Vote:309   National Identification and Registration Authority (NIRA)

V1: Vote Overview

I. Vote Mission Statement

To establish and maintain a credible, secure and up-to-date register of all persons in Uganda for, national security and socio-economic development

II. Strategic Objective

1. To register and identify persons both citizens and aliens
2. To enhance access and use of information in the National Identification Register (NIR)
3. To ensure accuracy , integrity and security of information in the NIR
4. To register all births and deaths and adoption orders in the country
5. To produce and disseminate information on vital statistics
6. To enhance collection of Non-Tax Revenue

III. Major Achievements in 2019/20

During the period under review,
1. NIRA supported Electoral roadmap through update of the National Identification Register to include newly created/re-organized administrative units. The districts of Hoima and Kotido were re-organized and 13 districts (Bugweri, Rukiga, Kyotera, Kalenga, Nabilatuk, Kwania, Kikuube, Kasanda, Kapelobyong, Packwach) were newly created with all the administrative structures. Data was migrated from old to new districts.
• 24,862 (3.7%) Citizenship Verification backlog cases were cleared as part of electoral roadmap out of the 670,953 backlog cases
• Exported additional data to EC for Electoral Register display exercise
2. Procured and installed 136 servers for all registration centers with support from World Bank (121) and JLOS SWAP intervention (15) to upgrade the existing servers for purposes of easing the connectivity process between the districts and HQs. NIRA is currently conducting data migration from old to the new servers as by end of December data migration to 44 new servers was completed.
3. Continuous registration of citizens into the National Identification Register, NIR remains a key priority and by 31st December 2019; 1,565,202 applications were received, 374,692 Adults and 348,385 Children were successfully registered and assigned NINs and 291,275 NID Cards were printed. The total applications received for identification cumulatively is 29,343,615 (73.3%) of the projected national population of 40,006,700 (UBOS, 2014). To date, 25,003,119 citizens (62.5%) have been fully registered into the NIR and assigned NINs.
Disaggregated Data by age, sex and disability from the NIR
Male 14,196,380
Female 15,182,580
0-5 years 242,509
Below 16 years 8,830,397
16 years and above 20,306,072
60 years and above 1,887,656
Persons with disabilities 522,163

4. National ID card Issuance: 102,300 cards were issued of the targeted 2,100,000 cards as mass issuance of IDs is scheduled for March 2020.
5. Other Identification services: 25,712 National ID Replacement were done, 4,851 Change of Particulars in the NIR were done, 177 applications were Stop-listed and 24,646 applications were rectified.
6. Access and use of information in the NIR: Verified 39,600 records in the system through issuance of confirmation of information letter
7. The staffing was improved by recruitments of 232 new staff bringing the staffing level to 433 (286 males and 147 females) which represents (50.2%) and enhanced district operational capacity where each of the 117 district offices on average has two staff
8. Civil Registration: Registered 159,031 births, 2,188 deaths and 40 adoption orders. Issued 2,188 death certificates and 40 adoption order certificates.
9. Development of a National CRVS communication Strategy commenced and to be concluded by 30th June 2020
10. Procurements: 127 procurements were initiated at a value of UGX 7, 669,047,241 and out of these 51 procurements were concluded at a cost of UGX. 1,956,429,879.
11. Collected Non-Tax Revenue of UGX 2,147,788,158

Vote:309 National Identification and Registration Authority (NIRA)

12. A call center has been installed to ease information flow and expected to be fully functional by mid March 2020 in a bid to improve service delivery

IV. Medium Term Plans

1. Registration of all the remaining citizens (approximate non-registered citizens are 11.4 million as per the UBOS projections, 2014 Census Report). Given the shift in service delivery by government requiring proper identification of persons (National IDs and NINs), it is NIRA's target to have every Ugandan identified and registered so they can enjoy their rights to access government and other private sector services as well as participation in the democratic processes of the nation.

