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# Vote:308 Soroti University

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## V1: Vote Overview

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### I. Vote Mission Statement

To provide knowledge, skills and innovations for inclusive sustainable development and transformation.

### II. Strategic Objective

- To ensure that the organizational and management structure facilitates achievement of University goals
- To advance mechanisms to mobilize financial resources beyond what is given by government and ensure judicious use of funds
- To ensure judicious planning and use of available land to gain greatest advantage
- To set up World class university infrastructure to support Teaching, learning and research
- To ensure Excellence in knowledge delivery, absorption, Research, Scholarship, and Creativity
- To develop a strong culture and practices of innovation and entrepreneurship within the institution
- Beneficial knowledge platforms and networks with communities and sister institutions
- Building and retaining critical mass of well qualified, competent and motivated human resources base.
- To create a secure environment for Gender Equality and ensure equal opportunity for all staff and students.
- To providing world class ICT infrastructure so as to ensure that the university is Technology driven.
- To facilitate national and international outreach of the University in order to showcase itself within the country, region and abroad.

### III. Major Achievements in 2019/20

Council Committee meetings conducted; 98 students of which 33 female were treated in the Medical Centre; Academic staff attended pedagogy training to enhance their skills on teaching and learning; Recruited 2 Associate Professors; paid living out allowances for 60 government sponsored students; Research and Innovation office set up; Draft policy on research, innovations and entrepreneurship developed and submitted to Senate; Partitioned medical Centre and Nursing skills laboratory; Design drawings for construction of Anatomy block completed; 1 Board of survey report FY 2018/2019 submitted to MoFPED; 1 Draft training and clients charter policy developed; 1 staff Facilitated to attend PPP training and graduation; students trained in gender; female students transported to attend evening preparations and a counselling desk established.

### IV. Medium Term Plans

The University will focus on research and outreach activities to improve on innovation. Specifically it will focus on:

- i. Construction of Anatomy block structure with a teaching hospital of at least 250 beds for clinical practical, research and services to society
- ii. Waste management facilities
- iii. Cafeteria
- iv. Main Library
- v. Engineering School Building
- vi. Administrative block
- vii. Sports Complex
- viii. Value Addition Centre
- ix. Research Support and Management Centre.
- x. Technology Incubation center

## **Vote:308** Soroti University

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- xi. University guest house and conference centre
- xii. Students hostels
- xiii. Road network
- xiv. Information Communication Technology development in line with the facilities
- xv. Developing the research agenda

# Vote:308 Soroti University

## V. Summary of Past Performance and Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (UShs Billion)

	2018/19 Outturn	2019/20		2020/21	MTEF Budget Projections				
		Approved Budget	Expenditure by End Dec		2021/22	2022/23	2023/24	2024/25	
<b>Recurrent</b>									
Wage	5.350	7.423	3.056	7.627	7.627	7.627	7.627	7.627	
Non Wage	2.255	4.358	0.990	4.358	5.230	6.276	7.531	9.037	
<b>Devt.</b>									
GoU	7.656	6.000	0.337	6.000	6.000	6.000	6.000	6.000	
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
<b>GoU Total</b>	<b>15.262</b>	<b>17.782</b>	<b>4.383</b>	<b>17.986</b>	<b>18.857</b>	<b>19.903</b>	<b>21.158</b>	<b>22.665</b>	
<b>Total GoU+Ext Fin (MTEF)</b>	<b>15.262</b>	<b>17.782</b>	<b>4.383</b>	<b>17.986</b>	<b>18.857</b>	<b>19.903</b>	<b>21.158</b>	<b>22.665</b>	
Arrears	0.000	0.000	0.000	0.092	0.000	0.000	0.000	0.000	
<b>Total Budget</b>	<b>15.262</b>	<b>17.782</b>	<b>4.383</b>	<b>18.077</b>	<b>18.857</b>	<b>19.903</b>	<b>21.158</b>	<b>22.665</b>	
<b>A.I.A Total</b>	<b>0.301</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	
<b>Grand Total</b>	<b>15.563</b>	<b>17.782</b>	<b>4.383</b>	<b>18.077</b>	<b>18.857</b>	<b>19.903</b>	<b>21.158</b>	<b>22.665</b>	
<b>Total Vote Budget Excluding Arrears</b>	<b>15.563</b>	<b>17.782</b>	<b>4.383</b>	<b>17.986</b>	<b>18.857</b>	<b>19.903</b>	<b>21.158</b>	<b>22.665</b>	

