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# Vote:106

 Uganda Human Rights Commission

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## V1: Vote Overview

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### I. Vote Mission Statement

To protect and promote fundamental human rights and freedoms of all persons in Uganda for sustainable development

### II. Strategic Objective

1. To promote observance of human rights and Accountability
2. To adequately inform and empower citizens to participate in governance
3. To promote Economic, Social and Cultural Rights
4. To improve state compliance with international, regional, and national human rights obligations
5. To operationalize and Strengthen UHRC Systems

### III. Major Achievements in 2020/21

Using GoU funding and with support from Development Partners, especially GIZ, JLOS, and DGF, UHRC registered a number of achievements in the pursuit of its vision of a population that observes human rights. Major achievements are:

- a) The Commission received 1,177 complaints of which 822 were from males and 355 were from female complainants. Of these, 202 complaints (155 Male, 47 Female) were registered. A total of 975 (667 male, 308 female) of the received complaints were referred to other institutions that would handle them suitably. These include Uganda Police Force, Judiciary, FIDA among others.
- b) UHRC fully investigated a total of 286 complaints to conclusion and 375 complaints were partially investigated
- c) In order to improve compliance with the set standards and conditions of living in detention facilities, the Commission Inspected a total of 246 places of detention which included 36 prisons, 102 police stations, 106 police posts, 1 remand home, and 1 military detention facility throughout the 10 regional offices. Subsequently;
- d) Police officers and inmates from various detention centers acquired knowledge on general human rights including rights of suspects, the mandate of UHRC and the human Rights Enforcement Act 2019; rights, duties, and responsibilities of rights holders and duty bearers which contributed to enhancing compliance with human rights standards.
- e) UHRC received 3 complaints of the alleged violation of the right to personal liberty from suspects in detention facilities of Lira, Kole, and Adjumai, and the details were forwarded to the investigation's office for formal registration and subsequent investigations.
- f) During the period under review, UHRC produced and distributed 4,691 IEC materials in various languages including Luganda, Lusoga, Luo, Lugbar, Rutooro, Runyankole, Rukiga, English, Lango, Acholi, Itesot, Karamajong, Lugishu, and human rights themes. Eventually, the population acquired knowledge on sexual and gender-based violence; election-related information; mob action, early and forced marriages; and a simplified Complaints Procedures Guide.
- g) After easing the Covid 19 restrictions UHRC reached out to 468 (249 males and 219 females) school candidates in Fort Portal and Hoima regional offices. Consequently, the students acquired knowledge about human rights, children's rights and obligations, Gender-Based Violence (GBV) and the mandate and functions of the UHRC, the right to vote, and the electoral processes.
- h) UHRC conducted 33 radio talk shows on 10 radio stations and aired out 5,727 spot messages on 40 radio stations across the country. As a result, the population became aware of the UHRC mandate and acquired knowledge on the observance of human rights in the election period; Background to the Enactment of The Human Rights Enforcement Act 2019 and its significance; Rights and Responsibilities of citizens in regards to election. Knowledge was also acquired on the rights and responsibilities of

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voters and political candidates during the electoral process; Citizen's participation in elections, Rights and responsibilities of different stakeholders in the elections; Gender-based violence, children's rights, early and forced marriages, rights of the vulnerable persons, the redress mechanisms concerning Human rights and popularize the mandate of UHRC.