2. Recruitment of additional staff to fill the approved structure 865

3. Replacement of aged registration equipment (including finger print scanners, document scanners, cameras, signature pads and some laptops). The current kits were purchased in 2010 & 2014 and almost 10 years later their efficacy is low. Continuous use of aged registration equipment reduces the efficiency and effectiveness of the registration process posing dangers of slowed registration process hence capacity to register people as well as efficiency of the process (i.e. poor finger print capture)

4. Update of the identification system to newer versions that have more security features

5. Implementation of Business Continuity. Business continuity site/solution is very critical as Government of Uganda has and continues to inject billions of shillings into the National ID System. These investments can all be lost in case of any attack or natural calamity on the National Identification Register and disrupt service delivery for both government and private sector hence compromising national security and socio-economic development. It is therefore imperative that this is given priority

6. Automation of workflows.

7. Acquisition of a NIRA permanent home

Vote:309   National Identification and Registration Authority (NIRA)

V. Summary of Past Performance and Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (UShs Billion)

		2018/19 Outturn	2019/20 Approved Budget	2019/20 Expenditure by End Dec	2020/21	2021/22	2022/23	2023/24	2024/25
						MTEF Budget Projections			
Recurrent	Wage	13.061	20.335	7.865	20.335	20.335	20.335	20.335	20.335
	Non Wage	22.884	35.360	8.194	48.417	58.101	69.721	83.665	100.398
Devt.	GoU	7.910	6.167	0.385	6.167	6.167	6.167	6.167	6.167
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total		43.855	61.862	16.444	74.919	84.602	96.222	110.167	126.900
Total GoU+Ext Fin (MTEF)		43.855	61.862	16.444	74.919	84.602	96.222	110.167	126.900
Arrears		0.000	0.000	0.000	0.046	0.000	0.000	0.000	0.000
Total Budget		43.855	61.862	16.444	74.965	84.602	96.222	110.167	126.900
A.I.A Total		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Grand Total		43.855	61.862	16.444	74.965	84.602	96.222	110.167	126.900
Total Vote Budget Excluding Arrears		43.855	61.862	16.444	74.919	84.602	96.222	110.167	126.900

VI. Budget By Economic Clasification

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
Output Class : Outputs Provided	55.695	0.000	0.000	55.695	68.752	0.000	68.752
211 Wages and Salaries	28.904	0.000	0.000	28.904	30.331	0.000	30.331
212 Social Contributions	2.542	0.000	0.000	2.542	2.033	0.000	2.033
213 Other Employee Costs	5.686	0.000	0.000	5.686	6.920	0.000	6.920
221 General Expenses	7.115	0.000	0.000	7.115	8.876	0.000	8.876
222 Communications	0.695	0.000	0.000	0.695	1.270	0.000	1.270
223 Utility and Property Expenses	4.536	0.000	0.000	4.536	5.454	0.000	5.454
224 Supplies and Services	0.683	0.000	0.000	0.683	0.871	0.000	0.871
225 Professional Services	0.000	0.000	0.000	0.000	0.057	0.000	0.057
226 Insurances and Licenses	0.009	0.000	0.000	0.009	0.056	0.000	0.056
227 Travel and Transport	4.550	0.000	0.000	4.550	4.015	0.000	4.015
228 Maintenance	0.976	0.000	0.000	0.976	8.868	0.000	8.868
Output Class : Capital Purchases	6.167	0.000	0.000	6.167	6.167	0.000	6.167
312 FIXED ASSETS	6.167	0.000	0.000	6.167	6.167	0.000	6.167
Output Class : Arrears	0.000	0.000	0.000	0.000	0.046	0.000	0.046

Vote:309 National Identification and Registration Authority (NIRA)

321 DOMESTIC	0.000	0.000	0.000	0.000	**0.046**	0.000	**0.046**
Grand Total :	**61.862**	**0.000**	**0.000**	**61.862**	**74.965**	**0.000**	**74.965**
Total excluding Arrears	**61.862**	**0.000**	**0.000**	**61.862**	**74.919**	**0.000**	**74.919**

