

VOTE: 148 Judicial Service Commission (JSC)

I. VOTE MISSION STATEMENT

To promote excellence in the Judiciary Service through recruitment, review of the terms and conditions of service, disciplinary control, stakeholder engagement, judicial and public legal education

II. STRATEGIC OBJECTIVE

1. Identify suitable persons for appointment as Judicial Officers and other staff of the Judiciary
2. Review and make recommendations on the terms and conditions of service of Judicial Officers and other staff of the Judiciary
3. Implement judicial and Public Legal Education programmes
4. Exercise disciplinary control over Judicial Officers in accordance with the set ethical standards and codes of conduct
5. Process peoples complaints concerning the Judiciary and administration of justice
6. Strengthen the institutional capacity of the JSC to deliver on its mandate

III. MAJOR ACHIEVEMENTS IN 2022/23

Major Achievements

Financial performance

General Performance

The Commissions approved budget for FY 2022/23 is UGX.17,729,132,410 (seventeen billion seven hundred twenty nine million one hundred thirty two thousand four hundred ten). UGX. 7,193,181,541 (seven billion one hundred ninety three million one hundred eighty one thousand five hundred forty one) was released by the end of December 2022 representing 40.57% of the total approved budget. In addition, UGX.5,535,878,012 (five billion five hundred thirty five million eight hundred seventy eight thousand twelve) was spent by end of Q2 representing 76.96% of the total releases.

Wage

UGX. 3,193,625,354 (three billion one hundred ninety three million six hundred twenty five thousand three hundred fifty four) was approved for wage for FY 2022/23. UGX.1,598,612,678 (one billion five hundred ninety eight million six hundred twelve thousand six hundred seventy eight) was released by end of Q2 representing 50.06% of the total approved wage budget. UGX.1,185,328,908 (one billion one hundred eighty five million three hundred twenty eight thousand nine hundred eight) was spent representing 74.15% of the total wage releases.

The unspent balance of UGX.413,283,770 (four hundred thirteen million two hundred eighty three thousand seven hundred seventy) under wage was due to the vacant positions that still exist at the Commission.

Non wage Recurrent

The Commission has an approved budget of UGX.13,910,918,128 (thirteen billion nine hundred ten million nine hundred eighteen thousand one hundred twenty eight) as non wage recurrent for FY 2022/2023. UGX.5,279,098,584 (five billion two hundred seventy nine million ninety eight thousand five hundred eighty four) was released by end of the Q2 representing 37.95% of the approved non wage recurrent budget. UGX. 4,196,649,104 (four billion one hundred ninety six million six hundred forty nine thousand one hundred four) was spent by end of December 2022 representing 30.17% of the approved non-wage recurrent budget and 79.50% of the non-wage recurrent released.

The unspent balance of UGX.1,082,449,480 (one billion eighty two million four hundred forty nine thousand four hundred eighty) under non wage was majorly for Gratuity (197,566,015) for former Registrar (Kaali Samuel (RIP) who died and relatives had not submitted required documents to access the money, Rent (162,217,653) which was to cater for expanded office space but was later abandoned due to structural challenges at Lotis towers, and Recruitment expenses (247,896,280) due to structural issues of Lotis towers that was deemed not safe for staff and therefore affected implementation of the Commission internal activities.

Development

UGX. 463,677,974 (four hundred sixty three million six hundred seventy seven thousand nine hundred seventy four) was approved as development

VOTE: 148 Judicial Service Commission (JSC)

budget for FY 2022/2023 out of which only UGX 134,559,525 (one hundred thirty four million five hundred thirty nine thousand three hundred twenty five) was released by end of Q2. The release represents 33.33% of the approved budget for capital development. The funds released were not spent as they were not enough to cater for the planned purchase of the two Motor vehicles.

Arrears

UGX. 160,910,954 (one hundred sixty million nine hundred ten thousand nine hundred fifty four) was approved to cover arrears for FY 2022/23. 100% of the arrears were released in quarter one and by end of Q2, 95.64% had been spent.

