance in a multiparty system in the Eastern region;

Ran two campaigns; tracking and sharing delivery of medicines by National Medical Stores (NMS) up to the Health Centre II

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and the releases by Ministry of Finance, Planning and Economic Development (MoFPED). The deliveries of medicines and releases of finances up to parish level were published on all our platforms;

Publicised Government policies and programmes in Rwenzori sub region, with both Elected and Appointed Leaders at the Sub county headquarters;

Undertook a pilot survey and produced a report on the level of awareness of Government policies and programmes in conjunction with the Directorate of Information and National Guidance;

A special audit of the Uganda Broadcasting Corporation (UBC) payroll was carried out, report produced and submitted to the Board of Directors for consideration;

IV. Medium Term Plans

Improve the legal and regulatory frameworks to respond to the industry needs to become gender responsive and also to match the new technological developments;

Increase job creation especially for the Youth through ICT Research and Innovation;

Establish ICT parks and model incubation centres /hubs to encourage innovation and creation of local content at regional level;

Extend the ICT Infrastructure Network to cover the entire country to ensure digital inclusion;

Continue implementation of the migration from analogue to digital terrestrial broadcasting;

Develop a policy and review the legal framework on infrastructure sharing to reduce the cost of communications;

Develop, adopt technologies, policies and strategies that safeguard communities and the environment (such as e-waste management, use of renewable energy, sharing ICT infrastructure);

Enhance the usage and application of ICT services in business and service delivery;

Increase the stock of ICT skilled and industry ready workforce;

Improve the information security system to be secure, reliable, resilient and capable of responding to cyber security threats;

Promote an informed, engaged and oriented citizenry that supports socio-economic transformation;

Transform the Uganda Institute for Information and Communications Technology (UICT) into a Centre of Excellence (CoE);

Implement the National Postcode and Addressing System;

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V. Summary of Past Performance and Medium Term Budget Allocations

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

	2016/17 Outturn	2017/18		2018/19	MTEF Budget Projections				
		Approved Budget	Expenditure by End Dec		2019/20	2020/21	2021/22	2022/23	
Recurrent									
Wage	0.814	1.744	0.759	5.937	6.531	6.857	7.200	7.560	
Non Wage	5.275	24.767	8.690	5.936	7.242	8.328	9.994	11.993	
Devt.									
GoU	0.341	15.572	5.192	15.223	18.572	22.286	22.286	22.286	
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
GoU Total	6.431	42.083	14.641	27.096	32.344	37.472	39.480	41.839	
Total GoU+Ext Fin (MTEF)	6.431	42.083	14.641	27.096	32.344	37.472	39.480	41.839	
Arrears	0.000	0.728	0.299	11.200	0.000	0.000	0.000	0.000	
Total Budget	6.431	42.811	14.941	38.296	32.344	37.472	39.480	41.839	
A.I.A Total	1.657	3.500	0.343	3.500	3.500	3.500	3.500	3.500	
Grand Total	8.087	46.311	15.284	41.796	35.844	40.972	42.980	45.339	
Total Vote Budget Excluding Arrears	8.087	45.583	14.984	30.596	35.844	40.972	42.980	45.339	