VII. Budget By Programme And Subprogramme

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

Billion Uganda shillings		FY 2019/20			Medium Term Projections			
	FY 2018/19 Outturn	Approved Budget	Spent By End Dec	2020-21 Proposed Budget	2021-22	2022-23	2023-24	2024-25
22 Identification and Registration Services	**21.339**	**26.980**	**7.852**	**42.432**	**43.956**	**52.249**	**57.790**	**68.942**
02 Identification Services	18.388	23.511	7.370	37.253	33.076	12.047	37.450	19.167
03 Civil Registration Services	2.951	3.469	0.482	5.180	10.880	40.202	20.340	49.775
49 Policy, Planning and Support Services	**22.516**	**34.882**	**8.592**	**32.532**	**40.647**	**43.973**	**52.377**	**57.957**
04 Administration and Support Services	14.606	28.715	8.207	26.366	34.480	37.807	46.210	51.791
1485 Institutional Support to NIRA	7.910	6.167	0.385	0.000	0.000	0.000	0.000	0.000
1667 Retooling the National Identification and Registration Authority	0.000	0.000	0.000	6.167	6.167	6.167	6.167	6.167
Total for the Vote	**43.855**	**61.862**	**16.444**	**74.965**	**84.602**	**96.222**	**110.167**	**126.900**
Total Excluding Arrears	**43.855**	**61.862**	**16.444**	**74.919**	**84.602**	**96.222**	**110.167**	**126.900**

VIII. Programme Performance and Medium Term Plans

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

Programme :	22 Identification and Registration Services
Programme Objective :	I. Enhanced identity enrollment services to citizens and Aliens
	II. Increased access to data from the National Identification Register
	III. Increased access to civil registration services
Responsible Officer:	Director of Registration and Operation
Programme Outcome:	Enhanced identity enrollment services to citizens and Aliens
Sector Outcomes contributed to by the Programme Outcome	
1. Commercial justice and the environment for competitiveness strengthened	
2. Infrastructure and access to JLOS services enhanced	

Outcome Indicators			Performance Targets		
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• % of citizens issued with National identity cards	84%	2018	92%	95%	97%
• % of Aliens issued with Alien identity cards	0%	2018	100%	100%	100%

Vote:309 National Identification and Registration Authority (NIRA)

Programme Outcome: Increased access to data from the National Identification Register (NIR)

Sector Outcomes contributed to by the Programme Outcome

1. Commercial justice and the environment for competitiveness strengthened

2. Infrastructure and access to JLOS services enhanced

Outcome Indicators			**Performance Targets**		
			2020/21	**2021/22**	**2022/23**
	Baseline	**Base year**	**Target**	**Projection**	**Projection**
• Number of MDAs and Private sector organization accessing NIR	15	2018	20	30	25

Programme Outcome: Enhance demand for births, deaths and adoption orders registration services

Sector Outcomes contributed to by the Programme Outcome

1. Infrastructure and access to JLOS services enhanced

Outcome Indicators			**Performance Targets**		
			2020/21	**2021/22**	**2022/23**
	Baseline	**Base year**	**Target**	**Projection**	**Projection**
• Proportion of target population accessing civil registration services	21%	2018	30%	45%	50%

SubProgramme: 02 Identification Services					
Output: 01 National Identification and Registration Services					
Proportion of the total population registered for National IDs cards			73%	75%	90%
% of citizens above 16 years issued with National ID Cards			92%	95%	98%
Average Time taken to produce a National ID Card (Days)			45	45	30
Output: 02 Alien Registration and Identification Services					
Proportion of the registered Aliens issued with Alien ID Cards			100%	100%	100%
Number of Aliens registered for Alien ID cards			58,000	60,000	30,000
Output: 03 Access and use of information in the NIR					
Number of MDAs and Private Institutions accessing information in the NIR			20	30	40
SubProgramme: 03 Civil Registration Services					
Output: 04 Registration of Births, Deaths and Adoptions					
Number of Births Registered			960,000	1,000,000	1,100,000
Number of Deaths Registered			150,000	200,000	250,000
Number of Adoptions Registered			80	120	130

