

## **VOTE: 015 Ministry of Trade, Industry and Co-operatives**

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### **I. VOTE MISSION STATEMENT**

To develop and promote a competitive and export-led Private Sector through accelerating industrial development for economic growth.

### **II. STRATEGIC OBJECTIVE**

To formulate, review and support policies and programs aimed at promoting and ensuring expansion and diversification of trade, cooperatives and environmentally sustainable industrialization

### **III. MAJOR ACHIEVEMENTS IN 2023/24**

1. The Ministry conducted Industrial monitoring and technical guidance field visits in 54 industries in the districts of Kampala wakis, Buikwe Jinja Iganga Busia Nwoya Amuru Luweero Nakasongola and Tororo.
2. Africa Industrialisation day duly commemorated in step with the rest of the continent.
3. 990 cooperatives were registered in all regions of the country, 9 cooperatives inspected and 24 cooperatives audited.
4. Support supervision given to 2,648 PDM SACCOs.
5. The International Cooperative Day, 2023 was celebrated in Lira City.
6. Conducted an assessment of production and potential on cotton, textiles, and garments value chain in the districts of Koboko, Arua, and Nebbi.
7. Selected staff of MTIC and MDAs were trained on enforcement of Competition Law and Consumer Protection.
8. Four Tobacco stores and 38 markets verified, monitored and inspected in 12 Districts within Bunyoro, West Nile and Northern regions.
9. 30 MSMEs were offered with coaching, mentoring, and advisory services to managers on modern business management skills, and good corporate governance principles for effective business growth.
10. 70 MSMEs guided on making business plans, and trained on financial literacy, resource mobilization, and business registration.
11. The Draft Packaging and Branding strategy finalized.
12. The 125 Ugandan MSMEs were facilitated and attended the 23rd EAC MSMEs Trade Fair in Bujumbura Burundi.
13. UW RSA trained and equipped 26 Commodity Handlers including Fumigators.
14. The Market Information System (MIS) reviewed and updated and now awaiting launch.
15. Construction of the Munyonyo Convention Centre was completed and ready to host NAM Conference, G77 and China.
16. Impact evaluation study on Kalangala Infrastructure Services, KIS done.
17. 1,200 participants trained in Job Creation Awareness.
18. Enrolled 50 female students under MTAC in collaboration with, KAFOC, love a friend, Sisters of hope, SOHI, partnerships to vocation courses.
19. Construction of MTAC Ntungamo Centre now at 75 percent completion level.

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20. Capacity building in Training, mentorship and backstopping provided to district core teams and District Commercial Officers to conduct internal audit mentorship of cooperatives.

21. Facilitated 40 members of Co-operatives to attend trade exhibitions in Johannesburg, South Africa.

**VOTE: 015 Ministry of Trade, Industry and Co-operatives****IV. MEDIUM TERM BUDGET ALLOCATIONS****Table 4.1: Overview of Vote Expenditure (Ushs Billion)**

	2023/24		2024/25	MTEF Budget Projections				
	Approved Budget	Spent by End Dec	Budget Estimates	2025/26	2026/27	2027/28	2028/29	
<b>Recurrent</b>	Wage	3.248	1.403	2.894	3.038	3.190	3.350	3.685
	Non-Wage	103.856	86.625	101.219	103.244	113.795	138.914	166.684
<b>Devt.</b>	GoU	10.826	5.065	11.160	11.718	13.476	14.823	17.788
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	<b>GoU Total</b>	<b>117.930</b>	<b>93.093</b>	<b>115.273</b>	<b>118.000</b>	<b>130.461</b>	<b>157.087</b>	<b>188.156</b>
	<b>Total GoU+Ext Fin (MTEF)</b>	<b>117.930</b>	<b>93.093</b>	<b>115.273</b>	<b>118.000</b>	<b>130.461</b>	<b>157.087</b>	<b>188.156</b>
	Arrears	0.335	0.000	0.000	0.000	0.000	0.000	0.000
	<b>Total Budget</b>	<b>118.264</b>	<b>93.093</b>	<b>115.273</b>	<b>118.000</b>	<b>130.461</b>	<b>157.087</b>	<b>188.156</b>
	<b>Total Vote Budget Excluding Arrears</b>	<b>117.930</b>	<b>93.093</b>	<b>115.273</b>	<b>118.000</b>	<b>130.461</b>	<b>157.087</b>	<b>188.156</b>

**VOTE: 015 Ministry of Trade, Industry and Co-operatives****Table 4.2: Budget Allocation by Department for Recurrent and Development (Ushs Billion)**

