

# VOTE: 004 Ministry of Defence

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## I. VOTE MISSION STATEMENT

To preserve, defend and protect the people and their properties, sovereignty and territorial integrity of Uganda, contributing to regional stability and supporting international Peace initiatives.

## II. STRATEGIC OBJECTIVE

In the five-year planning period of the third National Development Plan (NDP III), the ministry will strive to achieve the following strategic objectives;

- a) Improve the capability of Defence Force
- b) Enhance defence infrastructure
- c) Enhance Research and Development(R&D)
- d) Establishment of National Service
- e) Enhance production for wealth creation and self- sustainability
- f) Improve Administration, Policy and Planning
- g) Coordinate programmes for the seamless transition from active military service into productive civilian life.

## III. MAJOR ACHIEVEMENTS IN 2022/23

1. Classified Equipment. Acquired, refurbished and maintained strategic equipment at the cost of Ushs 948.42bn to augment the forces strength, capacity, resilience and firepower to match the prevailing security threats.

2. Combat Service Support was enhanced to improve operational capacity, tempo and enhance the morale of troops. Items procured included Food worth Ushs 100.4bn was procured for UPDF personnel in operations, training schools and UPDF health facilities in line with the specific feeding dietary standards and nutritional value. The food items included posho, beans, meat, eggs and dry rations.

Clothing worth Ushs 92bn was procured in line with the standards and procedures of the Dress Code Policy No.1, 2019. Some of the items were Digital uniforms, Ranger boots, Jungle boots, T. shirts, Service Socks, Plain uniforms, sleeping mats, winter trench overcoats, assorted uniform accessories, expendables and assorted accommodation items among others.

POL products worth Ushs 68.8bn were acquired to ease troops operation, training, mobility, logistics distribution and maintenance of equipment.

Air Force Fleet Maintenance was carried out by acquiring spare parts and carried out routine maintenance on Ground Based Air Defence Assets at a cost of Ushs1.6bn. Joint Strategic Headquarters Fleet and Land Force Equipment were maintained and refurbished to ensure materiel readiness at a cost of Ushs4.8bn.

### 3. IMPROVED STAFF WELFARE

Medical services were provided to UPDF officers, militants, families and surrounding communities in 160 UPDF health facilities and for cases that could not be handled in UPDF Health facilities they were referred to government and private not for profit inland hospitals.

4,030 personnel were vaccinated against yellow fever and 86 personnel against rabies.

The Ministry intervened in addressing Ebola emergency threat through,

a. Deployment of medical personnel on Ebola surveillance in Mubende, Kasanda and nearby districts which contributed to the containment of the EVD.

b. Vaccination of 8,120 personnel against EVD in Mountain Division Hqs.

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c. Training of 30 public health officers on Ebola vaccination and basic emergency medicine.

Formal Education. The Ministry provided education services to 45,388 children in 36 primary schools, 11 secondary schools and 03 tertiary institutions.

Of 2,827 pupils who sat for the UCE. 261 passed in Div 1, 586 in Div 2, 771 in Div 3, 1,092 in Div 4 and 117 were ungraded.

Of 2,754 candidates who sat for the PLE. 180 passed in Div 1, 1,635 in Div 2, 490 in Div 3, 237 in Div 4 and 212 were ungraded.

4. UPDF PERSONNEL TRAINED. UPDF recruited 14,000 personnel to address capacity gaps. In addition, 25,211 personnel were trained inland and abroad. Of these, 3,141 completed training while 22,070 are still training. Out of 25,211 personnel that underwent training, 130 trained abroad and 25,081 inland. Conducted mission training of 2,284 personnel under BG 37 and UNGU 9 in Somalia which was completed and waiting for deployment.

5. INSTITUTIONAL COORDINATION. As at half year, the Ministry achieved the following

a. Pension and gratuity to Civilian and Military Veterans worth Ushs126.6bn was paid for 80 backlog cases, Monthly pensions to 20,138 cases, enhanced gratuity to 44 General Officers and accumulated leave for 239 cases.

b. Resettlement, Rehabilitation, and Reintegration

Provided Medicare assistance, psychotherapy, and assistive devices to 05 military veterans. Items distributed included Prosthesis legs, a wheelchair, Aluminum elbow crutches and Sato Pan Toilets.

c. Conducted home based care to 187 Indigent Military veterans with mental and physical disabilities and widows in 05 Districts of West Nile such as Adjumani, Yumbe, Arua, Terego, and Madi Okolo.