Programme :	49 Policy, Planning and Support Services
Programme Objective :	NIRA is effective and efficient in delivering its mandate
Responsible Officer:	Executive Director
Programme Outcome:	An efficient and effective National Identification and Registration Authority

Vote:309 National Identification and Registration Authority (NIRA)

Sector Outcomes contributed to by the Programme Outcome						
1. Infrastructure and access to JLOS services enhanced						
Outcome Indicators			**Performance Targets**			
					2020/21	**2021/22**	**2022/23**
		Baseline	**Base year**	**Target**	**Projection**	**Projection**
• Proportion of the NIRA strategic plan implemented	45%	2018	65%	70%	75%

SubProgramme: 04 Administration and Support Services			
Output: 02 Finance and Administration			
Average time taken to effect payments (Days)	7	7	7
Percentage of Releases spent	100%	100%	100%
Amount of NTR collected	15,000,000,000	15,000,000,000	15,000,000,000
Output: 05 Office of the Executive Director			
Number of Supervisory visits conducted	4	4	4
Budget absorption rate	100%	100%	100%
Output: 06 Legal Advisory Services			
Number of backlog cases handled	670,953	670,953	670,953
Number of cancellations of persons in the NIR	250,000	3,900	4,000
Number of changes of particulars done	20,000	20,000	25,000
Output: 07 Public Relations and Corporate Affairs			
Number of awareness campaigns conducted	20	22	26
Output: 08 Planning and Strategy			
Number of vital statistical abstracts produced	1	1	1
Number of Monitoring and Evaluation reports prepared	4	4	4
Number of policies and strategies reviewed	4	4	4
Output: 09 Internal Audit			
No of Audit reports produced	4	4	4
Output: 19 Human Resource Management Services			
Number of staff appraised	469	469	469
|Number of staff trained	469	469	469
Output: 20 Records Management Services			
Time taken to retrieve and forward records to action Officer (Days)	7	7	7

IX. Major Capital Investments And Changes In Resource Allocation

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

Vote:309 National Identification and Registration Authority (NIRA)

	FY 2019/20		FY 2020/21
	Appr. Budget and Planned Outputs	**Expenditures and Achievements by end Dec**	**Proposed Budget and Planned Outputs**

Vote 309 National Identification and Registration Authority (NIRA)

Program : 12 49 Policy, Planning and Support Services

Development Project : 1667 Retooling the National Identification and Registration Authority

Output: 12 49 76 Purchase of Office and ICT Equipment, including Software

			1. 6 Heavy Duty Photocopiers for Regions 2. 2 Binding Machines 3. 132 Air conditioners for district servers 4. 120 desktops for data processing and staff at HQ (with MS office) 5. 117 CCTV system for district Offices 6. Upgrades of 2 Identification engine
Total Output Cost(Ushs Thousand)	**0**	**0**	**5,333,216**
Gou Dev't:	0	0	5,333,216
Ext Fin:	0	0	0
A.I.A:	0	0	0

Output: 12 49 78 Purchase of Office and Residential Furniture and Fittings

			1. 44 Compactor Shelves for the Registry, 50 office desks and chairs, 100 pallets, 1 customized data center furniture, 500 plastic chairs, 150 filing cabinets, 20 visitor chairs, prefabricated office fitting, 2 trolleys, 4 tents, 40 waiting chairs
Total Output Cost(Ushs Thousand)	**0**	**0**	**833,346**
Gou Dev't:	0	0	833,346
Ext Fin:	0	0	0
A.I.A:	0	0	0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

PERFORMANCE CHALLENGES
1. Manual transmission of data and cards from districts to headquarters and vice versa due to lack of connectivity. This lack of connectivity implies that a lot of time is lost between capture and processing of data and the transportation of cards and data back to the districts, hence longer turn-around time (it takes approximately 6 weeks on average for an individual to receive a national ID, but in any case a maximum period of three (3) months). Connectivity would mean that data would be transmitted in real time between the districts and headquarters, hence a shorter turn-around time.

