

VOTE: 137 National Identification and Registration Authority (NIRA)

I. VOTE MISSION STATEMENT

To establish and maintain a credible, secure and update register of all persons in Uganda for national security and socio-economic development

II. STRATEGIC OBJECTIVE

1. To enhance efficiency in the delivery of registration and identification services in order to achieve universal coverage in the country
2. To enhance the credibility of the National Identification Register through continuous update
3. To augment preservation, protection and security of data in the NIR
4. Increase access and use of information in the NIR for enhanced authentication and verification services
5. To increase usage of the NID for the advancement of the economic, political and social activities of the country
6. To increase access and coverage of civil registration Services (Birth, adoption order and death Registration)
7. To improve efficiency and effectiveness in generation of information from NIR and BDAR registries to support decision making
8. To improve efficiency and effectiveness in the provision of services by the Authority
9. To promote research, development and continuous institutional learning

III. MAJOR ACHIEVEMENTS IN 2022/23

- 1) 299,908 citizens (148,512 males & 151,396 females) were registered and assigned NINs out of the 2,448,726 applications received during the first and second quarter of the FY 2022/23 out of the targeted 500,000 persons to be registered during the first and second quarter
- 2) 195,918 Cards (for 104,940 males & 90,978 females) were printed
- 3) 160,564 Cards (83,029 males & 77,535 females) were issued
- 4) 457,802 births (438,057 males & 219,545 females) were registered
- 5) 10,297 Deaths (4,943 males & 5,343 females) were registered
- 6) Certified 48,431 births
- 7) Certified 72,85 deaths
- 8) 1,192 appeal applications/cases cleared
- 9) Conducted a bench-making exercise in India and Philippines on the NSIS system
- 10) Conducted outreaches for ID and Children registration in West Nile region
- 11) Conducted a Budget Conference and prepared the Budget Framework Paper FY2023/24 together with all related documents
- 12) Conducted a Regulatory impact assessment in preparation for development of the national policy on CRVS-NID
- 13) Prepared the semi-annual performance report

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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	
Recurrent	Wage	20.335	9.291	20.335	21.352	23.487	25.835	25.835
	Non-Wage	36.131	8.216	36.401	37.129	44.555	60.149	60.149
Devt.	GoU	4.420	0.000	3.000	3.000	3.600	5.040	5.040
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	60.886	17.507	59.736	61.481	71.642	91.025	91.025	
Total GoU+Ext Fin (MTEF)	60.886	17.507	59.736	61.481	71.642	91.025	91.025	
Arrears	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
Total Budget	60.886	17.507	59.736	61.481	71.642	91.025	91.025	
Total Vote Budget Excluding Arrears	60.886	17.507	59.736	61.481	71.642	91.025	91.025	

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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:14 Public Sector Transformation	0.270	0.000
SubProgramme:05 Business Process Re-engineering and Information Management	0.270	0.000
Sub SubProgramme:01 Identification and Registration Services	0.270	0.000
001 Identification & Registration Services	0.270	0.000
Programme:16 Governance And Security	56.466	3.000
SubProgramme:01 Institutional Coordination	29.395	3.000
Sub SubProgramme:02 Policy, Planning and Support Services	29.395	3.000
001 Finance & Administration services	29.395	3.000
SubProgramme:02 Security	23.480	0.000
Sub SubProgramme:01 Identification and Registration Services	23.480	0.000
001 Identification & Registration Services	23.480	0.000
SubProgramme:04 Access to Justice	3.592	0.000
Sub SubProgramme:01 Identification and Registration Services	3.592	0.000
001 Identification & Registration Services	3.592	0.000
Total for the Vote	56.736	3.000

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V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

Programme: 14 Public Sector Transformation

SubProgramme: 05 Business Process Re-engineering and Information Management

Sub SubProgramme: 01 Identification and Registration Services

Department: 001 Identification & Registration Services

Budget Output: 000019 ICT Services

PIAP Output: Popularized, operationalized and enhanced e-Citizens portal

Programme Intervention: 140201 Design and implement electronic citizen (e-citizen) system

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of public services offered online and accessed through e-citizens portal	Number	2021-22	43			110

Programme: 16 Governance And Security

SubProgramme: 01 Institutional Coordination

Sub SubProgramme: 02 Policy, Planning and Support Services

Department: 001 Finance & Administration services

Budget Output: 000001 Audit and Risk Management

PIAP Output: Internal Audit strengthened

Programme Intervention: 160605 Undertake financing and administration of programme services

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of internal audit reports produced	Number	2020/21	4	1	2	4
Number of internal audit reports produced	Number	2020/21	4	1	2	4
Whether audit function strengthened	Text	2020/21	Continuous professional development of Audit staff	Yes	Yes	ICPAU and IIA subscriptions done

