#### I. VOTE MISSION STATEMENT

To establish a comprehensive and sustainable National Animal Breeding. Programme which meets the commercial and developmental interests of the actors along the livestock sub-sector value chains.

#### II. STRATEGIC OBJECTIVE

Increase production, preservation, distribution and utilization of superior animal genetic resources. Enhance characterization, inventory and monitoring of animal genetic resources. Enhance development and conservation of indigenous animal genetic resources and biodiversity. Strengthen the Commercialization function of NAGRC&DB. Strengthen institutional capacity for efficient service delivery

#### **III. MAJOR ACHIEVEMENTS IN 2022/23**

- 1. The entity registered significant progress in the area of food and animal feed production. Focusing on the Presidential directive to ensure food and animal feed security, the entity bush cleared 19 square miles and planted 13 square miles of soya, maize and napier in Aswa, Maruzi, Nshaara, Rubona, Got Apwoyo, Ruhengere, Kasolwe and Lusenke Government animal breeding and production ranches/farms. This constituted season one of the food and animal feed security programme being implemented by NAGRC&DB and other selected Government agencies.
- 2. Kasolwe feed mill at Kasolwe Government animal breeding and production ranch in Kamuli District is also currently processing animal feeds. A total of 265 tons of livestock feeds (poultry layer mash, chick and duck mash, pig feeds, bull breeding mash) were processed and distributed across government farms and ranches. Plan is to increase processing capacity to meet both internal and external demand for livestock and poultry feeds.
- 3. The entity gave out 120 bulls to 30 women and youth groups in agriculture, in lango subregion. This aimed at increasing agricultural production at low cost since these bulls are known for speed and efficiency during cultivation for crop production.
- 4. Through community breeding initiatives to improve the quality of the livestock breeds under Parish Development Model,
- a) The entity conducted Pregnancy Diagnosis (PD), synchronization and artificial insemination activities in which over 23,512 cattle were covered on and off the Government farms and ranches.
- b) NAGRC&DB produced and availed a total of 48,795 doses of semen from the National Bull stud and genetic evaluation center, Entebbe.
- c) A total of 43,566 litres of liquid nitrogen were produced and availed for use at Entebbe, Mbarara and Buikwe liquid nitrogen plants.
- 5.To support women and youth farmers with poultry enterprises, a total 323,092 of farmer preferred scavenging chicks were multiplied and availed to farmers (250 males and 147 females) countrywide.
- 6. A total of 281 farmers and students (156 males and 125 females) were trained in livestock breeding and production techniques on Government farms and ranches, as part of the skilling programmes of the entity.

### IV. MEDIUM TERM BUDGET ALLOCATIONS

**Table 4.1: Overview of Vote Expenditure (Ushs Billion)** 

|                |                           | 2022               | 2/23                | 2023/24             |         | MTEF Budget Projections |         |         |
|----------------|---------------------------|--------------------|---------------------|---------------------|---------|-------------------------|---------|---------|
|                | ·                         | Approved<br>Budget | Spent by End<br>Dec | Budget<br>Estimates | 2024/25 | 2025/26                 | 2026/27 | 2027/28 |
| D              | Wage                      | 5.736              | 2.838               | 5.736               | 6.023   | 6.625                   | 7.288   | 8.016   |
| Recurrent      | Non-Wage                  | 5.462              | 1.051               | 7.240               | 7.602   | 9.122                   | 10.947  | 13.027  |
| D 4            | GoU                       | 81.971             | 47.586              | 66.760              | 66.760  | 80.112                  | 92.129  | 101.342 |
| Devt.          | Ext Fin.                  | 0.000              | 0.000               | 0.000               | 0.000   | 0.000                   | 0.000   | 0.000   |
|                | GoU Total                 | 93.169             | 51.475              | 79.736              | 80.385  | 95.860                  | 110.363 | 122.385 |
| Total GoU+E    | xt Fin (MTEF)             | 93.169             | 51.475              | 79.736              | 80.385  | 95.860                  | 110.363 | 122.385 |
|                | Arrears                   | 0.063              | 0.035               | 0.039               | 0.000   | 0.000                   | 0.000   | 0.000   |
|                | Total Budget              | 93.231             | 51.510              | 79.775              | 80.385  | 95.860                  | 110.363 | 122.385 |
| Total Vote Bud | dget Excluding<br>Arrears |                    | 51.475              | 79.736              | 80.385  | 95.860                  | 110.363 | 122.385 |