Physical Performance

Recruitment of Judiciary Staff

- I. Recruitment adverts for the vacant positions were placed
- ii. Shortlisting of candidates was conducted

Complaints, Investigations and Disciplinary affairs

- I. The Commission received 52 complaints in the first and second quarters of FY 2022/23. All 52 complaints were evaluated and only 41 complaints were found to have merit. 41 Files were opened against judicial officers and staff of the Judiciary for further management.
- ii. 20 complaints were investigated.
- iii. The Disciplinary Committee (DC) held 07 meetings where 59 disciplinary complaints were considered.
- iv. 1 onspot investigation was conducted
- v. Four Court inspections were conducted in Masaka High Court ,Rakai Chief Magistrate and Grade One Courts; Ibanda, Kiruhura Chief Magistrates and Grade One Courts.

Legal Education, Public Affairs and Research

13 Live talk shows conducted in Hoima, Kiboga, Masindi, Lira and Kampala.

General administration, Human Resource and support services

- I. Facilitated 7 Commission meetings
- ii. Utilities bills for the six months of July to December were paid.
- iii. Financial reports for the two quarters were submitted to the Ministry of Finance, planning and Economic Development as required.
- iv. Quarter four FY 2021/2022 and quarter one Audit reports were prepared and submitted
- v. Staff salaries for the 6 months of July to December were paid.
- vi. Members emoluments for the six months were paid
- vii. 6 months Pension was paid

VOTE: 148 Judicial Service Commission (JSC)

IV. MEDIUM TERM BUDGET ALLOCATIONS

Table 4.1: Overview of Vote Expenditure (Ushs Billion)

	2022/23		2023/24	MTEF Budget Projections				
	Approved Budget	Spent by End Dec	Budget Estimates	2024/25	2025/26	2026/27	2027/28	
Recurrent	Wage	3.194	1.208	3.201	3.361	3.697	4.067	4.473
	Non-Wage	13.911	4.184	14.454	15.177	18.212	21.854	26.007
Devt.	GoU	0.464	0.000	0.464	0.464	0.556	0.640	0.704
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	17.568	5.392	18.118	19.001	22.465	26.561	31.184	
Total GoU+Ext Fin (MTEF)	17.568	5.392	18.118	19.001	22.465	26.561	31.184	
Arrears	0.161	0.154	0.004	0.000	0.000	0.000	0.000	
Total Budget	17.729	5.546	18.123	19.001	22.465	26.561	31.184	
Total Vote Budget Excluding Arrears	17.568	5.392	18.118	19.001	22.465	26.561	31.184	

VOTE: 148 Judicial Service Commission (JSC)**Table 4.2: Budget Allocation by Department for Recurrent and Development (Ushs Billion)**

<i>Billion Uganda Shillings</i>	Draft Budget Estimates FY 2023/24	
	Recurrent	Development
Programme:19 Administration Of Justice	17.655	0.464
SubProgramme:01 Institutional Coordination	13.477	0.464
Sub SubProgramme:01 Complaints, Investigation and Disciplinary Affairs	1.014	0.000
003 Disciplinary Affairs	1.014	0.000
Sub SubProgramme:02 General administration and support services	12.464	0.464
001 Finance and Administration	9.778	0.464
002 Human Resource Management	2.686	0.000
SubProgramme:02 Civil and Criminal Justice	2.091	0.000
Sub SubProgramme:01 Complaints, Investigation and Disciplinary Affairs	2.091	0.000
001 Complaints and investigation	1.017	0.000
002 Anti corruption and inspections	1.074	0.000
SubProgramme:03 Legal Education, Training and Research	2.086	0.000
Sub SubProgramme:03 Legal Education, Public Affairs and research	2.086	0.000
001 Research and Publication	0.866	0.000
002 Legal Education and Public Affairs	1.220	0.000
Total for the Vote	17.655	0.464

VOTE: 148 Judicial Service Commission (JSC)