- i) UHRC carried out 33 community meetings reaching out to 2,913 community members (1,582 male and 1,298 female). Participants acquired knowledge on human rights, duties, and responsibilities, UHRC Mandate, Highlights of the HRBA, Case Management by Police, Land rights, rights of children, implications of early and forced child marriages among others.
- j) UHRC issued 4 press statements; submitted Advisories to the Electoral Commission, Ministry of Education, and Uganda Communications Commission; and registered 22 complaints in response to various alleged human rights violations that occurred during the just concluded Presidential, Parliamentary and Local Government Elections.
- k) Completion of construction of UHRC Gulu Regional office
- l) UHRC carried out 33 community meetings reaching out to 2,913 community members (1,582 male and 1,298 female). Participants acquired knowledge on human rights, duties, and responsibilities, UHRC Mandate, Highlight of the HRBA, Case Management by Police, Land rights, rights of children, implications of early and forced child marriages among others.
- m) The Commission created human rights awareness using the civic education van through roadshows in 4 districts and 16 trading centers/villages. A total of 998 (637 male and 361 female) were sensitized to various themes.
- n) UHRC participated in joint commemoration activities with partners including UNOHCHR, GIZ, EOC, ACTV, HRC-U, UNESCO, Uganda, ACME, ULS, among others to mark the International Human Rights Day on 10th December 2020 under the theme "BUILDING BACK BETTER: Putting Human Rights at the Centre of the COVID-19 Recovery.
- o) UHRC conducted two capacity-building training workshops on the Human Rights Enforcement Act, 2019 for Key Stakeholders from Kampala, Kasese, Kyegegwa, and Kitgum districts. A total of 164 (Male 115, Female 49) participants drawn from security organs, judiciary, CSOs, Media, and private legal practitioners attended the training.
- p) The Commission monitored the right to health in 65 health facilities across five regional offices of Arua, Central, Hoima, Jinja, and Moroto and accessed the human rights situation and standards. These facilities included 08 hospitals, 07 HCIV, 34 HCIII, and 16 HCII.
- q) UHRC monitored the rights of workers in Sugar and tea Plantations and compliance with workers' rights in the regional office of Central and Jinja and Fort portal. A total of 12 sugar plantations and 11 flower farms were monitored looking at issues of welfare of workers, labor rights, safety, and protective gear among others.
- r) UHRC trained 40 (26 male, 14 female) members of staff mainly regional accounting officers and procurement contracts committee members who acquired knowledge and skills on the role of accounting officers, Public Procurement and Disposal of Public Assets Act, functions of evaluation and contracts committees among others.
- s) UHRC conducted a monitoring and evaluation exercise to assess the impact of GIZ implemented activities in 6 regional offices of Moroto, Gulu, Soroti, Central, Fort Portal, and Hoima. The preliminary findings showed that 70% of the population understood the human rights, mandate of UHRC and know their roles as citizens. However, a general concern was raised by respondents of the delay in disposal of cases which is largely contributed by the perennial absence of a fully constituted Commission.

### IV. Medium Term Plans

- i. Promote child-friendly justice procedures
- ii. Hearing of complaints involving children fast-tracked
- iii. National civic awareness campaigns conducted targeting the elderly, youth, PWDs, women, and in hard-to-reach areas
- iv. Undertake tracer studies to assess the impact of awareness creation and training activities conducted

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- v. Strengthen the measures for receiving registering and investigating complaints Design and implement a complaint tracking system
- vi. Strengthen the alternative dispute resolution (ADR) mechanisms
- vii. Enhance timeliness in the disposal of cases at investigations and Tribunal
- viii. Integrate HRBA in policies, legislation, plans, and programs
- ix. Ensure regular reporting to Parliament and follow up on the implementation of the recommendation's mechanisms/requirements
- x. Support relevant agencies to fulfill regular and timely regional and international reporting obligations
- xi. Strengthen mechanisms for review and assessment of policies and legislations for human rights compliant
- xii. Strengthen mechanisms for improving inspection and observation of human rights in detention facilities
- xiii. Strengthen the governance systems within UHRC
- xiv. Review the organizational structure to make it more responsive to the evolving mandate and growing demands to the commission
- xv. Undertake Strategic Plan mid-term reviews
- xvi. Improve the planning, budgeting, program implementation, reporting, and coordination

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## V. Snapshot Of Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (UShs Billion)