Table 4.2: Budget Allocation by Department for Recurrent and Development (Ushs Billion)

|  | Draft Budget Esti | mates FY 2023/24 |
|--|-------------------|------------------|
| Billion Uganda Shillings                                     | Recurrent         | Development      |
| Programme:01 Agro-Industrialization                          | 12.976            | 66.760           |
| SubProgramme:01 Institutional Strengthening and Coordination | 12.976            | 7.749            |
| Sub SubProgramme:01 Breeding and Genetic Improvement         | 12.976            | 7.749            |
| 001 Breeding and Production                                  | 0.000             | 7.749            |
| 002 Finance and Administration                               | 12.976            | 0.000            |
| SubProgramme:02 Agricultural Production and Productivity     | 0.000             | 44.076           |
| Sub SubProgramme:01 Breeding and Genetic Improvement         | 0.000             | 44.076           |
| 001 Breeding and Production                                  | 0.000             | 44.076           |
| SubProgramme:03 Storage, Agro-Processing and Value addition  | 0.000             | 14.935           |
| Sub SubProgramme:01 Breeding and Genetic Improvement         | 0.000             | 14.935           |
| 001 Breeding and Production                                  | 0.000             | 14.935           |
| Total for the Vote   | 12.976            | 66.760           |

#### V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

**Table 5.1: Performance Indicators** 

Programme: 01 Agro-Industrialization

SubProgramme: 01 Institutional Strengthening and Coordination

Sub SubProgramme: 01 Breeding and Genetic Improvement

**Department: 002 Finance and Administration** 

**Budget Output: 000005 Human Resource Management** 

PIAP Output: Animal breeding stock multiplied and distributed to farmers country wide for cattle, poultry, goats, pigs, fish etc.

Programme Intervention: 010601 Strengthen coordination of public institutions in design and implementation of policies including access to quality food and food security

| Indicator Name   | Indicator<br>Measure | Base Year | Base Level | 2022/23 |                   | Performance<br>Targets |
|--|----------------------|-----------|------------|---------|-------------------|------------------------|
|  |                      |           |            | Target  | Q2<br>Performance | 2023/24                |
| Number of regional community breeding satellite centers established and maintained |                      | 2021/22   | 4          | 4       | 4                 | 4                      |

Project: 1325 NAGRC Strategic Intervention for Animal Genetics Improvement Project

**Budget Output: 000014 Administrative and Support Services** 

PIAP Output: Animal breeding stock multiplied and distributed to farmers country wide for cattle, poultry, goats, pigs, fish etc.

Programme Intervention: 010601 Strengthen coordination of public institutions in design and implementation of policies including access to quality food and food security

| Indicator Name   | Indicator<br>Measure | Base Year | Base Level | 202 | 2/23              | Performance<br>Targets |
|--|----------------------|-----------|------------|-----|-------------------|------------------------|
|  |                      |           |            | O   | Q2<br>Performance | 2023/24                |
| Number of regional community breeding satellite centers established and maintained |                      | 2021/22   | 3          | 4   | 4                 | 3                      |

Project: 1752 Retooling of the National Animal Genetic Resources Centre and Data Bank

**Budget Output: 000003 Facilities and Equipment Management** 

PIAP Output: Animal breeding, production, administrative units and research facilities constructed and equipped

Programme Intervention: 010602 Strengthen linkages between public and private sector in agro-industry

| Indicator Name  | Indicator<br>Measure | Base Year | Base Level | 2022/23 |                   | Performance<br>Targets |
|---|----------------------|-----------|------------|---------|-------------------|------------------------|
|   |                      |           |            | ~       | Q2<br>Performance | 2023/24                |
| Animal breeding and production support facilities constructed | List                 | 2021/22   | 0          | 1       | 0                 | 0                      |
| Number of farmer animal genetic learning centres established  | Number               | 2021/22   | 0          |         |                   | 1                      |

SubProgramme: 02 Agricultural Production and Productivity

Sub SubProgramme: 01 Breeding and Genetic Improvement

Project: 1325 NAGRC Strategic Intervention for Animal Genetics Improvement Project

**Budget Output: 000002 Construction management** 

PIAP Output: Animal breeding, production, administrative units and research facilities constructed and equipped