## VI. Budget By Economic Classification

Table V6.1 2019/20 and 2020/21 Budget Allocations by Item

Billion Uganda Shillings	2019/20 Approved Budget				2020/21 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
<b>Output Class : Outputs Provided</b>	<b>11.782</b>	<b>0.000</b>	<b>0.000</b>	<b>11.782</b>	<b>11.986</b>	<b>0.000</b>	<b>11.986</b>
211 Wages and Salaries	7.948	0.000	0.000	7.948	8.542	0.000	8.542
212 Social Contributions	0.742	0.000	0.000	0.742	0.763	0.000	0.763
213 Other Employee Costs	0.266	0.000	0.000	0.266	0.184	0.000	0.184
221 General Expenses	0.990	0.000	0.000	0.990	0.994	0.000	0.994
222 Communications	0.159	0.000	0.000	0.159	0.174	0.000	0.174
223 Utility and Property Expenses	0.225	0.000	0.000	0.225	0.221	0.000	0.221
224 Supplies and Services	0.098	0.000	0.000	0.098	0.250	0.000	0.250
225 Professional Services	0.255	0.000	0.000	0.255	0.087	0.000	0.087
227 Travel and Transport	0.966	0.000	0.000	0.966	0.544	0.000	0.544
228 Maintenance	0.132	0.000	0.000	0.132	0.203	0.000	0.203
273 Employer social benefits	0.000	0.000	0.000	0.000	0.025	0.000	0.025
<b>Output Class : Capital Purchases</b>	<b>6.000</b>	<b>0.000</b>	<b>0.000</b>	<b>6.000</b>	<b>6.000</b>	<b>0.000</b>	<b>6.000</b>
281 Property expenses other than interest	0.680	0.000	0.000	0.680	0.125	0.000	0.125
312 FIXED ASSETS	5.000	0.000	0.000	5.000	5.875	0.000	5.875

# Vote:308 Soroti University

314 INVENTORIES (STOCKS AND STORES)	0.320	0.000	0.000	0.320	0.000	0.000	0.000
<b>Output Class : Arrears</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.092</b>	<b>0.000</b>	<b>0.092</b>
321 DOMESTIC	0.000	0.000	0.000	0.000	0.092	0.000	0.092
<b>Grand Total :</b>	<b>17.782</b>	<b>0.000</b>	<b>0.000</b>	<b>17.782</b>	<b>18.077</b>	<b>0.000</b>	<b>18.077</b>
<b>Total excluding Arrears</b>	<b>17.782</b>	<b>0.000</b>	<b>0.000</b>	<b>17.782</b>	<b>17.986</b>	<b>0.000</b>	<b>17.986</b>