2. Continued use of aged registration kits /equipment which slows down registration process. The current kits were purchased in 2010 & 2014 and almost 10 years later their efficacy is low. Continuous use of aged registration equipment reduces the efficiency and effectiveness of the registration process posing dangers of slowed registration process hence capacity to register people as well as efficiency of the process (i.e. poor finger print capture)

3. Inadequate funding to support registration of the remaining approximate 11.4 million citizens. Given the shift in service delivery by government requiring proper identification of persons (National IDs and NINs), it is NIRA's target to have every Ugandan identified and registered so they can enjoy their rights to access government and other private sector services as well as participation in the democratic processes of the nation. The current registration capacity of the Authority based on number of registration officers employed would require up-to 8 years to register all citizens.

Vote:309 National Identification and Registration Authority (NIRA)

4. Manual verification of persons' information by both Government and private sector institutions. A significant proportion of clients flocking the NIRA Kololo offices are those seeking verification of their information for purposes of accessing services such as banking services or SIM card validation among others. This is because most agencies of government have not developed or updated their systems to access information from the National Register electronically through the Third Party Interface (TPI). Consequently, clients information has to be manually verified, which is time consuming and inconveniencing to the public

5. Staffing: to date, only 433 staff (50.2%) of out of the 865 staff as per the approved structure have been appointed and deployed across the 117 NIRA service centers countrywide. whereas it is possible to produce up to 10,000 national ID cards per day at full capacity the current output is 2,800 cards per day.

6. Delayed acquisition of blank Alien cards from Uganda Security Printing Company which has affected the registration of legally resident aliens

7. Continuous disruption of operations at NIRA headquarters during functions

8. Inadequate public awareness of the services and processes of the Authority

Plans to improve Vote Performance

PLANS TO IMPROVE VOTE PERFORMANCE
1. In order to mitigate the effect of delays in movement of data and ID cards between the districts and the Head Office, NIRA has procured a courier company to handle the transportation of data and ID cards for NIRA at a higher frequency than was the case before. The connectivity of district offices to Headquarters is also underway and will be completed by end of the FY2019/20. To this effect, NITA-U has promised to connect at least 67 NIRA district offices by end of the financial year 2019/20.This will significantly reduce the turn-around time for national ID production by at least two weeks.

2. Lobbying Government for more funding to support registration of remaining 11.4million citizens as a special project costing UGX. 50.2bn
3. Lobbying Government for more funding to replace the aged registration equipment which requires 8bn for 500 kits
4. Staffing: The NIRA management has continued to engage relevant authorities on the matter and brought it to the attention of both the Presidential Committee on Budget (PACOB) and Parliamentary Committee on Defense and Internal Affairs (PACODIA). requires additional 18.3 bn
5. In FY 2017/18, Government approved NIRA's request to acquire independent Office premises so as to ease the decentralization Operations in all their 117 operational Districts. Subsequently funds were provided for NIRA to commence acquisition of Office premises and to date, Eighty Seven (87) offices have been acquired. The procurement process for the remaining 29 district offices is ongoing and it is expected that the Offices will be ready for occupation by the end of the current financial year (2019/2020). NIRA will therefore have adequate space in accessible locations to effectively decentralize all National ID and Civil Registration services.

6. A number of collaborative initiatives have also been instituted with the aim of improving service delivery to the public. For instance, there is a collaboration between NIRA and the Ministry of Health (MoH) aimed at scaling up birth and death registration in the country as part of the Government efforts to improve maternal and child health in the country. In addition, discussions are underway between NIRA and the Ministry of Local Government to determine how best the local Government structures can be harnessed to cascade registration services beyond the district level where NIRA services stop. These and more such collaborations should further enhance efforts at decentralization of services.