Programme Intervention: 010407 Strengthen agricultural research and technology development

| Indicator Name  | Indicator<br>Measure | Base Year | Base Level | 202    | 2/23              | Performance<br>Targets |
|---|----------------------|-----------|------------|--------|-------------------|------------------------|
|   |                      |           |            | Target | Q2<br>Performance | 2023/24                |
| Animal breeding and production support facilities constructed | List                 | 2021/22   | 32         | 38     | 3                 | 29                     |

Budget Output: 010005 Animal Genetic Resources Databank strengthened and maintained

PIAP Output: Animal breeding stock multiplied and distributed to farmers country wide for cattle, poultry, goats, pigs, fish

Programme Intervention: 010407 Strengthen agricultural research and technology development

| Indicator Name   | Indicator<br>Measure | Base Year | Base Level | 202    | 2/23              | Performance<br>Targets |
|--|----------------------|-----------|------------|--------|-------------------|------------------------|
|  |                      |           |            | Target | Q2<br>Performance | 2023/24                |
| Number of regional community breeding satellite centers established and maintained |                      | 2021/22   | 1          |        |                   | 1                      |

Budget Output: 010006 Breeding, production and multiplication of fish and livestock

PIAP Output: Demand driven agriculture technologies developed

Programme Intervention: 010407 Strengthen agricultural research and technology development

| Indicator Name                                  | Indicator<br>Measure | Base Year | Base Level | 202    | 2/23              | Performance<br>Targets |
|---|----------------------|-----------|------------|--------|-------------------|------------------------|
|   |                      |           |            | Target | Q2<br>Performance | 2023/24                |
| Doses of semen produced and extended to farmers | Number               | 2021/22   | 135584     | 102439 | 48795             | 142906                 |
| Litres of Nitrogen produced                     | Number               | 2021/22   | 103619     | 99685  | 43566             | 112307                 |

Budget Output: 010007 Conservation and utilization of indigenous Animal Genetic resources

PIAP Output: Animal breeding stock multiplied and distributed to farmers country wide for cattle, poultry, goats, pigs, fish

Programme Intervention: 010407 Strengthen agricultural research and technology development

| Indicator Name   | Indicator<br>Measure | Base Year | Base Level | 2022/23 |                   | Performance<br>Targets |
|--|----------------------|-----------|------------|---------|-------------------|------------------------|
|  |                      |           |            | U       | Q2<br>Performance | 2023/24                |
| Number of poultry varieties developed, multiplied and promoted | Number               | 2021/22   | 974219     | 1369284 | 323092            | 1500000                |

Sub SubProgramme: 01 Breeding and Genetic Improvement

Project: 1325 NAGRC Strategic Intervention for Animal Genetics Improvement Project

Budget Output: 010007 Conservation and utilization of indigenous Animal Genetic resources

PIAP Output: Animal breeding stock multiplied and distributed to farmers country wide for cattle, poultry, goats, pigs, fish

| Indicator Name  | Indicator<br>Measure | Base Year | Base Level | 2022/23 |                   | Performance<br>Targets |
|---|----------------------|-----------|------------|---------|-------------------|------------------------|
|   | Measure              |           |            | Target  | Q2<br>Performance | 2023/24                |
| Number of tropicalised superior breeding stock introduced | Number               | 2021/22   | 487        | 400     | 0                 | 994                    |

SubProgramme: 03 Storage, Agro-Processing and Value addition

Sub SubProgramme: 01 Breeding and Genetic Improvement

Project: 1325 NAGRC Strategic Intervention for Animal Genetics Improvement Project

**Budget Output: 010004 Animal Feeds Production** 

PIAP Output: Cooperative societies, communities supported with cleaning, drying, grading and processing equipment

Programme Intervention: 010101 Establish post-harvest handling, storage and processing infrastructure including silos, dryers, warehouses, and cold rooms of various scale and capacities at subcounty, district and zonal levels.

| Indicator Name   | Indicator<br>Measure | Base Year | Base Level | 2022/23 |                   | Performance<br>Targets |
|--|----------------------|-----------|------------|---------|-------------------|------------------------|
|  |                      |           |            | U       | Q2<br>Performance | 2023/24                |
| Number of animal feed production, packaging, and storage facilities on 7 NAGRC&DB centre farms | Number               | 2021/22   | 0          | 1       | 0                 | 3                      |