<i>Billion Uganda Shillings</i>	Draft Budget Estimates FY 2024/25	
	Recurrent	Development
<b>Programme:01 Agro-Industrialization</b>	<b>9.840</b>	<b>0.000</b>
SubProgramme:04 Agricultural Market Access and Competitiveness	9.840	0.000
Sub SubProgramme:02 Regulation and Management of Cooperatives	9.840	0.000
001 Cooperatives Development	9.840	0.000
<b>Programme:04 Manufacturing</b>	<b>91.732</b>	<b>11.160</b>
SubProgramme:01 Industrial and Technological Development	59.589	0.000
Sub SubProgramme:04 Industrial and Technological Development	59.589	0.000
001 Industry and Technology	59.589	0.000
SubProgramme:03 Enabling Environment	32.142	11.160
Sub SubProgramme:01 Trade Development	4.025	0.000
002 Internal Trade	4.025	0.000
Sub SubProgramme:02 Regulation and Management of Cooperatives	6.211	0.000
002 Cooperatives Development	6.211	0.000
Sub SubProgramme:03 Policy, Planning and Support Services	21.906	11.160
001 Finance and Administration	21.906	11.160
<b>Programme:07 Private Sector Development</b>	<b>2.442</b>	<b>0.000</b>
SubProgramme:02 Strengthening Private Sector Institutional and Organizational Capacity	2.442	0.000
Sub SubProgramme:01 Trade Development	1.038	0.000
001 External Trade	0.660	0.000
002 Internal Trade	0.378	0.000
Sub SubProgramme:05 MSME Development	1.405	0.000
001 Business Development and Quality Assurance	0.713	0.000
005 Processing and Marketing	0.691	0.000
<b>Programme:17 Regional Balanced Development</b>	<b>0.099</b>	<b>0.000</b>
SubProgramme:01 Production and productivity	0.099	0.000
Sub SubProgramme:02 Regulation and Management of Cooperatives	0.099	0.000
002 Cooperatives Development	0.099	0.000
<b>Total for the Vote</b>	<b>104.113</b>	<b>11.160</b>

**VOTE: 015 Ministry of Trade, Industry and Co-operatives****V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS****Table 5.1: Performance Indicators****Programme: 04 Manufacturing****SubProgramme: 03 Enabling Environment****Sub SubProgramme: 02 Regulation and Management of Cooperatives****Department: 002 Cooperatives Development****Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: Anti-counterfeits and quality product laws enforced****Programme Intervention: 040403 Enforce the laws on counterfeits and poor-quality products**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of bills developed	Number	2020	1	1	0	1

**Budget Output: 010082 Cooperatives Establishment and Management****PIAP Output: Anti-counterfeits and quality product laws enforced****Programme Intervention: 040403 Enforce the laws on counterfeits and poor-quality products**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of inspections undertaken	Number	2020	5	8	9	20

**Budget Output: 100004 Cooperatives Awareness and Skills Development****PIAP Output: Anti-counterfeits and quality product laws enforced****Programme Intervention: 040403 Enforce the laws on counterfeits and poor-quality products**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of trained and licensed manufacturers	Number	2022/2023	10			8

**Sub SubProgramme: 03 Policy, Planning and Support Services****Project: 1689 Retooling of Ministry of Trade and Industry****Budget Output: 000003 Facilities and Equipment Management****PIAP Output: Anti-counterfeits and quality product laws enforced****Programme Intervention: 040403 Enforce the laws on counterfeits and poor-quality products**

**VOTE: 015 Ministry of Trade, Industry and Co-operatives****Sub SubProgramme: 03 Policy, Planning and Support Services****Project: 1689 Retooling of Ministry of Trade and Industry****Budget Output: 000003 Facilities and Equipment Management****PIAP Output: Anti-counterfeits and quality product laws enforced**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of equipment verified	Number	2022/23	20			1
Number of inspections undertaken	Number	2022/23	20	4	0	40

**Budget Output: 000015 Monitoring and Evaluation****PIAP Output: Anti-counterfeits and quality product laws enforced****Programme Intervention: 040403 Enforce the laws on counterfeits and poor-quality products**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of inspections undertaken	Number	2022/23	40			145

**Budget Output: 000044 Statistical services****PIAP Output: Anti-counterfeits and quality product laws enforced****Programme Intervention: 040403 Enforce the laws on counterfeits and poor-quality products**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of inspections undertaken	Number					176
Proportion of agreed partnership expectations/ actions implemented as per MOUs/ written commitment	Percentage					30%