V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

Programme: 19 Administration Of Justice

SubProgramme: 01 Institutional Coordination

Sub SubProgramme: 01 Complaints, Investigation and Disciplinary Affairs

Department: 003 Disciplinary Affairs

Budget Output: 610004 Discipline and Accountability

PIAP Output: Complaint handling improved

Programme Intervention: 190402 Strengthen the inspectorate functions in the Justice systems

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Proportion of complaints handled within 14 days	Percentage	2020-2021	5%	80%	30	100%

Sub SubProgramme: 02 General administration and support services

Department: 001 Finance and Administration

Budget Output: 000001 Audit and Risk Management

PIAP Output: Relevant staff recruited

Programme Intervention: 190303 Strengthen human resource in the delivery of Justice

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Other operations supported	Text	2020-21	Supported	Supported	Supported	Supported

Budget Output: 000004 Finance and Accounting

PIAP Output: Capacity of staff strengthened

Programme Intervention: 190303 Strengthen human resource in the delivery of Justice

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of capacity development workshops held	Number	2021		1	1	2

VOTE: 148 Judicial Service Commission (JSC)**Sub SubProgramme: 02 General administration and support services****Department: 001 Finance and Administration****Budget Output: 000006 Planning and Budgeting services****PIAP Output: Relevant staff recruited****Programme Intervention: 190303 Strengthen human resource in the delivery of Justice**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Other operations supported	Text	2021	Supported	Supported	Supported	Supported

Budget Output: 000008 Records Management**PIAP Output: Case and records management improved****Programme Intervention: 190106 Strengthen case and records management systems**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of courts Inspected	Number	2020-21	24			42
Percentage of Records Automated	Percentage	2021	10%			100%

PIAP Output: Relevant staff recruited**Programme Intervention: 190303 Strengthen human resource in the delivery of Justice**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Other operations supported	Text	2020-21	Supported	Supported	supported	Supported

Budget Output: 000013 HIV/AIDS Mainstreaming**PIAP Output: Relevant staff recruited****Programme Intervention: 190303 Strengthen human resource in the delivery of Justice**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Other operations supported	Text	2021	supported	Supported	supported	supported

VOTE: 148 Judicial Service Commission (JSC)**Sub SubProgramme: 02 General administration and support services****Department: 001 Finance and Administration****Budget Output: 000014 Administrative and Support Services****PIAP Output: Relevant staff recruited****Programme Intervention: 190303 Strengthen human resource in the delivery of Justice**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Office accomodation secured	Text	2020-21	secured	Secured	secured	secured
Other operations supported	Text	2020-21	0	Supported	supported	supported

Budget Output: 000033 Support to Regional Offices**PIAP Output: Justice centres equipped****Programme Intervention: 190201 Construct and equip additional Administration of Justice service delivery points**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of regional offices established.	Number	2020-2021	1	100%	1	3

Budget Output: 610005 Recruitment of Judicial Officers and staff of the Judiciary**PIAP Output: Relevant staff recruited****Programme Intervention: 190303 Strengthen human resource in the delivery of Justice**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Members Monthly emoluments paid	Text	2020-2021	paid	9	9	paid
Percentage of approved position for Judiciary staff filled	Percentage	2020-2021	64%			80%

Department: 002 Human Resource Management**Budget Output: 000005 Human Resource Management****PIAP Output: Relevant staff recruited****Programme Intervention: 190303 Strengthen human resource in the delivery of Justice**

VOTE: 148 Judicial Service Commission (JSC)**Sub SubProgramme: 02 General administration and support services****Department: 002 Human Resource Management****Budget Output: 000005 Human Resource Management****PIAP Output: Relevant staff recruited**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Gratuity paid	Text	2020-21	Paid			Paid
Monthly Pension paid	Text	2020-2021	Paid			Paid
Other operations supported	Text	2020-2021	Supported			Supported

Budget Output: 000008 Records Management**PIAP Output: Case and records management improved****Programme Intervention: 190106 Strengthen case and records management systems**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of Registry Audit reports	Number	2020-21	0			4