7. NIRA has also undertaken a business process review for all its services with the aim to eliminate inefficiencies and shorten turn-around time for the various services. The management process was concluded in January 2020 and the report is ready with various recommendations that once approved by the NIRA Board and implemented, should see a significant improvement in service delivery.

8. To address the challenge of manual verification of persons' information by both Government and private sector institutions, we wish to encourage all institutions that require to validate information in the National Identification Register to develop or adopt appropriate technologies that can interface efficiently with the system at NIRA to address this issue.

9. NIRA will this year undertake a national ID issuance exercise at Sub-County level using the resources allocated by Government for a period of 20 days. To this effect, the process to recruit Issuance Assistants has commenced. This should not only take services

Vote:309 National Identification and Registration Authority (NIRA)

closer to the communities, but should help in reducing on the number of ready but uncollected national IDs currently in the possession of NIRA. The exercise is expected to commence in April 2020.

10. Completion and enhancement of the NIRA web portal to ease online access of some of the NIRA services by individuals

11. Working with NITA-U to support implementation of a business continuity solution in a phased manner which requires 50bn

12. Completion of procurement process for Alien ID cards to enable registration of aliens to start

13. Obtain convenient location for a NIRA home

XI Off Budget Support

Table 11.1 Off-Budget Support by Sub-Programme

Billion Uganda Shillings	2019/20 Approved Budget	2020/21 Draft Estimates
Programme 1222 Identification and Registration Services	**0.00**	**4.56**
Recurrent Budget Estimates		
03 Civil Registration Services	**0.00**	**4.56**
400-MULTI-LATERAL DEVELOPMENT PARTNERS	0.00	0.66
426-UNICEF	0.00	3.90
Programme 1249 Policy, Planning and Support Services	**0.00**	**11.58**
Recurrent Budget Estimates		
04 Administration and Support Services	**0.00**	**1.41**
400-MULTI-LATERAL DEVELOPMENT PARTNERS	0.00	1.11
426-UNICEF	0.00	0.30
Development budget Estimates		
1485 Institutional Support to NIRA	**0.00**	**10.17**
400-MULTI-LATERAL DEVELOPMENT PARTNERS	0.00	10.17
Total for Vote	**0.00**	**16.14**

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

Issue Type: **HIV/AIDS**

Objective :	To mainstream HIV/AIDS issues in all programs of NIRA as well as in service delivery.
Issue of Concern :	Awareness, prevention, care and treatment of HIV/AIDS
Planned Interventions :	The main intervention of Management and prevention of HIV/AIDS 1. Medical camp where counseling and testing will be done 2. Commemorate world Aids day 3. HIV/AIDS 4. Development of HIV/AIDS policy 5. Dissemination of HIV/AIDS messages
Budget Allocation (Billion) :	0.135

Vote:309 National Identification and Registration Authority (NIRA)

Performance Indicators:	. Number of persons counseled and tested. Target is 100 people both staff and clients 2. Representation of NIRA staff at World AIDS day commemoration 3. The constituted HIV/AIDS committee meeting minutes

Issue Type:	**Gender**

Objective :	To mainstream gender and equity issues in service delivery by being gender and equity responsive in budgeting and service delivery
Issue of Concern :	Gender and Equity Responsiveness
Planned Interventions :	Conducting outreaches to deliver services to all persons including the elderly, persons with disability, women, children and those dwelling in hard to reach areas (islands and mountainous areas of Bukwo, Namanyingo, Kanungu, Pader, Kalangala and Amudat
Budget Allocation (Billion) :	1.800
Performance Indicators:	. No of outreaches conducted in hard to reach areas 2. The special needs persons registered into the NIR i.e. number of persons with disability, number of elderly persons 3. Well equipped separate washroom facilities for men and women