**Programme: 07 Private Sector Development****SubProgramme: 02 Strengthening Private Sector Institutional and Organizational Capacity****Sub SubProgramme: 01 Trade Development****Department: 001 External Trade****Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: Incentives and regulatory frameworks to attract the private sector to finance green growth and promote LED in place****Programme Intervention: 070201 Create appropriate incentives and regulatory frameworks to attract the private sector to finance green growth and promote LED**

**VOTE: 015 Ministry of Trade, Industry and Co-operatives****Sub SubProgramme: 01 Trade Development****Department: 001 External Trade****Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: Incentives and regulatory frameworks to attract the private sector to finance green growth and promote LED in place**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Value of green finance resources financing NDPIII priorities (USD Million)	Value	2020/21	0			USD 40 M
Value of green growth projects of the private sector (USD Million)	Value	2020/21	0	1	0	USD 40 M

**Budget Output: 000080 Economic Integration and Market Access****PIAP Output: Institutional and policy frameworks for investment and trade harmonized****Programme Intervention: 070205 Rationalize and harmonize standards institutions, and policies at local and regional level;**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
No of decentralized quality infrastructure in place (food safety laboratories)	Number	2022/23	0			2
Harmonized policy frameworks on Investment and trade in place	Yes/No	2020	Yes	Yes	Yes	1
No. of nontariff barriers to trade and investment eliminated	Number	2019	2	3	2	8

**Budget Output: 190036 Trade Development****PIAP Output: Institutional and policy frameworks for investment and trade harmonized****Programme Intervention: 070205 Rationalize and harmonize standards institutions, and policies at local and regional level;**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Harmonized policy frameworks on Investment and trade in place	Yes/No	2022/23	1			1
Institutional and policy frameworks for investment and trade harmonized	Yes/No	2022/23	1			1

**NOTE: 015 Ministry of Trade, Industry and Co-operatives****Sub SubProgramme: 05 MSME Development****Department: 001 Business Development and Quality Assurance****Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: System of incubation centres strengthened to support growth of SMEs in strategic areas****Programme Intervention: 070302 Strengthening system capacities to enable and harness benefits of coordinated private sector activities**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
No. of Incubation Centres	Number	2	1	1	0	2

**Budget Output: 190034 Business Development Services (SDP)****PIAP Output: Clients' Business continuity and sustainability Strengthened****Programme Intervention: 070301 Improve the management capacities of local enterprises through massive provision of Business Development Services geared towards improving firm capabilities through**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
No. of Regional Business Development Service Centres established	Number	2023	0			3
Number of clients served by the Regional Business Development Service Centres	Number	2023	0			230
Number of functional BDS centres	Number	2022/23	0			4
Number of SMEs facilitated in BDS	Number	2022/23	20			230
Number of Youth served through the Interactive SME Web-based System	Number	2022/23	60			250

**Budget Output: 190038 Enterprise Training and Advisory Services****PIAP Output: Support measures undertaken to foster organic bottom up formation of cooperatives****Programme Intervention: 070301 Improve the management capacities of local enterprises through massive provision of Business Development Services geared towards improving firm capabilities through**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of Partnerships in form of contractual linkages between skills-based enterprises with established manufacturing firms formed	Number	2022/23	0	2	1	4
No. of new producer cooperatives formed	Number	2022/23	10594	1	1	4



**NOTE: 015 Ministry of Trade, Industry and Co-operatives****Sub SubProgramme: 05 MSME Development****Department: 005 Processing and Marketing****Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: System of incubation centres strengthened to support growth of SMEs in strategic areas****Programme Intervention: 070302 Strengthening system capacities to enable and harness benefits of coordinated private sector activities**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
No. of Incubation Centres	Number	2020	0	1	1	2

**Budget Output: 190034 Business Development Services (SDP)****PIAP Output: Clients' Business continuity and sustainability Strengthened****Programme Intervention: 070301 Improve the management capacities of local enterprises through massive provision of Business Development Services geared towards improving firm capabilities through**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
No. of Regional Business Development Service Centres established	Number	2022/23	0			250
Number of clients served by the Regional Business Development Service Centres	Number	2022/23	0			250
Number of functional BDS centres	Number	2022/23	0			2
Number of SMEs facilitated in BDS	Number	2022/23	700			800
Number of Youth served through the Interactive SME Web-based System	Number	2022/23	0			1000

**Budget Output: 190035 Product Development****PIAP Output: Product and market information systems developed****Programme Intervention: 070302 Strengthening system capacities to enable and harness benefits of coordinated private sector activities**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
No. of functional information systems in place by type	Number	2020	0	1	1	1

**Budget Output: 190039 MSMEs Information Services****PIAP Output: Product and market information systems developed****Programme Intervention: 070302 Strengthening system capacities to enable and harness benefits of coordinated private sector activities**