Project: 1646 Retooling of Judicial Service Commission**Budget Output: 000003 Facilities and Equipment Management****PIAP Output: ICT equipment acquired and installed****Programme Intervention: 190301 Retool institutions in the delivery of Justice**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Sets of ICT equipment procured	Text	2020-21	0			24

SubProgramme: 02 Civil and Criminal Justice**Sub SubProgramme: 01 Complaints, Investigation and Disciplinary Affairs****Department: 001 Complaints and investigation****Budget Output: 000031 Complaints Management****PIAP Output: Capacity of Anti-Corruption Agencies and Departments within the Justice system strengthened****Programme Intervention: 190401 Strengthen prevention, detection/investigation and response/ adjudication of corruption cases**

VOTE: 148 Judicial Service Commission (JSC)

Sub SubProgramme: 01 Complaints, Investigation and Disciplinary Affairs

Department: 001 Complaints and investigation

Budget Output: 000031 Complaints Management

PIAP Output: Capacity of Anti-Corruption Agencies and Departments within the Justice system strengthened

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of Ant-Corruption cases disposed of	Number	2020-21	65	80	20	80

PIAP Output: Capacity of Anti-Corruption Agencies and Departments within the Justice system strengthened.

Programme Intervention: 190401 Strengthen prevention, detection/investigation and response/ adjudication of corruption cases

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Percentage of registered complaints investigated to conclusion.	Percentage	2020-21	60%	80%	30%	80%

Department: 002 Anti corruption and inspections

Budget Output: 610001 Anti-corruption initiatives

PIAP Output: Barazas conducted

Programme Intervention: 190203 Increase public awareness and advocacy on Justice services.

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of anti-corruption barazas conducted	Number	2020-2021	0			8

PIAP Output: Capacity of Anti-Corruption Agencies and Departments within the Justice system strengthened.

Programme Intervention: 190401 Strengthen prevention, detection/investigation and response/ adjudication of corruption cases

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Anti-corruption strategy developed	Number	2021	0			1

VOTE: 148 Judicial Service Commission (JSC)**SubProgramme: 03 Legal Education, Training and Research****Sub SubProgramme: 03 Legal Education, Public Affairs and research****Department: 001 Research and Publication****Budget Output: 610002 Research and Information****PIAP Output: Research undertaken****Programme Intervention: 190303 Strengthen human resource in the delivery of Justice**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of research studies conducted	Number	2021	1	1	0	1

Department: 002 Legal Education and Public Affairs**Budget Output: 610003 Judicial Training and Public education****PIAP Output: Capacity of staff strengthened****Programme Intervention: 190303 Strengthen human resource in the delivery of Justice**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of capacity development workshops held	Number	2020-21	32	50	10	64
Number of Judiciary Staff trained	Number	2020-2021	70			80

PIAP Output: Capacity of Anti-Corruption Agencies and Departments within the Justice system strengthened.**Programme Intervention: 190401 Strengthen prevention, detection/investigation and response/ adjudication of corruption cases**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number inspection visits by Inspectorate of Courts	Number	2021/2022	20			25
Percentage of registered complaints investigated to conclusion.	Percentage	2021/2022	72			80%

VOTE: 148 Judicial Service Commission (JSC)