		2019/20 Outturn	2020/21		2021/22	MTEF Budget Projections			
			Approved Budget	Expenditure by End Dec		2022/23	2023/24	2024/25	2025/26
<b>Recurrent</b>	Wage	6.240	6.595	2.949	7.595	7.975	7.975	7.975	7.975
	Non Wage	10.759	12.256	4.213	12.250	12.250	12.250	12.250	12.250
<b>Devt.</b>	GoU	0.023	0.052	0.029	1.052	1.052	1.052	1.052	1.052
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>		<b>17.021</b>	<b>18.903</b>	<b>7.191</b>	<b>20.897</b>	<b>21.277</b>	<b>21.277</b>	<b>21.277</b>	<b>21.277</b>
<b>Total GoU+Ext Fin (MTEF)</b>		<b>17.021</b>	<b>18.903</b>	<b>7.191</b>	<b>20.897</b>	<b>21.277</b>	<b>21.277</b>	<b>21.277</b>	<b>21.277</b>
	Arrears	0.891	0.378	0.502	0.000	0.000	0.000	0.000	0.000
<b>Total Budget</b>		<b>17.913</b>	<b>19.280</b>	<b>7.694</b>	<b>20.897</b>	<b>21.277</b>	<b>21.277</b>	<b>21.277</b>	<b>21.277</b>
<b>A.I.A Total</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<b>Grand Total</b>		<b>17.913</b>	<b>19.280</b>	<b>7.694</b>	<b>20.897</b>	<b>21.277</b>	<b>21.277</b>	<b>21.277</b>	<b>21.277</b>
<b>Total Vote Budget Excluding Arrears</b>		<b>17.021</b>	<b>18.903</b>	<b>7.191</b>	<b>20.897</b>	<b>21.277</b>	<b>21.277</b>	<b>21.277</b>	<b>21.277</b>

Table 5.2: Budget Allocation by Programme (UShs Billion)

<i>Billion Uganda Shillings</i>	2021/22 Draft Estimates		
	GoU	Ext. Fin	Total
Governance and Security	20.897	0.000	20.897
<b>Grand Total :</b>	<b>20.897</b>	<b>0.000</b>	<b>20.897</b>
<b>Total excluding Arrears</b>	<b>20.897</b>	<b>0.000</b>	<b>20.897</b>

## VI. Budget By Economic Classification

Table V6.1 2020/21 and 2021/22 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2020/21 Approved Budget				2021/22 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
<b>Output Class : Outputs Provided</b>	<b>18.851</b>	<b>0.000</b>	<b>0.000</b>	<b>18.851</b>	<b>19.845</b>	<b>0.000</b>	<b>19.845</b>
211 Wages and Salaries	9.730	0.000	0.000	9.730	10.710	0.000	10.710
212 Social Contributions	0.920	0.000	0.000	0.920	0.920	0.000	0.920
213 Other Employee Costs	2.341	0.000	0.000	2.341	2.381	0.000	2.381
221 General Expenses	1.835	0.000	0.000	1.835	1.329	0.000	1.329
222 Communications	0.203	0.000	0.000	0.203	0.200	0.000	0.200
223 Utility and Property Expenses	2.447	0.000	0.000	2.447	2.518	0.000	2.518
224 Supplies and Services	0.064	0.000	0.000	0.064	0.095	0.000	0.095

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225 Professional Services	0.100	0.000	0.000	0.100	0.005	0.000	0.005
227 Travel and Transport	0.828	0.000	0.000	0.828	1.355	0.000	1.355
228 Maintenance	0.302	0.000	0.000	0.302	0.333	0.000	0.333
282 Miscellaneous Other Expenses	0.080	0.000	0.000	0.080	0.000	0.000	0.000
<b>Output Class : Capital Purchases</b>	<b>0.052</b>	<b>0.000</b>	<b>0.000</b>	<b>0.052</b>	<b>1.052</b>	<b>0.000</b>	<b>1.052</b>
312 FIXED ASSETS	0.052	0.000	0.000	0.052	1.052	0.000	1.052
<b>Output Class : Arrears</b>	<b>0.378</b>	<b>0.000</b>	<b>0.000</b>	<b>0.378</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>
321 DOMESTIC	0.378	0.000	0.000	0.378	0.000	0.000	0.000
<b>Grand Total :</b>	<b>19.280</b>	<b>0.000</b>	<b>0.000</b>	<b>19.280</b>	<b>20.897</b>	<b>0.000</b>	<b>20.897</b>
<b>Total excluding Arrears</b>	<b>18.903</b>	<b>0.000</b>	<b>0.000</b>	<b>18.903</b>	<b>20.897</b>	<b>0.000</b>	<b>20.897</b>