## VII. Budget By Programme And Subprogramme

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

<i>Billion Uganda shillings</i>	FY 2018/19 Outturn	FY 2019/20		2020-21 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2021-22	2022-23	2023-24	2024-25
<b>13 Support Services Programme</b>	<b>0.000</b>	<b>13.322</b>	<b>2.855</b>	<b>13.494</b>	<b>13.985</b>	<b>14.781</b>	<b>15.736</b>	<b>16.881</b>
02 Central Administration	0.000	7.063	2.458	7.206	7.706	8.477	9.403	10.515
05 University Library Services	0.000	0.259	0.061	0.288	0.279	0.303	0.332	0.367
1419 Support to Soroti University Infrastructure Development	0.000	3.200	0.141	4.100	4.100	4.100	4.100	4.100
1461 Institutional Support to Soroti University – Retooling	0.000	2.800	0.195	0.000	0.000	0.000	0.000	0.000
1680 Retooling of Soroti University	0.000	0.000	0.000	1.900	1.900	1.900	1.900	1.900
<b>14 Delivery of Tertiary Education Programme</b>	<b>0.000</b>	<b>4.460</b>	<b>1.528</b>	<b>4.583</b>	<b>4.872</b>	<b>5.122</b>	<b>5.423</b>	<b>5.783</b>
03 School of Health Sciences	0.000	2.688	1.065	2.862	2.998	3.124	3.276	3.458
04 School of Engineering and Technology	0.000	1.513	0.440	1.473	1.586	1.674	1.779	1.906
06 Research and Innovation Department	0.000	0.258	0.023	0.248	0.288	0.324	0.368	0.419
<b>51 Delivery of Tertiary Education</b>	<b>15.538</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>
01 Headquarters	7.882	0.000	0.000	0.000	0.000	0.000	0.000	0.000
1419 Support to Soroti University Infrastructure Development	3.058	0.000	0.000	0.000	0.000	0.000	0.000	0.000
1461 Institutional Support to Soroti University – Retooling	4.598	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>Total for the Vote</b>	<b>15.538</b>	<b>17.782</b>	<b>4.383</b>	<b>18.077</b>	<b>18.857</b>	<b>19.903</b>	<b>21.158</b>	<b>22.665</b>
<b>Total Excluding Arrears</b>	<b>15.538</b>	<b>17.782</b>	<b>4.383</b>	<b>17.986</b>	<b>18.857</b>	<b>19.903</b>	<b>21.158</b>	<b>22.665</b>

## VIII. Programme Performance and Medium Term Plans

**Table V8.1: Programme Outcome and Outcome Indicators ( Only applicable for FY 2020/21)**

<b>Programme :</b>	13 Support Services Programme
<b>Programme Objective :</b>	To create and sustain an enabling environment for efficient and effective delivery of Tertiary Education.
<b>Responsible Officer:</b>	Lawrence Too Okema
<b>Programme Outcome:</b>	An efficient and effective institution
<i>Sector Outcomes contributed to by the Programme Outcome</i>	

# Vote:308 Soroti University

<b>1. Improved resource utilization and accountability</b>					
<b>Outcome Indicators</b>	<b>Performance Targets</b>				
			<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>
	<b>Baseline</b>	<b>Base year</b>	<b>Target</b>	<b>Projection</b>	<b>Projection</b>
• Annual external Auditor General rating of the institution	50%	2016	70%	80%	90%
• Level of compliance of planning and Budgeting instruments to NDP II	65%	2016	80%	85%	90%
• Level of Strategic plan delivered (%)	0%	2016	15%	20%	25%
• Budget absorption rate	70.6%	2016	100%	100%	100%
• Level of compliance of the Ministerial Policy Statement (MPS) to Gender and Equity budgeting	50%	2016	75%	80%	85%
<b>SubProgramme: 02 Central Administration</b>					
<b>Output: 01 Administrative Services</b>					
No. of council and management resolutions implemented			17	20	25
% increase in non-tax revenue collection			35%	45%	55%
% of audit queries addressed			60%	70%	70%
<b>Output: 02 Financial Management and Accounting Services</b>					
Final accounts in place			1	1	1
Quarterly Financial Management reports in place			4	4	4
<b>Output: 03 Procurement Services</b>					
Approved procurement plan in place			1	1	1
% of approved procurement plan implemented			100%	100%	100%
% of Quarterly procurement reports produced			100%	100%	100%
<b>Output: 04 Planning and Monitoring Services</b>					
Ministerial Policy Statement, Budget Framework Paper, Quarterly and annual performance reports in place			1	1	1
% of strategic plan implemented			15%	20%	25%
<b>Output: 05 Audit</b>					
% No. of internal Audit reports			100%	100%	100%
<b>Output: 07 Estates and Works</b>					
% No. of motor vehicles maintained			100%	100%	100%
% No. of machinery and equipment maintained			100%	100%	100%
% No. of furniture and fixtures maintained			100%	100%	100%
<b>Output: 09 Academic Affairs (Inc.Convocation)</b>					
Quality assurance reports			4	4	4
Enrollment gender			300	500	700
No of apprenticeship provided			3	3	3