Food and Feed Security Programme. Planting of food crops for Season B of 2022 was completed and harvesting is ongoing. The details are below.

Production and Welfare. The following metric tons of produce have been harvested in areas of Kabamba, Kyangwali and Katta, 6,000metric tons of maize, 100metric tons of Sorghum and 30 metrics tons of Soybeans

NEC. The scope entailed crop production on 8.25 Square Miles. The following has been harvested 4,345 metric tons of Maize, 174 metric tons of Soya beans and 21 metric tons of Beans

Military Veterans. A total of 4,709 acres of land have been planted with 3,626 metric tons of Maize and 807 metric tons of Soya beans by 19 SACCOs across the country.

Production commenced on large scale despite the late disbursement of resources, weather vagaries especially the in Kata army farm in the Bulambuli district, lack of equipment and skilled labor.

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## 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	
<b>Recurrent</b>	Wage	617.579	492.015	710.079	756.463	832.110	915.321	1,006.853
	Non-Wage	765.262	463.573	850.419	845.985	961.166	1,286.051	1,530.401
<b>Devt.</b>	GoU	1,982.917	858.086	1,982.727	1,982.727	2,379.272	2,119.110	2,331.021
	Ext Fin.	393.015	0.000	187.811	0.000	0.000	0.000	0.000
	<b>GoU Total</b>	<b>3,365.758</b>	<b>1,813.674</b>	<b>3,543.225</b>	<b>3,585.175</b>	<b>4,172.548</b>	<b>4,320.481</b>	<b>4,868.274</b>
	<b>Total GoU+Ext Fin (MTEF)</b>	<b>3,758.773</b>	<b>1,813.674</b>	<b>3,731.036</b>	<b>3,585.175</b>	<b>4,172.548</b>	<b>4,320.481</b>	<b>4,868.274</b>
	<b>Arrears</b>	12.054	10.569	8.900	0.000	0.000	0.000	0.000
	<b>Total Budget</b>	<b>3,770.827</b>	<b>1,824.243</b>	<b>3,739.936</b>	<b>3,585.175</b>	<b>4,172.548</b>	<b>4,320.481</b>	<b>4,868.274</b>
	<b>Total Vote Budget Excluding Arrears</b>	<b>3,758.773</b>	<b>1,813.674</b>	<b>3,731.036</b>	<b>3,585.175</b>	<b>4,172.548</b>	<b>4,320.481</b>	<b>4,868.274</b>

**VOTE: 004 Ministry of Defence****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
<b>Programme:16 Governance And Security</b>	<b>1,560.498</b>	<b>2,170.538</b>
<b>SubProgramme:02 Security</b>	<b>1,560.498</b>	<b>2,170.538</b>
<b>Sub SubProgramme:01 National Defence (UPDF)</b>	<b>1,301.051</b>	<b>188.811</b>
002 UPDF Airforce	22.976	0.000
003 UPDF Land forces	1,278.075	1.000
004 Finance and Administration	0.000	187.811
<b>Sub SubProgramme:02 Policy, Planning and Support Services</b>	<b>259.447</b>	<b>1,981.727</b>
001 Finance and Administration	259.447	1,981.727
<b>Total for the Vote</b>	<b>1,560.498</b>	<b>2,170.538</b>

**VOTE: 004 Ministry of Defence****V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS****Table 5.1: Performance Indicators****Programme: 16 Governance And Security****SubProgramme: 02 Security****Sub SubProgramme: 01 National Defence (UPDF)****Department: 002 UPDF Airforce****Budget Output: 460137 Air Defence Capability services****PIAP Output: Improved Staff welfare****Programme Intervention: 160703 Enhance the welfare and housing of security sector personnel**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Percentage UPDF Staff and Families accessing medical services	Percentage	21.22	73%			73%

**PIAP Output: Improved staff welfare****Programme Intervention: 160705 Improve the capacity and capability of the Security Sector through training and equipping personnel.**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of children enrolled in army schools	Number	21.22	33714			42312
Number of new DFS branches opened	Number	21.22	5			3
Percentage UPDF Staff and Families accessing medical services	Percentage	21.22	73%			73%
Value of salaries and emoluments paid	Value	21.22	696.160			617.579

**PIAP Output: Logistical support to security persons****Programme Intervention: 160705 Improve the capacity and capability of the Security Sector through training and equipping personnel.**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number or percentage (%) of personnel trained	Number	21.22	600			1400
Value of food and agricultural products	Number	21.22	0.356	336	120.8	0356
Value of fuel and other Petroleum, Oils and Lubricants (POL)	Number	21.22	45.96	12	6.03	12