## VII. Budget By Sub-Subprogramme , Department And Project

Table V7.1: Past Expenditure Outturns and Medium Term Projections by Sub-SubProgramme,Department and Project

Billion Uganda shillings	FY 2019/20 Outturn	FY 2020/21		2021-22 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2022-23	2023-24	2024-25	2025-26
<b>38 General Administration and Support Services</b>	<b>0.000</b>	<b>17.916</b>	<b>7.623</b>	<b>19.589</b>	<b>19.968</b>	<b>19.968</b>	<b>19.968</b>	<b>19.968</b>
06 Finance and Administration	0.000	17.865	7.594	18.537	18.917	18.917	18.917	18.917
1670 Retooling the Uganda Human Rights Commission	0.000	0.052	0.029	1.052	1.052	1.052	1.052	1.052
<b>53 Protection and Promotion of Human Rights</b>	<b>17.913</b>	<b>1.364</b>	<b>0.071</b>	<b>1.308</b>	<b>1.308</b>	<b>1.308</b>	<b>1.308</b>	<b>1.308</b>
01 Statutory	17.889	0.000	0.000	0.000	0.000	0.000	0.000	0.000
03 Complaints, Investigations and Legal Services	0.000	0.085	0.018	0.090	0.090	0.090	0.090	0.090
0358 Support to Human Rights	0.023	0.000	0.000	0.000	0.000	0.000	0.000	0.000
04 Research, Education and Documentation	0.000	0.631	0.047	0.621	0.621	0.621	0.621	0.621
05 Monitoring of State of Human Rights	0.000	0.648	0.006	0.598	0.598	0.598	0.598	0.598
<b>Total for the Vote</b>	<b>17.913</b>	<b>19.280</b>	<b>7.694</b>	<b>20.897</b>	<b>21.277</b>	<b>21.277</b>	<b>21.277</b>	<b>21.277</b>
<b>Total Excluding Arrears</b>	<b>17.021</b>	<b>18.903</b>	<b>7.191</b>	<b>20.897</b>	<b>21.277</b>	<b>21.277</b>	<b>21.277</b>	<b>21.277</b>

## VIII. Sub-SubProgramme Performance and Medium Term Plans

Table V8.1: Sub-SubProgramme Outcome and Outcome Indicators

<b>Sub-SubProgramme :</b> 38 General Administration and Support Services	
<b>Objective :</b>	- To Strengthen UHRC Systems and operations
<b>Responsible Officer:</b>	Accounting Officer
<b>Outcome:</b>	Strengthened UHRC Systems and Institutional Accountability
<b>1. Observance of human rights and fight against corruption promoted</b>	