# Vote:308 Soroti University

No. of exchange programs provided	3	4	4		
No. of academic programs reviewed and accredited	1	1	1		
No. of academic programs developed accredited	3	3	3		
<b>Output: 11 Student Affairs (Sports affairs, guild affairs, chapel)</b>					
Number of Students paid living out allowances	200	300	400		
Number of Students counseled	100	150	200		
Number of competitions participated in	4	4	4		
<b>Output: 19 Human Resource Management Services</b>					
% of staff establishment filled	48%	58%	68%		
% of staff attendance	100%	100%	100%		
<b>SubProgramme: 05 University Library Services</b>					
<b>Output: 01 Administrative Services</b>					
No. of council and management resolutions implemented	4	4	4		
% increase in non-tax revenue collection	20%	30%	40%		
% of audit queries addressed	100%	100%	100%		
<b>SubProgramme: 1419 Support to Soroti University Infrastructure Development</b>					
<b>Output: 73 Roads, Streets and Highways</b>					
Kilometers of roads repaired	14.2	14.2	14.2		
<b>Output: 80 Construction and Rehabilitation of Learning Facilities (Universities)</b>					
Number of Science blocks/laboratories constructed	1	1	1		
<b>Programme :</b>	14 Delivery of Tertiary Education Programme				
<b>Programme Objective :</b>	To carry out training, research and community outreach in the fields of health sciences, engineering and technology, applied sciences and science education				
<b>Responsible Officer:</b>	James Gregory Okello				
<b>Programme Outcome:</b>	Equitable access				
<b>Sector Outcomes contributed to by the Programme Outcome</b>					
<b>1. Increased enrolment for male and female at all levels</b>					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Gender parity Index	2:1	2019	2:1	2:1	2:1
<b>Programme Outcome:</b>	Competitive graduates				
<b>Sector Outcomes contributed to by the Programme Outcome</b>					
<b>1. Improved proficiency and basic life skills</b>					

# Vote:308 Soroti University

Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Percentage of vacant teaching posts filled	30%	2019	40%	50%	70%
• Rate of undertaking research	10%	2019	20%	30%	40%
• Rate of rolling research finding and innovations for implementation	10%	2019	20%	30%	40%
• Percentage of Students graduating on time (by cohort)	0%	2019	0%	0%	0%
• Percentage of students on apprenticeship	0	2019	0%	50%	50%
• Proportion of students on government sponsorship	60%	2019	50%	50%	50%
<b>SubProgramme: 03 School of Health Sciences</b>					
<i>Output: 01 Teaching and Training</i>					
Enrolment Rate in University			60%	60%	60%
<b>SubProgramme: 04 School of Engineering and Technology</b>					
<i>Output: 01 Teaching and Training</i>					
Enrolment Rate in University			40%	40%	40%
<b>SubProgramme: 06 Research and Innovation Department</b>					
<i>Output: 02 Research and Graduate Studies</i>					
Education by Type of Programmes			8%	10%	16%

## IX. Major Capital Investments And Changes In Resource Allocation

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

FY 2019/20		FY 2020/21
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs
<b>Vote 308 Soroti University</b>		
<i>Program : 07 13 Support Services Programme</i>		
Development Project : 1419 Support to Soroti University Infrastructure Development		
<b>Output: 07 13 80 Construction and Rehabilitation of Learning Facilities (Universities)</b>		
Medical laboratories constructed (phase two),	Architectural drawings and designs for Anatomy laboratory block completed, procurement process on-going.	-Sanitation management system constructed UGX.0.72bn - Construction of anatomy block (phase two) undertaken UGX.2.95bn - 7.2 km road network routinely maintained UGX. 0.05bn - Completing the dinning (cafeteria) UGX.0.2bn -Portioning of Technology labs UG
<b>Total Output Cost(Ushs Thousand)</b>	<b>1,000,000</b>	<b>0 4,050,000</b>
Gou Dev't:	1,000,000	0 4,050,000
Ext Fin:	0	0 0