**VOTE: 004 Ministry of Defence****Sub SubProgramme: 01 National Defence (UPDF)****Department: 002 UPDF Airforce****Budget Output: 460137 Air Defence Capability services****PIAP Output: Security personnel trained****Programme Intervention: 160705 Improve the capacity and capability of the Security Sector through training and equipping personnel.**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number or percentage (%) of personnel trained	Number	21.22	10,500			28000

**Project: 0023 Defence Equipment Project****Budget Output: 460136 Combat readiness****PIAP Output: Enhanced technical capability****Programme Intervention: 160604 Review, and develop appropriate policies for effective governance and security**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Value of military equipment acquired	Number	21.22	2016.3	1,920.8	836.216	1928.6

**PIAP Output: Enhanced technical capacity****Programme Intervention: 160705 Improve the capacity and capability of the Security Sector through training and equipping personnel.**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Value of military equipment acquired	Number	21.22	2016.3	1,928.8	836.216	1928.59

**Department: 003 UPDF Land forces****Budget Output: 460138 Land Forces capability services****PIAP Output: Enhanced technical capability****Programme Intervention: 160604 Review, and develop appropriate policies for effective governance and security**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Value of military equipment acquired	Value	21.22	2,337.277			2,158.656

**PIAP Output: Improved Staff Welfare****Programme Intervention: 160703 Enhance the welfare and housing of security sector personnel**

**VOTE: 004 Ministry of Defence****Sub SubProgramme: 01 National Defence (UPDF)****Department: 003 UPDF Land forces****Budget Output: 460138 Land Forces capability services****PIAP Output: Improved Staff Welfare**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of children enrolled in army schools	Number	21.22	33714	30000	23000	42312
Number of new DFS branches opened	Number	21.22	5	2	0	3
Number of UPDF personnel served by the Defence Forces Shops (DFS)	Number	21.22	8216	5000	6416	9000
Percentage UPDF Staff and Families accessing medical services	Percentage	21.22	65%	100%	100%	68%
Value of salaries and emoluments paid	Value	21.22	696.16	617.9bn	493.4	708.23

**PIAP Output: Enhanced technical capacity****Programme Intervention: 160705 Improve the capacity and capability of the Security Sector through training and equipping personnel.**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Value of military equipment acquired	Value	21.22	230.065			230.065

**PIAP Output: Logistical support to security persons****Programme Intervention: 160705 Improve the capacity and capability of the Security Sector through training and equipping personnel.**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of personnel trained	Number	21.22	22,862			34200
Number or percentage (%) of personnel recruited and trained	Number	21.22	10,500			14000
Value of clothing items to security personnel	Number	21.22	121			72
Value of food and agricultural products	Number	21.22	248.04			130
Value of fuel and other Petroleum, Oils and Lubricants (POL)	Number	21.22	143			55

**Project: 1178 UPDF Peace Keeping Mission in Somalia****Budget Output: 460139 AMISOM Operational services****PIAP Output: Enhanced technical capacity****Programme Intervention: 160604 Review, and develop appropriate policies for effective governance and security**

**VOTE: 004 Ministry of Defence****Sub SubProgramme: 01 National Defence (UPDF)****Project: 1178 UPDF Peace Keeping Mission in Somalia****Budget Output: 460139 AMISOM Operational services****PIAP Output: Enhanced technical capability**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Value of military equipment acquired	Number	21.22	7.3			17

**PIAP Output: Enhanced technical capacity****Programme Intervention: 160705 Improve the capacity and capability of the Security Sector through training and equipping personnel.**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Value of military equipment acquired	Number	21.22	7.3			11

**PIAP Output: Logistical support to security persons****Programme Intervention: 160705 Improve the capacity and capability of the Security Sector through training and equipping personnel.**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of personnel trained	Number	21.22	6700	6000		6732
Value of clothing items to security personnel	Number	21.22	24.6			26
Value of food and agricultural products	Number	21.22	12.013			13
Value of fuel and other Petroleum, Oils and Lubricants (POL)	Number	21.22	2.5			3

**Project: 1702 Construction of the National Military Museum Project****Budget Output: 000002 Construction Management****PIAP Output: Enhanced technical capability****Programme Intervention: 160604 Review, and develop appropriate policies for effective governance and security**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Value of military equipment acquired	Number	22.23	1			1