Issue Type:	**Enviroment**

Objective :	To preserve and conserve our environment during our operations
Issue of Concern :	To preserve and conserve our environment during our operations
Planned Interventions :	1. Limiting printing of documents by using emails to share information 2. Proper disposal of wastes (separation of degradable and non-biodegradable waste)
Budget Allocation (Billion) :	0.400
Performance Indicators:	proper waste disposal and limited paper work

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Human Resource Officer (Payroll/ Employee Relations)	NIR-6	2	1
Human Resource Officer (Talent/ Performance Management)	NIR-6	1	0
Internal Auditor	NIR-6	2	1
M & E Officer	NIR-6	3	1
Records Officer - HR	NIR-6	3	1
Registration Officer	NIR-6	9	5
Accounts Assistant	NIR-7	3	2
Executive Director	NIR1	1	1
Director, Finance & Admin	NIR2	1	1
Director, ICT	NIR2	1	0
Director, Legal/BS	NIR2	1	0

Vote:309 National Identification and Registration Authority (NIRA)

Director, Registration &Ops	NIR2	1	1
Head Human Resources	NIR3	1	1
Head Internal Audit	NIR3	1	1
Head Planning & Strategy	NIR3	1	1
Head Procurement	NIR3	1	1
Manager Administration	NIR4	1	1
Manager Compliance	NIR4	1	1
Manager Finance	NIR4	1	1
Manager Human Resources	NIR4	1	1
Manager Legal	NIR4	1	1
Manager, Cyber Security	NIR4	1	1
Manager, Data Processing	NIR4	1	0
Manager, IT Administration	NIR4	1	1
Manager, M& E	NIR4	1	1
Manager, Planning & Strategy	NIR4	1	1
Manager, PR	NIR4	1	1
Manager, Registration-Field Support	NIR4	1	1
Manager, Registration-Headquarters	NIR4	1	1
Manager, Security	NIR4	1	1
Executive Assistant to ED	NIR5	1	1
Personal Assistant to ED	NIR5	1	1
Senior Accountant	NIR5	1	1
Senior Internal Auditor	NIR5	2	1
Senior Procurement Officer	NIR5	1	1
Senior Registration Officer - BDAR	NIR5	1	1
Senior Registration Officer - General	NIR5	1	1
Senior Registration Officer - ID	NIR5	1	1
Senior Registration Officer-Field Support	NIR5	6	6
Warehouse/Stores supervisor	NIR5	1	1
Accountant	NIR6	1	1
Administrative Officer	NIR6	1	1
Citizenship Verification Officer	NIR6	2	2
Client Relations Officer	NIR6	1	1
Communications & Media Officer	NIR6	2	0
Data Exim Officer	NIR6	1	0

Vote:309 National Identification and Registration Authority (NIRA)

Data Processing Officer	NIR6	19	14
Data Production Officer	NIR6	6	6
Database Administrator	NIR6	1	1
District IT Officer (DITOs)	NIR6	117	100
Engineer	NIR6	2	2
Network Administrator	NIR6	1	1
Policy Analysis, Planning & Dev't Officer/BDO	NIR6	1	1
Procurement Officer	NIR6	2	1
Public Relations Officer	NIR6	1	0
Records Officer-Administration	NIR6	2	0
Registration Officer - Districts (DROs)	NIR6	117	77
Registry Officer/Supervisor	NIR6	1	1
Research Officer	NIR6	2	1
Risk Officer	NIR6	1	1
Security Officer	NIR6	2	2
Systems Administrator	NIR6	3	3
Transport & Logistics Officer	NIR6	1	1
Administrative Assistant	NIR7	4	3
Assistant Registration Officer - HQ	NIR7	9	6
Assistant Registration Officer-District (ARO)	NIR7	234	113
Assistant Registry Officer	NIR7	3	0
Store Keeper	NIR7	3	1
Driver	NIR8	132	12
Office Assistant	NIR8	127	55

Table 13.2 Staff Recruitment Plan

N/A