**VOTE: 015 Ministry of Trade, Industry and Co-operatives****Sub SubProgramme: 05 MSME Development****Department: 005 Processing and Marketing****Budget Output: 190039 MSMEs Information Services****PIAP Output: Product and market information systems developed**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
No. of functional information systems in place by type	Number	2020	0	1	1	1

**Programme: 17 Regional Balanced Development****SubProgramme: 01 Production and productivity****Sub SubProgramme: 02 Regulation and Management of Cooperatives****Department: 002 Cooperatives Development****Budget Output: 510001 Regional Development Planning****PIAP Output: Support to value chain development for key commodities through provision of cassava chippers , maize mills, oil extraction machines****Programme Intervention: 170204 Establish an agricultural financing facility for farmers in target regions**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Number of f cassava chippers , maize mills, oil extraction machines provided	Number			8	0	2

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### **VI. VOTE NARRATIVE**

#### **Vote Challenges**

1. Inadequate transport facilities to carry out activities on time. This was mitigated using multisectoral approach by utilising vehicles inter-departmentally, and no vehicle was attached to a particular department.
2. Inadequate office space due to the on-going renovations therefore, coordination made hard. Provision of laptops to enable officers work from other premises.
3. Delayed procurement was another challenge faced in the quarter. Making use of eGP to ease procurement.
4. Poor appreciation of the reporting tool. In response to this, members were trained on the PBS with support from Ministry Finance officials.

#### **Plans to improve Vote Performance**

2. The Vote shall ensure to constitute multi-disciplinary teams constituting of interdepartmental teams to execute the Ministry's mandate, other than working in silos.
2. The Ministry shall ensure that funds are spent in accordance with work plans and thus eliminate unnecessary reallocation of resources which are not in line with the agreed upon outputs, work plans and procurement plans.

### **VII. Off Budget Support and NTR Projections**

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

N/A

**VOTE: 015 Ministry of Trade, Industry and Co-operatives****Table 7.2: NTR Projections(Uganda Shillings Billions)**

Revenue Code	Revenue Name	FY2023/24	Projection FY2024/25
132201	Grants from multi-lateral development partners-capital	0.000	5.000
133104	Transfers Received from Other Funds	5.400	0.000
142212	Educational/Instruction related levies	2.600	2.300
142225	Other Licence fees	0.600	0.000
<b>Total</b>		<b>8.600</b>	<b>7.300</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>	implement the gender equity strategy focusing on under privileged . quarterly monitoring on allocation of funds(welfare, treatment,capacity building) to staff with physical incapacities . Support the PDM SACCOs to ensure that the Composition of executive committees includes women, youth and disabled
<b>Issue of Concern</b>	inadequate awareness on equity budgeting and gender insensitivity on composition of PDM SACCOs
<b>Planned Interventions</b>	Implement the gender equity strategy Train MTIC Staff on equity budgeting support PDM SACCOs to ensure that composition of SACCO Executive are gender sensitive
<b>Budget Allocation (Billion)</b>	0.600
<b>Performance Indicators</b>	No of SACCOs Executives with women on executive committees No of Staff trained on equity budgeting No of Staff trained on gender strategy

#### ii) HIV/AIDS

<b>OBJECTIVE</b>	Build the capacity of leadership of Traders,Industrialists,cooperators for more effective governance,leadership and participation in multisectoral response to HIV/AIDS
<b>Issue of Concern</b>	Slow progress on multisectoral response on HIV/AIDS
<b>Planned Interventions</b>	Build the capacity of Leadership of Traders, Industrialists, and Cooperators for more effective governance, Leadership ad participation in multisectoral to HIV/AIDS
<b>Budget Allocation (Billion)</b>	0.070
<b>Performance Indicators</b>	No of Apex Body meetings held for Traders, Cooperators and Industrialists  No of workshops held for HIV/AIDS Workplace policy dissemination

#### iii) Environment

<b>OBJECTIVE</b>	identify climate and environmental concerns in factories and Industries , identify mitigation measures and carry out quarterly visits on implementation of mitigation measures  Mainstream climate issues in departmental workplans
<b>Issue of Concern</b>	inadequate mainstreaming of Climate and environmental issues in plans and budgets of department and agencies under MTIC
<b>Planned Interventions</b>	Identify climate and environmental issues across departments/agencies Mainstream climate and environmental issues across `departments/agencies
<b>Budget Allocation (Billion)</b>	0.050
<b>Performance Indicators</b>	No of Departments/agencies budgeting for climate change interventions