VI. Budget By Economic Classification

Table V6.1 2017/18 and 2018/19 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2017/18 Approved Budget				2018/19 Draft Estimates			
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	AIA	Total
Output Class : Outputs Provided	13.989	0.000	2.945	16.935	16.881	0.000	3.287	20.167
211 Wages and Salaries	2.674	0.000	0.099	2.773	7.034	0.000	0.435	7.468
212 Social Contributions	0.299	0.000	0.000	0.299	0.299	0.000	0.000	0.299
213 Other Employee Costs	0.212	0.000	0.020	0.232	0.249	0.000	0.010	0.259
221 General Expenses	2.003	0.000	1.182	3.185	1.176	0.000	1.590	2.765
222 Communications	0.198	0.000	0.040	0.238	0.179	0.000	0.013	0.192
223 Utility and Property Expenses	2.328	0.000	0.505	2.833	2.311	0.000	0.505	2.816
224 Supplies and Services	0.078	0.000	0.000	0.078	0.086	0.000	0.000	0.086
225 Professional Services	4.498	0.000	0.269	4.767	4.350	0.000	0.147	4.497
227 Travel and Transport	1.486	0.000	0.765	2.251	1.030	0.000	0.511	1.540
228 Maintenance	0.213	0.000	0.066	0.279	0.168	0.000	0.076	0.244
Output Class : Outputs Funded	20.900	0.000	0.000	20.900	3.454	0.000	0.000	3.454
263 To other general government units	18.700	0.000	0.000	18.700	0.700	0.000	0.000	0.700
291 Tax Refunds	2.200	0.000	0.000	2.200	2.754	0.000	0.000	2.754
Output Class : Capital Purchases	7.194	0.000	0.555	7.749	6.761	0.000	0.213	6.974

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281 Property expenses other than interest	0.500	0.000	0.000	0.500	0.500	0.000	0.000	0.500
312 FIXED ASSETS	6.694	0.000	0.555	7.249	6.261	0.000	0.213	6.474
Output Class : Arrears	0.728	0.000	0.000	0.728	11.200	0.000	0.000	11.200
321 DOMESTIC	0.728	0.000	0.000	0.728	11.200	0.000	0.000	11.200
Grand Total :	42.811	0.000	3.500	46.311	38.296	0.000	3.500	41.796
Total excluding Arrears	42.083	0.000	3.500	45.583	27.096	0.000	3.500	30.596

VII. Budget By Programme And Subprogramme

Table V7.1: Past Expenditure Outturns and Medium Term Projections by Programme and SubProgramme

Billion Uganda shillings	FY 2016/17 Outturn	FY 2017/18		2018-19 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2019-20	2020-21	2021-22	2022-23
01 Enabling environment for ICT Development and Regulation	0.681	9.518	3.324	2.366	2.238	2.424	2.709	2.709
02 Information Technology	0.448	0.825	0.237	0.707	0.688	0.748	0.848	0.868
03 Information Management Services	0.233	7.493	2.652	0.540	0.506	0.576	0.676	0.686
04 Broadcasting Infrastructure	0.000	0.588	0.210	0.518	0.498	0.536	0.596	0.596
05 Posts and Telecommunications	0.000	0.611	0.225	0.601	0.546	0.563	0.588	0.558
02 Effective Communication and National Guidance	0.876	22.371	5.253	3.834	4.757	5.972	5.355	5.641
04 Broadcasting Infrastructure Department	0.442	0.000	0.000	0.000	0.000	0.000	0.000	0.000
05 Telecommunication and Posts	0.434	0.000	0.000	0.000	0.000	0.000	0.000	0.000
08 Uganda Media Center	0.000	1.111	0.470	1.111	0.656	0.756	0.837	1.436
09 National Guidance	0.000	0.539	0.253	0.511	0.593	0.793	0.893	1.193
10 Information	0.000	12.122	2.698	0.935	0.923	1.123	1.325	1.523
1006 Support to Information and National Guidance Project	0.000	8.600	1.831	1.277	2.584	3.299	2.299	1.488
49 General Administration, Policy and Planning	4.874	14.422	6.364	35.597	28.850	32.576	34.917	36.990
01 Headquarters (Finance and Administration)	4.403	5.440	2.936	20.104	10.828	11.455	12.698	13.858
06 Internal Audit	0.129	0.148	0.067	0.141	0.172	0.272	0.372	0.472
0990 Strengthening Ministry of ICT	0.341	8.835	3.360	15.352	17.850	20.850	21.847	22.660
Total for the Vote	6.431	46.311	14.941	41.796	35.844	40.972	42.980	45.339
Total Excluding Arrears	6.431	45.583	14.641	30.596	35.844	40.972	42.980	45.339