#### VI. VOTE NARRATIVE

#### **Vote Challenges**

- 1. The entity continued to experience severe shortage of funds in the FY2022/23. This has made it very difficult to implement critical planned activities that are deemed to be instrumental in spearheading the Parish Development Model commitments. For instance, NAGRC&DB had planned to do mass restocking of superior breeding stock on Government farms and ranches for breeding, multiplication and availing to farmers countrywide, comprehensive community breeding, establishment of the National Pig Breeding Centre among others but funds available were not enabling. By half year, the entity had only received UGX 6.49 bn out of the expected UGX49.03 bn. This excluded the UGX46.55bn.
- 2.NAGRC&DB still suffers from inadequate wage bill which has hindered recruitment and retention of the required competent and skilled scientists for the agro industrialization programme.
- 3.Land encroachment on Government animal breeding and production ranches and farms. This has continued to affected infrastructure development critical for animal breeding and production.
- 4. Shortage of animal feeds (Climate changes, invasive plants). Whereas, the entity is running a feed mill at one of the Government animal breeding farms, more funds are needed to establish mini feed processing plants on every ranch to meet the overwhelming demand for animal feeds in the country.
- 5.Inadequate mobility to deliver community outreach training and breeding interventions under the Parish Development Model. There is humongous community breeding outreach/agricultural extension work to be done by the entity but there is an issue of inadequate specialized fleet for semen and liquid nitrogen delivery countrywide.
- 6. Inadequate machinery and equipment to mechanize animal breeding and production activities on Government ranches and farms. The entity needs machinery ranging from combine harvesters, harrows, balers, seeders, fertilizer spreaders etc. but the funds have been so limited to procure such equipment for all the Government ranches and farms.
- 7.Inadequate animal infrastructure at the Government animal breeding ranches and farms which affects breeding and production programs. NAGRC&DB medium term plan is to make every Government ranch/farm a centre of excellence but this requires huge capital investments that are currently being curtailed by limited financial resources. There is also need to establish regional animal breeding and production centres to realize Parish Development objectives but this requires funds.

#### Plans to improve Vote Performance

- 1.Mass restocking of Government farms and ranches with superior breeds that will be tropicalized. These will be multiplied and availed to farming households with the overall aim to improve animal genetics in the country.
- 2. Targeted investments to increase availability of quality and affordable animal feeds in the country and enhance profitability of agro enterprises.
- 3. Focused investments in livestock breeding and production infrastructure to support multiplication and availing of improved genetics to the farmers countywide.
- 4. Prioritizing community breeding outreach initiatives (mass skilling of youth, elderly, PWDs, men and women, conducting artificial insemination, synchronization and embryo transfer exercises) to realize the Parish Development Model objectives.
- 5. Deliberate investment in agro enterprises that bring quick returns and are easy to manage by households e.g. poultry, piggery etc.
- 6. Partnering with the private sector and other MDAs in implementing animal breeding and production projects and programmes in the country.
- 7.Promoting climate smart livestock farming to protect the environment bio security systems, desilting water sources on Government ranches and farms, agro forestry, paddocks for controlled grazing).

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

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

N/A

### **Table 7.2: NTR Collections (Uganda Shillings Billions)**

| Revenue Code | Revenue Name   | FY2022/23 | Projection<br>FY2023/24 |
|--------------|--|-----------|-------------------------|
| 142160       | Sale of Agricultural products and services-From Government Units | 0.000     | 1,800,000,000.000       |
| Total        |  | 0.000     | 1,800,000,000.000       |

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

**Table 8.1: Cross- Cutting Policy Issues** 

| • \ | $\sim$ 1       | 1   |      | • 4             |
|-----|----------------|-----|------|-----------------|
| 11  | Gender         | and | HIM  |                 |
|     | <b>CTCHUCL</b> | anu | 1,74 | 1 I I I I I I V |
|     |                |     |      |                 |