**VOTE: 004 Ministry of Defence****Sub SubProgramme: 02 Policy, Planning and Support Services****Department: 001 Finance and Administration****Budget Output: 000014 Administrative and support services****PIAP Output: Planning, budgeting and M&E reports developed****Programme Intervention: 160601 Coordinate programme planning, budgeting, M&E and policy development**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of reports developed and submitted annually	Number	21.22	7			10

**PIAP Output: Forensic Science Centres facilitated and equipped in R&D****Programme Intervention: 160715 Strengthen research and development to address emerging security threats**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Annual expenditure on R&D	Text	21.22	14	14.000	6.91	14

**Budget Output: 000053 Rehabilitation and Integration services****PIAP Output: Veterans and retirees integrated and resettled into productive civilian livelihoods.****Programme Intervention: 160707 Seamlessly transition, resettle and reintegrate veterans into productive civilian livelihoods**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
% of retirees integrated in productive activities.	Percentage	21.22	2%	5%	2%	8%
Number of Military veterans Associations/SACCOs supported on financial literacy	Number	21.22	32	12	5	35
Number of Pensions, gratuity and backlog cases cleared.	Number	21.22	1237	2000	80	17715

**Budget Output: 460141 UPDF production Services****PIAP Output: Productive activities of the UPDF enhanced****Programme Intervention: 160705 Improve the capacity and capability of the Security Sector through training and equipping personnel.**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Amount spent on production Capitalisation of NEC	Number	21.22	9.2			9

**VOTE: 004 Ministry of Defence****Sub SubProgramme: 02 Policy, Planning and Support Services****Department: 001 Finance and Administration****Budget Output: 460141 UPDF production Services****PIAP Output: Productive activities of the UPDF enhanced**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Total tonnage worked on per year	Number	21.22	100			384

**Project: 1630 Retooling of Ministry of Defense and Veteran Affairs****Budget Output: 000003 Facilities and Equipment Management****PIAP Output: Enhanced technical capability****Programme Intervention: 160604 Review, and develop appropriate policies for effective governance and security**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Value of military equipment acquired	Number	21.22	2,090	1,928.8	836.2	2,090

**PIAP Output: Enhanced technical capacity****Programme Intervention: 160705 Improve the capacity and capability of the Security Sector through training and equipping personnel.**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Value of military equipment acquired	Number	21.22	2.090			2.090

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## VI. VOTE NARRATIVE

### Vote Challenges

1. Inadequate budget. The Ministry has a number of unfunded and underfunded priorities which affects effective fulfillment of its mandate. In Financial Year 2023/24, the Ministry has an unfunded budget of Shs 3,146.3bn to cater for priority areas of wage, pensions and gratuity, logistical support, infrastructural development, recruitment & training, logistical support, production arms, operations, domestic areas and policy coordination.
2. The unpredictable economic environment that often destabilizes the local currency against the international currencies. For example the high fuel prices which are impacting on the costs of other commodities.
3. Changing security environment resulting into the reallocation of resources basing on the developing threats within and outside the country.
4. Inadequate housing infrastructure which adversely affects the morale of the soldiers and further impacts on command and control.
5. Land encroachment

### Plans to improve Vote Performance

1. The transformation programme emphasized the need for recruitment and training of UPDF personnel in order to enhance combat readiness, skills and capability. The Ministry will continue training UPDF personnel in line with the transformation programme.
2. Continue to engage Government to increase the Ministry budget ceiling in order to address budget shortfalls on the very critical items of wage, food, fuel, medical, utilities and classified expenditure
3. Continue to engage Ministry of Finance to have the duty free status for Defence Forces Shop regularized
4. Continue implementing the food and feed programme to address food security challenges
5. Use of prepayment system for electricity and water to minimise on utility bills
6. Roll out of the solar project
7. Restrict travel abroad to a few and for critical mandatory travels.
8. Support Buy Uganda Build Uganda policy
9. Further strengthen the Monitoring and Evaluation function

## VII. Off Budget Support and NTR Projections

### Table 7.1: Off Budget Support by Project and Department

N/A

**VOTE: 004 Ministry of Defence****Table 7.2: NTR Collections (Uganda Shillings Billions)**

<b>Revenue Code</b>	<b>Revenue Name</b>	<b>FY2022/23</b>	<b>Projection FY2023/24</b>
113101	Land Fees	0.000	0.400
141501	Rent & Rates - Non-Produced Assets – from private entities	186,000,000.000	1.100
142119	Sale of bid documents-From Private Entities	35,000,000.000	0.000
142159	Sale of bid documents-From Government Units	0.000	0.030
142225	Other Licence fees	0.000	0.030
142302	Sale of non-produced Government Properties/assets	0.000	0.340
<b>Total</b>		<b>221,000,000.000</b>	<b>1.900</b>