VIII. Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2018/19)

Programme :	01 Enabling environment for ICT Development and Regulation
Programme Objective :	To provide an enabling environment for ICT Development and Regulation in the ICT Sector

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Responsible Officer:	Director Information Technology and Information Management Services		
Programme Outcome:	Competitive and vibrant ICT sector		
<i>Sector Outcomes contributed to by the Programme Outcome</i>			
1. Increased ICT skills, employment and entrepreneurship			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection
• Proportion of formal (registered) ICT enterprises	33%	40%	45%
• Number of locally developed applications/ innovations	70%	73%	75%
SubProgramme: 02 Information Technology			
<i>Output: 01 Enabling Policies,Laws and Regulations developed</i>			
No. of dissemination activities carried out	4	4	4
Status of data protection and privacy policy	100%	100%	100%
Status of ICT Policy Development	5	6	7
Status of the electronics manufacturing strategy	65%	80%	90%
<i>Output: 02 E-government services provided</i>			
No. of monitoring activities undertaken	4	4	4
No. of MDAs and LGs supported	45	60	65
NO. of BPO initiatives supported	1	2	4
Proportion of government services provided online	50%	70%	80%
<i>Output: 04 Hardware and software development industry promoted</i>			
No. of software and hardware promotion initiatives undertaken	4	4	4
No. of reports on technical support provided to MDAs and LGs	4	4	4
<i>Output: 05 Human Resource Base for IT developed</i>			
No of MDAs & LGs supported to develop their ICT policies	50	55	60
No of inspections carried out on implementation of ICT curriculum in schools	4	4	4
No of MDAs and LGs with functional ICT units	50	55	60
SubProgramme: 03 Information Management Services			
<i>Output: 01 Enabling Policies,Laws and Regulations developed</i>			
No. of dissemination activities carried out	4	4	4
Status of ICT Policy Development	6	7	7
<i>Output: 02 E-government services provided</i>			
No. of monitoring activities undertaken	4	4	3

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SubProgramme: 04 Broadcasting Infrastructure			
<i>Output: 01 Enabling Policies,Laws and Regulations developed</i>			
No. of dissemination activities carried out	4	4	4
SubProgramme: 05 Posts and Telecommunications			
<i>Output: 01 Enabling Policies,Laws and Regulations developed</i>			
No. of dissemination activities carried out	4	4	4
Programme :	02 Effective Communication and National Guidance		
Programme Objective :	To ensure effective communication and national guidance		
Responsible Officer:	Director Information and National Guidance		
Programme Outcome:	Degree of interaction between Citizens and the Government		
<i>Sector Outcomes contributed to by the Programme Outcome</i>			
1. Informed citizenry			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection

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• Number of inquiries raised by citizens through GCIC	66%	68%	70%
SubProgramme: 08 Uganda Media Center			
<i>Output: 08 Media and communication support provided</i>			
No of inquiries from citizens registered	60000	7000	8000
No of citizens provided with feedback	6000	7000	8000
No. of print and electronic media engaged	756	800	900
No of MDAs provided with media communication support	160	160	160
SubProgramme: 09 National Guidance			
<i>Output: 07 National Guidance</i>			
Status of the National Guidance Policy	Submission of Cabinet Paper to Cabinet	Dissemination and implementation of the National Guidance Policy	Implementation, Monitoring & Evaluation of the policy
No of sensitization and awareness programs undertaken	4	6	8
SubProgramme: 10 Information			
<i>Output: 06 Dissemination of public information</i>			
Status of implementation of the institutionalization of the government communication function.	Undertake a situational analysis	Operationalize the Communication Function in MDAs & LGs	Monitor and continuously offer capacity support
Status of the review process and implementation of the Press and Journalism Act (CAP 105)	Consulting Stakeholders on review of the CAP 105	Submission of Cabinet Paper to Cabinet	Implementing the law
No of Open Government Sessions held	4	4	4
Programme :	49 General Administration, Policy and Planning		
Programme Objective :	To provide policy guidance, strategic direction and to generate sector statistics to inform planning and policy review		
Responsible Officer:	Under Secretary, Finance and Administration		
Programme Outcome:	Harmonized and compliant Policy, Planning and Administrative documents /reports with existing legal, Policy & planning frameworks		
<i>Sector Outcomes contributed to by the Programme Outcome</i>			
1. Informed citizenry			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection
• Level of Compliance to the planning, budgeting and Financial Management to National frameworks and Guidelines	90%	95%	100%
SubProgramme: 01 Headquarters (Finance and Administration)			
<i>Output: 03 Ministerial and Top Management Services</i>			
No. of Top management activities supported	12	12	12