# Vote:308 Soroti University

A.I.A:	0	0	0
Development Project : 1680 Retooling of Soroti University			
<b>Output: 07 13 77 Purchase of Specialised Machinery &amp; Equipment</b>			
<b>Total Output Cost(Ushs Thousand)</b>	<b>0</b>	<b>0</b>	<b>1,100,000</b>
Gou Dev't:	0	0	1,100,000
Ext Fin:	0	0	0
A.I.A:	0	0	0

## X. Vote Challenges and Plans To Improve Performance

### Vote Challenges

Low staffing levels, the available teaching staff can only handle first year students. The University was allocated 100 government students slots every Academic Year until the completion of full cycle. This requires UGX. 1,579,310,040

Additional funds to meet non-wage expenditure due to increase in students enrolment until the programs completes their cycle (leaving out allowances; utilities, teaching consumables, industrial attachments), UGX 900million.

Construction of Anatomy Block UGX. 14.1 billion. Inadequate funds have been allocated to construct Anatomy laboratory (architectural designs attached).

### Plans to improve Vote Performance

- Invest in ICT so as to promote e-library, administration and e-learning to reduce on the cost
- Implement the customized guidelines for PPP to help the University develop some infrastructure such as hostels, guesthouse
- Equip the laboratories to ensure hands-on skilling and training of students
- Focus on recruitment of senior teaching staff to develop research at the University

## XI Off Budget Support

### Table 11.1 Off-Budget Support by Sub-Programme

N/A

## XII. Vote Cross Cutting Policy And Other Budgetary Issues

### Table 12.1: Cross- Cutting Policy Issues

Issue Type: **HIV/AIDS**

<b>Objective :</b>	HIV/AIDS mainstreaming in plans and budgets
<b>Issue of Concern :</b>	Mitigate the spread of HIV and AIDS in the University
<b>Planned Interventions :</b>	<ul style="list-style-type: none"> <li>• HIV/AIDS Policy approved by Council.</li> <li>• Sensitization of students and staff on HIV/AIDS.</li> <li>• Collaboration with IPs on provision of HIV/AIDS services in the University.</li> <li>• Procurement of essential medicine and supplies</li> <li>• Management of referrals.</li> </ul>
<b>Budget Allocation (Billion) :</b>	0.020



# Vote:308 Soroti University

<b>Performance Indicators:</b>	Number of students and staff tested and counseled on HIV and AIDS Approved HIV and AIDS policy Number of IPs implementing HIV and AIDS activities
<b>Issue Type:</b>	<b>Gender</b>
<b>Objective :</b>	Strengthen Gender Coordination in the University
<b>Issue of Concern :</b>	Gender and equity budget disparities
<b>Planned Interventions :</b>	-percentage Implementation the gender policy -Number of functional Gender/HI clubs -gender needs assessment report
<b>Budget Allocation (Billion) :</b>	0.020
<b>Performance Indicators:</b>	percentage Implementation the gender policy
<b>Objective :</b>	Mainstream gender in our outreach activities
<b>Issue of Concern :</b>	Limited gender mainstreaming in core activities of the University
<b>Planned Interventions :</b>	Streamline gender in our outreach activities through providing energy saving solutions  To work with soroti Hospital to provide skilled ward services on selected day
<b>Budget Allocation (Billion) :</b>	0.042
<b>Performance Indicators:</b>	Number of people receiving outreach services
<b>Issue Type:</b>	<b>Enviroment</b>
<b>Objective :</b>	ENVIRONMENTAL PROTECTION AND SUSTAINABILITY
<b>Issue of Concern :</b>	Mitigation to address negative effects of climate change
<b>Planned Interventions :</b>	<ul style="list-style-type: none"> <li>• Procurement of tree seedlings, planting and Maintenance.</li> <li>• Environmental Education for Students and staff.</li> <li>• Development and approval of Environmental policy for the University</li> </ul>
<b>Budget Allocation (Billion) :</b>	0.020
<b>Performance Indicators:</b>	Percentage of budgets allocated to environmental issues

## XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Vice Chancellor	M1	1	1
Animal Husbandry Assistant	M10	1	1
Principal Technician	M10	10	0
Records Assistant	M10	2	2
Senior technician	M11	48	0
Clinical Officer	M12	1	1
Laboratory Technician	M12	46	9

# Vote:308 Soroti University

Medical Laboratory Technician	M12	2	2
Technician Computing	M12	79	1
Enrolled Nurse	M15	1	1
Laboratory Assistant	M15	24	3
Records officer	M15	8	1
Deputy Vice Chancellor	M2	2	1
Cleaner/messenger	M20	30	25
Custodian	M20	15	0
Driver	M20	31	8
Grounds Man	M20	12	2
Laboratory Attendant	M20	10	0
Office Assistant	M20	38	4
Security Guard	M20	28	10
Tractor Operator I	M20	2	1
Turn Man	M20	7	1
Farm Assistant I	M21	1	0
Farm Assistant II	M21	1	0
Library Assistant	M21	3	0
Academic Registrar	M3	1	1
Dean of Students	M3	1	1
Director of ICT	M3	1	0
Director Planning	M3	1	0
Directorate of Research and innovations	M3	1	0
Professor	M3	35	1
University Bursar	M3	1	0
University Librarian	M3	1	0
University Secretary	M3	1	1
Associate Professor	M4	12	5
Deputy Registrar	M4	1	0
Deputy University Secretary	M4	1	0
Manager Research and Innovations	M4	1	1
Deputy University Bursar	M5	2	1
Estates Manager	M5	1	1
Senior Assistant Registrar	M5	5	0
Senior Human Resource Officer	M5	1	0
Senior Internal Auditor	M5	1	0

# Vote:308 Soroti University

Senior Lecturer	M5	132	5
Senior Librarian	M5	6	0
Senior planner	M5	1	1
Senior Procurement Officer	M5	1	1
Email/ Web Administrator	M6	1	0
Network Administrator	M6	1	0
System Librarian	M6	1	0
Assistant Bursar	M6.1	3	1
Chief Technician	M6.1	7	1
Internal Auditor	M6.1	1	1
Lecturer	M6.1	185	9
Legal Officer	M6.1	1	1
Planner	M6.1	1	1
Procurement Officer	M6.1	1	1
Public Relations Officer	M6.1	1	1
Assistant Lecturer	M6.2	216	12
ICT Systems Administrator	M6.2	8	3
Medical Officer	M6.2	2	1
Research Officer	M6.2	1	0
Accounts Assistant	M7	6	1
Administrative Assistant	M7	7	2
Administrative Secretary	M7	33	4
Assistant Academic Registrar	M7	6	2
Assistant Estates Officer	M7	7	1
Audit Assistant	M7	1	1
Chaplains	M7	2	0
Human Resource Officer	M7	3	2
Librarian	M7	2	2
Personal Assistant	M7	3	2
Security Officer	M7	2	0
Skills Laboratory Instructor	M7	10	1
Stores Assistant	M7	3	1
Technologist	M7	25	0
Transport and Logistics Officer	M7	1	0