| OBJECTIVE                          | Promote gender and equity in livestock breeding and production interventions  |  |  |  |
|------------------------------------|---|--|--|--|
| Issue of Concern                   | <ol> <li>Majority of the rural women, youth and PWDs face accessibility and affordability challenges when it gets to improved livestock enterprises for income and wealth generation.</li> <li>Limited skills for rural livestock breeding and production.</li> </ol> |  |  |  |
| Planned Interventions              | 1.Complete the construction of Abim (Karamoja) and Tororo (Bukedi) poultry hatcheries 2.Skilling farmers and AI technicians (men, women, youth, PWDs) countrywide 3.Breeding, multiplication and availing of high-quality breeding stock to farmers countrywide       |  |  |  |
| <b>Budget Allocation (Billion)</b> | 20.000  |  |  |  |
| Performance Indicators             | <ol> <li>Number of improved livestock and poultry extended to farmers countrywide.</li> <li>Number of farmers (men, women, youth, PWDs) skilled during community breeding outreach activities.</li> </ol>   |  |  |  |

### ii) HIV/AIDS

| OBJECTIVE   | Create HIV/AIDS awareness among stakeholders and employees   |  |  |  |
|---|--|--|--|--|
| Issue of Concern  | HIV/AIDS negatively affects agriculture labor force and employees in terms production and productivity respectively.   |  |  |  |
| Planned Interventions 1. Working with Uganda AIDS Commission and other relevant stakeholders to promote Operationalization of the HIV/AIDS committee at the workplace 3. Mass sensitization of the farmers during community breeding activities |  |  |  |  |
| <b>Budget Allocation (Billion)</b>  | 0.300  |  |  |  |
| Performance Indicators  | <ol> <li>Number of condom dispensers installed at the centre farms, ranches and headquarters.</li> <li>No. of farmers sensitized during community breeding activities.</li> <li>A functional HIV/AIDS committee at the workplace.</li> </ol> |  |  |  |

### iii) Environment

| <b>OBJECTIVE</b> To protect the environment in the grazing and surrounding areas |  |  |  |
|--|--|--|--|
| Issue of Concern   | Uncontrolled livestock farming causes climate change through land degradation and methane emissions. Most researchers argue that a decline in the vegetation covers leads to a reduction in evapotranspiration and this later causes a rise in temperatures.                                   |  |  |
| Planned Interventions  | <ol> <li>Establish breeding paddocks to control over grazing on Government farms and ranches.</li> <li>Promote agro forestry on Government farms and ranches.</li> <li>Completion of biogas plant at LES-Entebbe.</li> <li>Desilting water sources on Government ranches and farms.</li> </ol> |  |  |
| <b>Budget Allocation (Billion)</b>   | 3.000  |  |  |
| Performance Indicators   | 1.Number of farms and ranches with grazing paddocks 2. Number of trees planted on centre farms and ranches 3. Number of valley dams/ tanks desilted 4. A functional biogas plant   |  |  |

| iv) Covid                          |  |
|------------------------------------|--|
| OBJECTIVE                          | To promote economic recovery following the adverse impact of COVID-19 on farming households  |
| Issue of Concern                   | Covid-19 paralyzed economic activities and agriculture was not spared. Farming households are still recovering from the adverse effects of this global pandemic. |
| <b>Planned Interventions</b>       | Multiplication and availing of poultry genetic resources that have proved to bring quick returns to farmers countrywide  |
| <b>Budget Allocation (Billion)</b> | 4.500  |
| <b>Performance Indicators</b>      | No. of chicks multiplied and availed to farming communities countrywide  |