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Output: 04 Procurement and Disposal Services			
No. of Procurement reports prepared	4	4	4
Output: 05 Financial Management Services			
Level of Compliance (%) of statutory financial reports to the guidelines issued by authorities	100%	100%	100%
No. of internal audit reports produced	4	4	4
Output: 19 Human Resource Management Services			
Payments of salary, pension and gratuity paid on time	100%	100%	100%
Output: 20 Records Management Services			
No. of records processed	250	260	270
SubProgramme: 0990 Strengthening Ministry of ICT			
Output: 01 Policy, consultation, planning and monitoring services			
No. of ICT Policy consultations conducted and documented	1	2	2

IX. Major Capital Investments And Changes In Resource Allocation

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

FY 2017/18		FY 2018/19
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs
Vote 020 Ministry of ICT and National Guidance		
Program : 05 49 General Administration, Policy and Planning		
Development Project : 0990 Strengthening Ministry of ICT		
Output: 05 49 72 Government Buildings and Administrative Infrastructure		
An ICT Innovation /Incubation Centre constructed at UICT Nakawa	Land where to construct an ICT hub was identified and agreed upon by stakeholders; MOU between MoICT&NG and MoDVA to construct an ICT hub at Nakawa finalised; Architectural drawings for the ICT hub finalised and submitted to KCCA for approval; Process for acquiring a Design and Supervision consultant initiated; Construction of an ICT hub at Nakawa initiated; Design and Supervision consultant identified and procurement process is still ongoing; Architectural drawings finalised and submitted to KCCA for approval; MOU between MoICT&NG and MODVA implemented for construction of an ICT hub at Nakawa;	The ICT Innovation /Incubation Centre at UICT Nakawa completed, furnished and operationalised
Total Output Cost(Ushs Thousand)	5,832,000	3,227,519
Gou Dev't:	5,832,000	3,227,519
		5,200,000
		5,200,000

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Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 05 49 75 Purchase of Motor Vehicles and Other Transport Equipment			
3 Vehicles procured for undertaking sector monitoring and evaluation programmes	Procurement was initiated and received and awaits approval by Public Service	Three pick up trucks procured	
Total Output Cost(Ushs Thousand)	825,669	0	550,000
Gou Dev't:	498,000	0	550,000
Ext Fin:	0	0	0
A.I.A:	327,669	0	0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

Inadequate ICT complimentary services such as the national electricity grid;

Uncoordinated and imbalanced ICT infrastructure roll out;

Vandalization of ICT infrastructure;

Slow pace of Policy development to support a highly dynamic and constantly evolving sector due to inadequate funding;

Under staffing and high turnover in the Ministry due to absence of competitive pay;

Limited local and relevant content for internet and broadcasting;

High taxation of the Communications sector (Cost of devices, call rates, Data rates);

Limited access and affordability for broadband services and equipment;

Inadequate ICT research, innovation and development;

Plans to improve Vote Performance

Academic Information Management System (AIMS) will be rolled out to all universities;