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iv) Covid

N/A

**VOTE: 015 Ministry of Trade, Industry and Co-operatives****IX. PERSONNEL INFORMATION****Table 9.1: Staff Establishment Analysis**

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Accountant	U4	2	2
Accounts Assistant	U7	2	2
Ass. Comm Policy & Statutory Services	U1E	2	0
Assistant Commissioner - Human Resource	U1E	1	1
Assistant Commissioner - Multi-Lateral Trade	U1E	1	1
Assistant Commissioner - Industry	U1E (SC)	1	1
Assistant Commissioner - Private Sector Development	U1E	1	0
Assistant Commissioner - Technology	U1E (SC)	1	0
Assistant Commissioner Marketing Promotion	U1E	1	0
Assistant Commissioner Quality Assurance and Standardization	U1E	1	0
Assistant Commissioner SACCOs & Fin, Sev. Cooperatives	U1E	1	1
Assistant Commissioner Technology Research Innovation and Processing	U1E	1	1
Assistant Commissioner Trade - Trade and Inspectorate	U1E	1	1
Assistant Commissioner Training and Business Skills Development	U1E	1	1
Assistant Librarian	U6	1	1
Assistant Records Officer	U5	1	0
Assistant Secretary	U4	1	1
Assistant Commissioner - Regional & Bilateral Trade	U1E	1	1
Commercial Officer	U4	6	4
Commissioner - External Trade	U1SE	1	1
Commissioner - Internal Trade	U1SE	2	0
Commissioner Business Development and Quality Assurance	U1SE	1	0
Commissioner Cooperative Development	U1SE	1	1
Commissioner Industry & Technology	U1SE	1	0

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<b>Title</b>	<b>Salary Scale</b>	<b>Number of Approved Positions</b>	<b>Number of filled Positions</b>
Commissioner Processing and Marketing	UISE	1	1
Cooperative Officer	U4	7	7
Data Entry Clerk	U6	1	1
Database Administrator	U4 (SC)	1	0
Driver	U8	12	8
Economist	U4	1	1
Engineer	U4 (SC)	2	2
Human Resource Officer	U4	1	1
Industrial Officer	U4 (SC)	6	4
Internal Auditor	U4	1	1
Legal Officer	U4	1	1
Office Attendant	U8	12	11
Permanent Secretary	UISE	1	1
Personal Secretary	U4	5	2
Principal Accountant	U2	1	1
Principal Assistant Secretary	U2	1	1
Principal Commercial Officer	U2	8	8
Principal Cooperative Officer	U2	6	3
Principal Economist	U2	1	1
Principal Engineer	U2 SC	1	1
Principal Industrial Officer	U2 SC	3	1
Principal MSME Officer	U2	2	2
Principal MSME Officer Marketing Promotion	U2	2	1
Principal MSME Officer Quality Assurance and Standardization	U2	2	2
Principal MSME Officer Technology Research Innovation and Processing	U2	2	1
Principal Personal Secretary	U3	1	1
Principal Policy Analyst	U2	1	0
Principal Procurement Officer	U2	1	1
Procurement Officer	U4	1	1
Receptionist	U7	2	2
Records Assistant	U7	2	1



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<b>Title</b>	<b>Salary Scale</b>	<b>Number of Approved Positions</b>	<b>Number of filled Positions</b>
Records Assistant	U6	1	0
RECORDS OFFICER	U4L	2	1
Senior Accountant	U3	1	1
Senior Accounts Assistant	U5	2	1
Senior Assistant Secretary	U3	5	4
Senior Commercial Officer	U3	18	13
Senior Cooperative Officer	U3	6	6
Senior Engineer	U3 SC	2	2
Senior Human Resource Officer	U3	1	1
Senior Industrial Officer	U3 SC	4	4
Senior Information Technology Officer	U3 SC	1	1
Senior Internal Auditor	U3	1	1
Senior Legal Officer	U3	1	1
Senior MSME Officer	U3	2	1
Senior MSME Officer Marketing Promotion	U3	2	1
Senior MSME Officer Quality Assurance and Standardization	U3	2	1
Senior MSME Officer Technology Research Innovation and Processing	U3	2	1
Senior Personal Secretary	U3	4	4
Senior Policy Analyst	U3	1	0
SENIOR PUBLIC RELATIONS OFFICER	U4L	1	0
Senior Statistician	U3 SC	1	0
Statistician	U4 SC	1	1
Stenographer Secretary	U5	5	1
Systems Administrator	U4 (SC)	1	1
Telephone Operator	U7	1	1
TRAINING OFFICER	U4L	1	1
Under Secretary	U1SE	1	1

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Table 9.2: Staff Recruitment Plan

N / A