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Outcome Indicators	Performance Targets				
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection
• Proportion of Commission decisions acted upon by Management.	15%	2018	20%	30%	50%
<b>Department: 06 Finance and Administration</b>					
<b>Budget Output: 02 Administration, Finance and Accounts</b>					
External audit opinion			Unqualified	Unqualified	Unqualified
Percentage of activities implemented as planned			99%	99%	99%
<b>Budget Output: 03 Planning, Coordination and M &amp; E</b>					
Gender and Equity compliance rating			75%	75%	75%
Proportion of M&E recommendations implemented			60%	60%	60%
<b>Budget Output: 04 Internal Audit Services</b>					
Number of internal audits reports produced			4	4	4
<b>Budget Output: 05 ICT Services</b>					
Number of human rights business processes automated			4	5	5
Number of regional offices provided with technical I.T related support			24	24	24
<b>Budget Output: 06 Procurement and Disposal Unit</b>					
Percentage of procurement successfully completed			85%	90%	90%
<b>Budget Output: 07 Public Relations</b>					
Number of press statements issued by the Commission.			6	6	6
<b>Budget Output: 19 Human Resource Management</b>					
Number of staff trained in various disciplines.			200	200	200
staffing level			70%	70%	70%
<b>Sub-SubProgramme :</b> 53 Protection and Promotion of Human Rights					
<b>Objective :</b>	<ul style="list-style-type: none"> <li>- To promote observance of human rights and accountability.</li> <li>- To adequately Inform and empower citizens to participate in governance.</li> <li>- To promote economic, social and cultural rights.</li> <li>- To improve state compliance with International, Regional and National Human Rights obligations.</li> </ul>				

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<b>Responsible Officer:</b> Accounting Officer					
<b>Outcome:</b> Enhanced observance of Human Rights and Accountability					
<b>1. Observance of human rights and fight against corruption promoted</b>					
Outcome Indicators	Performance Targets				
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection
• Proportion of human rights cases disposed	10%	2018	20%	30%	30%
• Proportion of citizens aware and informed about the Constitution, rights and responsibilities	85%	2018	40%	50%	75%
• Proportion of UHRC recommendations adopted	50%	2018	25%	30%	45%
<b>Department: 03 Complaints, Investigations and Legal Services</b>					
<b>Budget Output: 01 Investigation and resolution of Complaints</b>					
Proportion of received complaints registered			40%	40%	40%
Number of complaints referred to other institutions for redress			3,500	3,500	3,500
Proportion of registered cases fully investigation			60%	60%	60%
Number of Complaints concluded through the tribunal process			100	150	200
Number of cases successfully mediated			200	200	200
<b>Department: 04 Research, Education and Documentation</b>					
<b>Budget Output: 02 Human Rights education</b>					
Number of IEC materials disseminated			5,000	5,000	5,000
Number of stakeholders trained on human rightsbased approach			3,000	3,000	3,000
Number of human rights community meetings (Barazas) conducted			300	500	500
<b>Budget Output: 09 Research Undertaken</b>					
Number of Human rights research reports produced			1	2	2
<b>Department: 05 Monitoring of State of Human Rights</b>					
<b>Budget Output: 03 Monitoring compliance with human rights standards and treaties ratified by Uganda</b>					
Number of detention facilities inspected			300	300	300

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Number of monitoring visits to refugee settlement/ Camps			
Number of bills/ ordinances reviewed for human rights compliance	4	4	4
<b>Budget Output: 10 Annual Report Produced</b>			
Number of state of human rights reports timely disseminated	2,500	2,500	2,500

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

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

FY 2020/21		FY 2021/22
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs
<b>Vote 106 Uganda Human Rights Commission</b>		
<i>Sub-SubProgramme : 12 38 General Administration and Support Services</i>		
Development Project : 1670 Retooling the Uganda Human Rights Commission		
<b>Budget Output: 12 38 75 Purchase of Motor Vehicles and Other Transport Equipment</b>		
		Four (4) vehicles to conduct tribunals and Field investigations procured
<b>Total Output Cost(Ushs Thousand)</b>	<b>0</b>	<b>1,000,000</b>
Gou Dev't:	0	1,000,000
Ext Fin:	0	0
A.I.A:	0	0

## X. Vote Challenges and Plans To Improve Performance

### Vote Challenges

a) Parliament of Uganda has consistently made recommendations to the Ministry of Finance Planning and Economic Development to increase the UHRC budget (MTEF ceiling) over the years. However, most of the recommendations have never been put into consideration

b) High case backlog at the tribunal that stands at 2,107cases (1,120 at Tribunal and 987 at Investigation) due to few numbers of commissioners as well as inadequate funds and staff to conduct investigations.