VI. VOTE NARRATIVE

Vote Challenges

- i. Non release of 100% of the funds as per the annual cashflow plan in quarter one affected the Commission in implementing its activities as planned.
- ii. The Commission's fleet has been depleted and this has greatly affected the implementation of activities as planned. Unfortunately, a ban has been instituted on purchase of Vehicles in 2023/24. This implies the Commission will continue to face challenges in implementation of activities due to lack of vehicles.
- iii. There are staffing gaps in the structure of the Commission which affects service delivery despite submissions to PSC
- iv. Part time nature of Members of the Commission apart from the Chairperson has led to slow implementation of activities especially disposal of complaints.
- v. JSC mandate expanded under the Administration of Judiciary Act, 2020 where the Commission is now mandated to recruit all the staff of the Judiciary including the non Judicial officers. However, the JSC Budget did not increase at the same rate as the mandate which has affected the Commission to take over its mandate effectively.
- vi. The Commission could not conduct planned activities like recruitment and disciplinary sittings as planned due to lack of venue. This arose due to bulging of pillars and visible cracks of Lotis towers building that hosted the JSC offices, the building was condemned and the Commission was guided by Ministry of works and Transport to immediately vacate the premises for safety of staff which greatly affected the operations of the Commission.
- vii. Offices are not partitioned therefore, there is lack of proper boardrooms and offices for the Commission to dispense its work.

Plans to improve Vote Performance

- i. Procure enough vehicles to support staff in carrying out inspections, investigations and other activities on time.
- ii. Lobby for more funds to support the new mandate of JSC as per the Administration of Judiciary Act, 2020 and the new structure of the Judiciary of recruiting all the staff of the Judiciary.
- iii. Strengthen data and information management systems to facilitate the work of the Commission.
- iv. Utilise Radios, TVs, social media etc to enhance sensitization and awareness roles of the Commission
- v. Put in place programmes that target support to the vulnerable groups especially the rural women and PWDs in accessing and obtaining Justice.
- vi. Fill the approved structure with the right personnel.
- vii. Proposal for the amendment of the Constitution in order to reconstitute the composition of the Commission to be permanent
- viii. Lobby for funds to partition new JSC offices at Kingdom Kampala to ensure safety of Government property and information and enhance work environment at the Commission

VII. Off Budget Support and NTR Projections

Table 7.1: Off Budget Support by Project and Department

VOTE: 148 Judicial Service Commission (JSC)

<i>Billion Uganda Shillings</i>	2023/24 Draft Estimates
Programme : 19 Administration Of Justice	456,000
SubProgramme: 03 Legal Education, Training and Research	456,000
Sub SubProgramme : 03 Legal Education, Public Affairs and research	456,000
Department: 002 Legal Education and Public Affairs	456,000
Total For The Vote	456,000

VOTE: 148 Judicial Service Commission (JSC)**Table 7.2: NTR Collections (Uganda Shillings Billions)**

Revenue Code	Revenue Name	FY2022/23	Projection FY2023/24
142159	Sale of bid documents-From Government Units	0.000	10,000,000.000
Total		0.000	10,000,000.000

VOTE: 148 Judicial Service Commission (JSC)

VIII. VOTE CROSS CUTTING POLICY AND OTHER BUDGETARY ISSUES

Table 8.1: Cross- Cutting Policy Issues

i) Gender and Equity

OBJECTIVE	Enhance gender mainstreaming in the implementation of JSC activities and provide targeted support to the vulnerable women and girls in accessing justice
Issue of Concern	Gender mainstreaming and disaggregation while implementing activities
Planned Interventions	<ol style="list-style-type: none"> 1. Sensitize the public on Gender based violence during public legal education programs. 2. Gender disaggregation while implementing activities and reporting 3. Awareness creation on gender
Budget Allocation (Billion)	0.010
Performance Indicators	<ol style="list-style-type: none"> 1. Number of sensitizations held on gender-based violence- 10 2. Percentage of the data produced in reports disaggregated by gender- 80%

ii) HIV/AIDS

OBJECTIVE	Reduce the vulnerabilities to transmission of HIV/AIDS among JSC staff and stakeholders and provide care and support to the affected and infected
Issue of Concern	HIV/AIDS awareness among staff and clients
Planned Interventions	<ol style="list-style-type: none"> 1. HIV/AIDS sensitization for staff 2. HIV/AIDS voluntary testing and counseling 3. Put up IEC materials within the JSC offices for staff and clients
Budget Allocation (Billion)	0.035
Performance Indicators	<ol style="list-style-type: none"> 1. Number of HIV/AIDS sensitizations conducted-01 2. Number of staff voluntarily tested and counseled-40 3. Number of IEC materials on HIV/AIDS procured-50

iii) Environment

OBJECTIVE	Ensure JSC activities are implemented in an environmentally friendly way so that they are not detrimental to the Environment.
Issue of Concern	Environment conservation
Planned Interventions	<ol style="list-style-type: none"> 1. Sensitization of the public about the environmental laws
Budget Allocation (Billion)	0.010
Performance Indicators	<ol style="list-style-type: none"> 1. Number of sensitizations held on environmental laws