**Table 13.2 Staff Recruitment Plan**

# Vote:308 Soroti University

Post Title	Salary Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2020/21	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Accounts Assistant	M7	6	1	5	5	21,235,010	254,820,120
Administrative Assistant	M7	7	2	5	5	21,235,010	254,820,120
Administrative Secretary	M7	33	4	29	29	123,163,058	1,477,956,696
Assistant Academic Registrar	M7	6	2	4	4	16,988,008	203,856,096
Assistant Bursar	M6.1	3	1	2	2	13,735,604	164,827,248
Assistant Estates Officer	M7	7	1	6	6	30,965,772	371,589,264
Assistant Lecturer	M6.2	216	12	204	204	1,231,276,068	14,775,312,816
Associate Professor	M4	12	1	11	11	99,360,701	1,192,328,412
Chaplains	M7	2	0	2	2	8,325,812	99,909,744
Chief Technician	M6.1	7	1	6	6	44,265,612	531,187,344
Cleaner/messenger	M20	30	25	5	5	5,091,415	61,096,980
Custodian	M20	15	0	15	15	12,688,200	152,258,400
Deputy Registrar	M4	1	0	1	1	7,048,389	84,580,668
Deputy University Bursar	M5	2	1	1	1	7,488,282	89,859,384
Deputy University Secretary	M4	1	0	1	1	7,048,389	84,580,668
Deputy Vice Chancellor	M2	2	1	1	1	10,188,142	122,257,704
Director of ICT	M3	1	0	1	1	8,269,796	99,237,552
Director Planning	M3	1	0	1	1	8,269,796	99,237,552
Directorate of Research and innovations	M3	1	0	1	1	8,269,796	99,237,552
Driver	M20	31	8	23	22	18,609,360	223,312,320
Email/ Web Administrator	M6	1	0	1	1	4,733,654	56,803,848
Farm Assistant I	M21	1	0	1	1	917,216	11,006,592
Farm Assistant II	M21	1	0	1	1	917,216	11,006,592
Grounds Man	M20	12	2	10	10	8,458,800	101,505,600
ICT Systems Administrator	M6.2	8	3	5	1	6,035,667	72,428,004
Laboratory Assistant	M15	24	3	21	21	27,378,813	328,545,756
Laboratory Attendant	M20	10	0	10	10	10,182,830	122,193,960
Laboratory Technician	M12	46	9	37	37	73,164,762	877,977,144
Lecturer	M6.1	160	8	152	152	1,121,395,504	13,456,746,048
Library Assistant	M21	3	0	3	3	2,751,648	33,019,776
Medical Officer	M6.2	2	1	1	1	6,035,667	72,428,004
Network Administrator	M6	1	0	1	1	4,733,654	56,803,848
Office Assistant	M20	38	4	34	33	27,914,040	334,968,480
Personal Assistant	M7	3	2	1	1	4,247,002	50,964,024
Principal Technician	M10	10	0	10	10	22,008,490	264,101,880
Professor	M3	35	1	34	34	327,269,006	3,927,228,072
Records officer	M15	8	1	7	7	7,158,830	85,905,960
Research Officer	M6.2	1	0	1	1	6,035,667	72,428,004
Security Guard	M20	28	10	18	18	15,225,840	182,710,080
Security Officer	M7	2	0	2	2	8,494,004	101,928,048
Senior Assistant Registrar	M5	5	0	5	5	31,942,320	383,307,840

# Vote:308 Soroti University

Senior Internal Auditor	M5	1	0	1	1	7,488,282	89,859,384
Senior Lecturer	M5	14	0	14	14	113,774,864	1,365,298,368
Senior Librarian	M5	4	0	4	4	32,507,104	390,085,248
Senior technician	M11	48	0	48	47	108,656,621	1,303,879,452
Stores Assistant	M7	3	1	2	2	8,325,812	99,909,744
System Librarian	M6	1	0	1	1	4,733,654	56,803,848
Technician Computing	M12	79	1	78	78	154,239,228	1,850,870,736
Technologist	M7	25	0	25	25	104,072,650	1,248,871,800
Tractor Operator I	M20	2	1	1	1	1,018,283	12,219,396
Transport and Logistics Officer	M7	1	0	1	1	4,247,002	50,964,024
Turn Man	M20	7	1	6	6	5,075,280	60,903,360
University Bursar	M3	1	0	1	1	8,203,914	98,446,968
University Librarian	M3	1	0	1	1	8,269,796	99,237,552
<b>Total</b>		970	108	862	855	3,981,135,340	47,773,624,080