c) Staff turnover due to non-competitive and low remuneration.

d) The Commission has continued to experience inadequate staffing (169 current staff) against the approved structure of 220 staff. This has hindered human rights service delivery needed throughout the country.

e) Delayed payments of tribunal awards by the Ministry of Justice and Constitutional Affairs (MoJCA) which hinders access to justice.

f) Delayed appointment of the Chairperson and members of the Commission which hinders the effectiveness of the planned activities of the Commission especially the execution of tribunals and key decision making.

g) Inadequate and non-compliant legal regulatory framework; for example, absence of a witness protection law; archaic laws such as The Habitual Criminals (Preventive detention) Act; and misapplication of some laws such as the Public Order Management Act,



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h) Inadequate and old tools of work (vehicles, computers, and other equipment) to perform the mandate and functions of the Commission

i) Inadequate Finances (operational expenses, technological development, infrastructural development). The Commission’s the development/project budget has been UGX 50M in the past 2 years and projected in the mid-term review.

j) The commission has only three civic education vans which are inadequate to serve the entire country to cause a meaningful impact on civic knowledge and human rights awareness

k) Low levels of compliance with UHRC recommendations by MDAs

l) High dependency on donor support for UHRC core activities (human rights awareness, volunteer remuneration, field office operations); quite often the funding is unpredictable and for one-off interventions affects effective planning for human rights service delivery.

### Plans to improve Vote Performance

- i) Participatory planning and budgeting methodologies
- ii) Strengthen monthly, quarterly, and annual budget performance reviews
- iii) Undertake Strategic Plan mid-term reviews
- iv) Strengthen the utilization of M&E findings
- v) Encourage innovations in planning and program implementation
- vi) Design, develop and implement appropriate development projects to improve UHRC Development Financing
- vii) Engage with human rights structures at LGs levels and communities

### XI Off Budget Support

**Table 11.1 Off-Budget Support by Project**

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>	To disseminate the UHRC HIV and AIDS workplace policy
<b>Issue of Concern :</b>	Though there has been notable progress in the national response to the HIV epidemic, there are still gaps to fill in the said response and HIV remains a major public health problem in Uganda.
<b>Planned Interventions :</b>	i) UHRC's HIV/AIDS Policy disseminated and implemented to staff in 10 regional offices
<b>Budget Allocation (Billion) :</b>	0.005
<b>Performance Indicators:</b>	Number of staff trained on the UHRC HIV /AID Policy

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<b>Issue Type:</b>	<b>Gender</b>
<b>Objective :</b>	To improve the UHRC Gender and equity policy
<b>Issue of Concern :</b>	iii) Lack of UHRC Gender Policy
<b>Planned Interventions :</b>	i) Buy child friendly games, TV and at least beds for children ii) Employ a nanny for UHRC baby care center ii) Develop and implement the UHRC gender policy .
<b>Budget Allocation (Billion) :</b>	0.004
<b>Performance Indicators:</b>	Number of beds and child friendly services provided

<b>Issue Type:</b>	<b>Environment</b>
<b>Objective :</b>	To ensure safety of workers in the plantation farms, Fishing communities and , oil and Gas industry
<b>Issue of Concern :</b>	i) Failure to compensate people fairly and timely for loss of their property;  ii) Low participation of the local community in decision making on the matter of extractive industries and plantations farms
<b>Planned Interventions :</b>	i) Monitoring compliance with Human Rights standards and treaties ratified by Uganda
<b>Budget Allocation (Billion) :</b>	0.016
<b>Performance Indicators:</b>	Number of oil and Gas interventions monitored

## XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Secretary to the Commission	HR-C1	1	1
Driver	HRC-10-1	31	25
Gate attendant	HRC-10-2	1	1
Office Assistant	HRC-10-2	18	14
Commission Planner	HRC-2(L)	1	1
Human Resource Manager	HRC-2(L)	1	1
Senior Internal Auditor	HRC-2(L)	1	1
Director Finance and Administration	HRC-2(U)	1	1
Director Monitoring and Inspection	HRC-2(U)	1	1
Director Regional Service	HRC-2(U)	1	0
Director Research Education and Documentation	HRC-2(U)	1	1
Director, Complaints Inspection and Legal services	HRC-2(U)	1	1
Public Affairs Manager	HRC-3	1	1

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Regional Human Rights Officer	HRC-3	12	7
Senior Procurement Officer	HRC-3	1	0
Systems Manager	HRC-3	1	1
Senior Accountant- G.O.U	HRC-4	1	1
Senior Accountant- Projects	HRC-4	1	1
Senior Assistant Administrator	HRC-4	1	0
Senior HRO/ Librarian	HRC-4	1	1
Senior Human Resource Officer	HRC-4	1	1
Senior Human Rights Officer	HRC-4	4	3
Senior Human Rights Officer-Registrar	HRC-4	1	1
Senior Human Rights Officer/Editor	HRC-4	1	1
Senior Records Officer	HRC-4	1	1
Human Rights Officer- Education	HRC-5	27	17
Human Rights Officer- Investigations	HRC-5	24	14
Human Rights Officer- Legal	HRC-5	23	20
Human Rights Officer/Librarian	HRC-5	1	1
Internal Auditor	HRC-5	1	1
Office Supretendant	HRC-5	1	1
Public Affairs Officer	HRC-5	1	1
Statistician	HRC-5	1	1
Transport Officer	HRC-5	1	1
Accountant, G.O.U	HRC-5-1	1	1
Accountant-Projects	HRC-5-1	1	1
Human Resource Officer	HRC-5-1	2	1
Procurement Officer	HRC-5-1	1	1
Systems Officer	HRC-5-1	1	1
Website Maintainance Officer	HRC-5-1	1	1
Assistant Administrator	HRC-5-2	10	7
Assistant Accountant	HRC-6	17	15
Assistant Accountant, G.O.U	HRC-6	1	1
Assistant Planner	HRC-6	1	1
Assistant Procurement Officer	HRC-6	1	1
Assistant Records Officer	HRC-6	1	1
Stores Assistant	HRC-6	1	1
Tribunal Clerk/Process Server	HRC-6	1	1

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Administrative Assistant	HRC-7	10	9
Transport Assistant	HRC-8	1	0
Process Server	HRC-9	2	2
Receptionist	HRC-9	1	0

**Table 13.2 Staff Recruitment Plan**

Post Title	Salary Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2021/22	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Administrative Assistant	HRC-7	10	9	1	1	1,817,897	21,814,764
Assistant Accountant	HRC-6	17	15	2	2	4,237,932	50,855,184
Assistant Administrator	HRC-5-2	10	7	3	3	6,806,235	81,674,820
Director Regional Service	HRC-2(U)	1	0	1	1	3,873,716	46,484,592
Driver	HRC-10-1	31	25	6	6	7,149,330	85,791,960
Human Resource Officer	HRC-5-1	2	1	1	1	2,690,908	32,290,896
Human Rights Officer- Education	HRC-5	27	17	10	10	0	0
Human Rights Officer- Investigations	HRC-5	24	14	10	10	0	0
Human Rights Officer- Legal	HRC-5	23	20	3	3	0	0
Office Assistant	HRC-10-2	18	14	4	4	4,250,624	51,007,488
Receptionist	HRC-9	1	0	1	1	1,817,897	21,814,764
Regional Human Rights Officer	HRC-3	12	7	5	5	0	0
Senior Assistant Administrator	HRC-4	1	0	1	1	0	0
Senior Human Rights Officer	HRC-4	4	3	1	1	3,316,174	39,794,088
Senior Procurement Officer	HRC-3	1	0	1	1	3,619,493	43,433,916
Transport Assistant	HRC-8	1	0	1	1	1,479,849	17,758,188
<b>Total</b>		183	132	51	51	41,060,055	492,720,660