VOTE: 148 Judicial Service Commission (JSC)

iv) Covid

OBJECTIVE	Mitigate the spread of Covid -19 and provide support to those affected by the pandemic
Issue of Concern	spread of covid-19 and post covid-19 effects on staff and the general public
Planned Interventions	<ol style="list-style-type: none"> 1. Procurement of Personal Protective Equipment for staff (face masks, hand sanitizers) 2. Encourage use of virtual meetings. 3. Provide testing and other logistical support for exposed staff, and their family members. 4. Continuously sensitize staff
Budget Allocation (Billion)	0.010
Performance Indicators	<ol style="list-style-type: none"> 1. Number of personal protective equipment procured 2. Number of exposed staff supported

VOTE: 148 Judicial Service Commission (JSC)**IX. PERSONNEL INFORMATION****Table 9.1: Staff Establishment Analysis**

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Accountant	U4	2	1
Deputy Registrar	U1SE	1	0
Driver	U8	7	2
Information Technology Officer	U4	2	1
Legal Clerk	U5	3	1
Legal officer	U4	4	2
Personal Secretary	U4	2	1
Pool Stenographer	U6	2	1
Principal Assistant Secretary	U2	1	0
Principal Legal Officer	U2	4	0
Records Assistant	U8	3	1
Records Officer	U4	2	1
Senior Accounts Assistant	U6	2	1
Senior Accounts Assistant	U5	1	0
Senior Human Resource Officer	U3	1	0
Senior Legal Officer	U3	5	3
Senior Personal Secretary	U3	1	0
Senior Records Officer	U3	3	1
Telephone Operator	U8	3	1
Under Secretary	U1SE	1	0

VOTE: 148 Judicial Service Commission (JSC)**Table 9.2: Staff Recruitment Plan**

Post Title	Salary Scale	No. Of Approved Posts	No. Of Filled Posts	No. Of Vacant Posts	No. Of Posts Cleared for Filling FY2023/24	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Accountant	U4	2	1	1	1	909,245	10,910,940
Deputy Registrar	U1SE	1	0	1	1	4,064,736	48,776,832
Driver	U8	7	2	5	5	711,207	14,224,140
Information Technology Officer	U4	2	1	1	1	1,103,582	13,242,984
Legal Clerk	U5	3	1	2	2	1,721,620	20,659,440
Legal officer	U4	4	2	2	2	1,258,400	30,201,600
Personal Secretary	U4	2	1	1	1	700,306	8,403,672
Pool Stenographer	U6	2	1	1	1	416,617	4,999,404
Principal Assistant Secretary	U2	1	0	1	1	1,282,315	15,387,780
Principal Legal Officer	U2	2	0	2	2	4,209,920	50,519,040
Records Assistant	U8	3	1	2	2	369,419	8,866,056
Records Officer	U4	2	1	1	1	798,535	9,582,420
Senior Accounts Assistant	U6	2	1	1	1	598,822	7,185,864
Senior Accounts Assistant	U5	1	0	1	1	598,822	7,185,864
Senior Human Resource Officer	U3	1	0	1	1	990,589	11,887,068
Senior Legal Officer	U3	5	3	2	2	3,157,440	37,889,280
Senior Personal Secretary	U3	1	0	1	1	943,991	11,327,892
Senior Records Officer	U3	1	0	1	1	990,589	11,887,068
Under Secretary	U1SE	1	0	1	1	1,859,451	22,313,412
Total					28	26,685,606	345,450,756