#### IX. PERSONNEL INFORMATION

**Table 9.1: Staff Establishment Analysis** 

| Title  | Salary Scale | Number of Approved Positions | Number of filled Positions |
|--|--------------|------------------------------|----------------------------|
| In -charge Laboratory                                | N6A          | 4                            | 2                          |
| Accountants (Revenue & Expenditure)                  | N4C          | 2                            | 1                          |
| Accounts Assistant                                   | N7B          | 2                            | 2                          |
| Administrative Assist.                               | FIXED        | 3                            | 3                          |
| Animal Husbandry Officer                             | N7A          | 26                           | 17                         |
| Askari   | N9A          | 40                           | 16                         |
| Ass. Inventory Management Officer                    | N7B          | 2                            | 2                          |
| Assistant Manager ICT                                | N4C          | 1                            | 0                          |
| Assistant Manager Livestock registry                 | N4C          | 1                            | 0                          |
| Assistant Procurement Officer                        | N7B          | 3                            | 2                          |
| Asst. Manager - Reproductive and breeding techniques | N4B          | 1                            | 1                          |
| Asst. Manager - Satellite Centres/<br>Associations   | N4B          | 1                            | 0                          |
| Asst. Manager Estates - Civil Engineer               | N4C          | 1                            | 0                          |
| Asst. Manager Human Resources                        | N4C          | 1                            | 1                          |
| Asst. Manager Planning/Senior<br>Economist           | N4C          | 1                            | 1                          |
| Corporation Secretary                                | N3B          | 1                            | 0                          |
| Deputy Technical Manager Breeding                    | N3A          | 1                            | 1                          |
| Deputy Technical Manager Production                  | N3A          | 1                            | 0                          |
| Driver   | N8A          | 1                            | 1                          |
| Driver (Headquarters and farms)                      | N8A          | 14                           | 14                         |
| Estates Attendant                                    | N8A          | 3                            | 1                          |
| Estates Officer - Electrical                         | N6A          | 1                            | 1                          |
| Estates Officer - Mechanical                         | N6A          | 1                            | 1                          |
| Executive director                                   | NE1          | 1                            | 1                          |
| Farm Manager   | N6D          | 6                            | 2                          |
| Farms Records Assistant                              | N8A          | 13                           | 13                         |
| Fisheries Assistant                                  | N7A          | 3                            | 0                          |
| General Support Staff                                | N9A          | 90                           | 83                         |
| Hatchery attendant                                   | FIXED        | 4                            | 3                          |

| Title                                   | Salary Scale | Number of Approved Positions | Number of filled Positions |
|---|--------------|------------------------------|----------------------------|
| Herdsman                                | N9B          | 250                          | 241                        |
| Human resource Officer                  | N6B          | 2                            | 2                          |
| In-Charge Artificial Insemination & NPD | N6A          | 1                            | 1                          |
| In-Charge Field Recording               | N6A          | 1                            | 1                          |
| In-Charge MOET                          | N6A          | 1                            | 0                          |
| In-Charge Molecular Genetics            | N4B          | 1                            | 1                          |
| Internal Auditor                        | N4C          | 1                            | 1                          |
| Livestock Librarian                     | N6A          | 1                            | 0                          |
| Livestock Technician                    | N6A          | 4                            | 2                          |
| Manager Data Bank                       | N2B          | 1                            | 0                          |
| Manager Finance & Administration        | N2B          | 1                            | 1                          |
| Marketing executive/PR                  | N3B          | 1                            | 1                          |
| Monitoring and Evaluation Officer       | N6B          | 1                            | 1                          |
| Nutritionist                            | N4B          | 1                            | 1                          |
| Office Attendant                        | N8B          | 12                           | 11                         |
| Office Records Assistant                | N8B          | 2                            | 2                          |
| Planner                                 | N6B          | 1                            | 0                          |
| Poultry attendant                       | FIXED        | 60                           | 60                         |
| Principal Administrative Secretary      | N4C          | 2                            | 2                          |
| Procurement Officer                     | N6B          | 1                            | 1                          |
| Programme Officer ( Cattle)             | N6A          | 1                            | 0                          |
| Programme officer ( Fish)               | N6A          | 1                            | 1                          |
| Programme Officer ( Poultry)            | N6A          | 1                            | 1                          |
| Programme Officer ( Small ruminants)    | N6A          | 1                            | 1                          |
| Programme Officer (Pigs)                | N6A          | 1                            | 1                          |
| Range Ecologist                         | N4B          | 1                            | 0                          |
| Regional Breeding Manager               | N4A          | 4                            | 0                          |
| Semen Collector/Sire Handler            | N7C          | 7                            | 0                          |
| Senior Accounts Assistant               | N6C          | 2                            | 1                          |
| Senior Farm Manager                     | N5A          | 10                           | 10                         |
| Sire Stud Manager                       | N4B          | 1                            | 1                          |
| Stores/ Farm Accounts Assistant         | N7A          | 12                           | 2                          |
| Technical Manager Breeding              | N2A          | 1                            | 1                          |

| Title                        | Salary Scale | Number of Approved Positions | Number of filled Positions |
|------------------------------|--------------|------------------------------|----------------------------|
| Technical Manager Production | N2A          | 1                            | 0                          |
| Tractor Operator             | N7A          | 11                           | 5                          |
| Veterinary Officer           | N5B          | 6                            | 2                          |

**Table 9.2: Staff Recruitment Plan** 

N/A