Policy on utilization of single software licenses across government institutions;

Exploring implementation of a One Network Area (ONA) for telephone services among Partner States under Northern Corridor Integration Projects & potential contribution to Ease of Doing Business;

One Service Stop Centre using network of Uganda Posts Limited (UPL) infrastructure will be explored;

XI. Vote Cross Cutting Policy And Other Budgetary Issues

Table 11.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	To develop the work place HIV/AIDS policy Counselling and guidance services
Issue of Concern :	Inadequate knowledge on HIV/AIDS at the workplace

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Planned Interventions :	Conduct a sensitization workshop on HIV/AIDS; Distribute of HIV/AIDS prevention kits; Provide support to HIV infected persons;
Budget Allocation (Billion) :	0.020
Performance Indicators:	Number of sensitization workshops

Issue Type: **Gender**

Objective :	Harmonizing of gender issues in all sector policies;
Issue of Concern :	Inadequate knowledge and skills of Gender Mainstreaming among staff in the Ministry
Planned Interventions :	Undertake skills enhancement training/short courses for the staff in planning unit and Human Resource on mainstreaming gender in planning and budgeting.
Budget Allocation (Billion) :	0.015
Performance Indicators:	Number of staff trained in gender mainstreaming

Issue Type: **Enviroment**

Objective :	Promote use of renewable energy; Proper disposal of e-waste;
Issue of Concern :	There is a lot of paper used in government communication implying increased use of forest resources which affect our ecosystem
Planned Interventions :	Finalize the e-government policy framework and the e-government inter-operability policy.
Budget Allocation (Billion) :	0.020
Performance Indicators:	Status of the above policy development

Table 11.2: AIA Collections

Source of AIA(Ush Bn)	2017/18 Budget	2017/18 Actual by Dec	2018/19 Projected
Transfers Received from Other Government Units	3.500	0.000	3.500
Total	3.500	0.000	3.500

XII. Personnel Information

Table 12.1 Staff Recruitment Plan

Post Title	Salary Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2018/19	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Accountant	U4 U	2	1	1	1	799,323	9,591,876
Accounts Assistant	U7 U	3	2	1	1	377,781	4,533,372
Assistant Commissioner, Broadcasting Infrastructure	U1 ESC	1	0	1	1	2,278,680	27,344,160
Broadcasting Engineer	U4 (SC)	1	0	1	1	1,089,533	13,074,396
Director Inform Techn & Manag services	U1 SESC	1	0	1	1	2,893,252	34,719,024
Driver	U8 U	1	0	1	1	219,909	2,638,908
Office Attendant	U8 U	1	0	1	1	219,909	2,638,908
Personal Secretary	U4-L	1	0	1	1	921,318	11,055,816

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Principal Inform. Technology Officer	U2 SC	2	1	1	1	1,728,187	20,738,244
Principal Information Officer	U2	4	3	1	1	1,247,467	14,969,604
Principal Information Scientist	U2	1	0	1	1	1,813,114	21,757,368
Principal Policy Analyst	U2 L	1	0	1	1	1,201,688	14,420,256
Principal Systems Analyst	U2 SC	2	0	2	2	3,456,374	41,476,488
Senior Accounts Assistant	U7 U	3	2	1	1	361,866	4,342,392
Senior Assistant Secretary	U3 LOWER	4	3	1	1	943,991	11,327,892
Senior Broad casting Engineer	U3 SC	1	0	1	1	1,315,765	15,789,180
Senior Information Technology Officer	U3 SC	3	2	1	1	1,204,288	14,451,456
Senior Policy Analyst	U3 LOWER	1	0	1	1	902,612	10,831,344
Senior Systems Analyst	U3 SC	3	2	1	1	1,204,288	14,451,456
Stenographer Secretary	U5 L	3	0	3	3	1,389,792	16,677,504
Total		41	16	25	25	27,411,773	328,941,276