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## VIII. VOTE CROSS CUTTING POLICY AND OTHER BUDGETARY ISSUES

Table 8.1: Cross- Cutting Policy Issues

### i) Gender and Equity

<b>OBJECTIVE</b>	Mainstreaming Gender and equity issues
<b>Issue of Concern</b>	Gender and equity mainstreaming
<b>Planned Interventions</b>	In order to attain equal opportunities for men, women and Persons With Disabilities (PWDs) within the Ministry, special focus will be put on improving livelihoods of UPDF Spouses and female combatants as well as rehabilitating disabled UPDF personnel
<b>Budget Allocation (Billion)</b>	1.900
<b>Performance Indicators</b>	<ul style="list-style-type: none"> <li>• Gender inclusion during recruitment, training and deployment.</li> <li>• Develop the MODVA Gender Policy</li> <li>• Separate washrooms and dormitories for males and females</li> <li>• Paternity and maternity leave.</li> <li>• Provide feminine items.</li> <li>• Provision of prosthesis devices</li> </ul>

### ii) HIV/AIDS

<b>OBJECTIVE</b>	Mainstreaming HIV/AIDS activities
<b>Issue of Concern</b>	Reduction in infection rates
<b>Planned Interventions</b>	The Ministry will continue mainstreaming HIV/AIDS in its activities through prevention, care and treatment as well as provision of social support and protection.
<b>Budget Allocation (Billion)</b>	0.090
<b>Performance Indicators</b>	<ul style="list-style-type: none"> <li>i) Free HIV Testing Services, care, treatment and counselling to clients in all the 31 UPDF accredited ART centers.</li> <li>ii) Psychosocial support and special nutrition to Persons Living with HIV/AIDS.</li> <li>iii) Training for health workers and Commanders</li> </ul>

### iii) Environment

<b>OBJECTIVE</b>	Address climate change causes and impacts
<b>Issue of Concern</b>	Effects of climate change
<b>Planned Interventions</b>	<ul style="list-style-type: none"> <li>a. Use of simulators during training to reduce on fuel consumption and release of fumes.</li> <li>b. Use energy saving stoves for cooking thereby reducing on deforestation.</li> <li>c. Use of charcoal briquettes</li> <li>d. Carry out afforestation and re-afforestation</li> </ul>
<b>Budget Allocation (Billion)</b>	2.000
<b>Performance Indicators</b>	<ul style="list-style-type: none"> <li>a. Use of simulators during training to reduce on fuel consumption and release of fumes.</li> <li>b. Use energy saving stoves for cooking thereby reducing on deforestation.</li> <li>c. Use of charcoal briquettes</li> <li>d. Carry out afforestation and re-afforestation</li> </ul>

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**iv) Covid**

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<b>OBJECTIVE</b>	COVID-19 Mainstreaming
<b>Issue of Concern</b>	Combating COVID-19 by reducing infection rates
<b>Planned Interventions</b>	a) Implement SOPs. b) Manufacturing of masks and sanitizers to reduce and avert infection. c) Continue disinfection of barracks.
<b>Budget Allocation (Billion)</b>	1.200
<b>Performance Indicators</b>	Infection rates reduced

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**IX. PERSONNEL INFORMATION****Table 9.1: Staff Establishment Analysis**

<b>Title</b>	<b>Salary Scale</b>	<b>Number of Approved Positions</b>	<b>Number of filled Positions</b>
Assistant Records Officer	U5	2	1
Personal Secretary	U4	4	3
Principal officer	U2	1	0
Principal Personal Secretary	U2	3	1
Senior Office Supervisor	U5	1	0
Senior Personal Secretary	U3	3	2

**VOTE: 004 Ministry of Defence****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)
Assistant Records Officer	U5	2	1	1	1	479,759	5,757,108
Personal Secretary	U4	4	3	1	1	798,535	9,582,420
Principal officer	U2	1	0	1	1	2,494,934	29,939,208
Principal Personal Secretary	U2	3	1	2	2	1,291,880	31,005,120
Senior Office Supervisor	U5	1	0	1	1	598,822	7,185,864
Senior Personal Secretary	U3	3	2	1	1	990,589	11,887,068
<b>Total</b>					<b>7</b>	<b>6,654,519</b>	<b>95,356,788</b>