VOTE: 137 National Identification and Registration Authority (NIRA)**Sub SubProgramme: 02 Policy, Planning and Support Services****Department: 001 Finance & Administration services****Budget Output: 000004 Finance and Accounting****PIAP Output: Finance and Administration managed****Programme Intervention: 160605 Undertake financing and administration of programme services**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Funds disbursed to different units	Text	2020/21	Funds are disbursed for all activities planned for which funds have been released	Yes	Yes	All departments get funds disbursed in time for proper execution and reporting

Budget Output: 000005 Human Resource Management**PIAP Output: Human resource Management strengthened****Programme Intervention: 160605 Undertake financing and administration of programme services**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of best employees rewarded	Number	2020/21	10	20	0	8
No. of performance meetings on Performance Agreements & Plans organised	Number	2020/21	8	4	2	8
No. of officers facilitated to attend professional conferences	Number	2020/21	15	35	12	15
No. of Officers trained in accordance with the needs assessment report	Number	2020/21	10	0	0	10
Percentage of entitled persons whose gratuity is processed	Percentage	2020/21	100	435%	56%	100%

VOTE: 137 National Identification and Registration Authority (NIRA)**Sub SubProgramme: 02 Policy, Planning and Support Services****Department: 001 Finance & Administration services****Budget Output: 000005 Human Resource Management****PIAP Output: Human resource Management strengthened**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Percentage of performance agreements and plans for staff developed	Percentage	2020/21	100			100%
Percentage of performance assessment and reporting for staff conducted	Percentage	2020/21	100			100%
Percentage of staff whose salaries have been processed	Percentage	2020/21	100	435%	56%	100%
Percentage of staff medical claims refunded	Percentage	2020/21	100			100%

PIAP Output: Human resource management services strengthened**Programme Intervention: 160605 Undertake financing and administration of programme services**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Salary paid by 28th of every month	Text	2021-22	430	Yes	The salary was paid by 28th of every month	430 staff paid salary on time

Budget Output: 000006 Planning and Budgeting services**PIAP Output: Planning and budgeting reporting undertaken****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
BFP prepared by 15th November	Text	2020/21	1	Yes	Yes	1
Client satisfaction survey report produced	Text	2020/21	1	Yes	1	0

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Sub SubProgramme: 02 Policy, Planning and Support Services

Department: 001 Finance & Administration services

Budget Output: 000006 Planning and Budgeting services

PIAP Output: Planning and budgeting reporting undertaken

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
MPS prepared and submitted by 15th of March	Text	2020/21	1			MPS prepared and submitted by 15th March
No. of Finance Committee meetings organized	Number	2020/21	4	4	1	4
No. of quarterly Performance reports produced.	Number	2020/21	4	4	2	4
Number of budget consultative meetings undertaken	Number	2020/21	7	7	7	7
Number of M&E reports produced	Number	2020/21	4	4	2	4
Number of Monitoring and Evaluation activities undertaken	Number	2020/21	4	4	2	4
Number of performance reports developed and submitted	Number	2020/21	2	4	2	2
Number of performance reports prepared	Number	2020/21	2	4	2	2
Number of planning and budgeting reports prepared	Number	2020/21	2	4	2	2
Number of Planning staff trained	Number	2020/21	0	6	0	6
Number of relevant policies reviewed/ developed	Number	2020/21	2	4	1	2
Percentage achievement of performance targets	Percentage	2020/21	85	100%	45%	85%
Percentage of the project implemented	Percentage	2020/21	1			80%
Quarterly Performance reports	Text	2020/21	4	Yes	2	4
Vote BFP	Text	2020/21	1	Yes	1	Vote BFP prepared and submitted on time.

VOTE: 137 National Identification and Registration Authority (NIRA)**Sub SubProgramme: 02 Policy, Planning and Support Services****Department: 001 Finance & Administration services****Budget Output: 000006 Planning and Budgeting services****PIAP Output: Planning, budgeting reporting, Research and M&E undertaken****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
BFP prepared and submitted by 15th November	Text	2020/21	1	Yes	BFP was submitted on 4th December	BFP prepared and submitted by 15th November

Budget Output: 000007 Procurement and Disposal Services**PIAP Output: Procurement and Disposal services provided****Programme Intervention: 160605 Undertake financing and administration of programme services**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of procurement and disposal reports produced	Number	2020/21	4	4	2	4

Budget Output: 000010 Leadership and Management**PIAP Output: Finance and Administration managed****Programme Intervention: 160605 Undertake financing and administration of programme services**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Funds disbursed to different units	Text	2020/21		Yes	yes	Funds disbursed to all departments/directorates

VOTE: 137 National Identification and Registration Authority (NIRA)**Sub SubProgramme: 02 Policy, Planning and Support Services****Department: 001 Finance & Administration services****Budget Output: 000011 Communication and Public Relations****PIAP Output: Public Relations & Corporate Affairs enhanced****Programme Intervention: 160605 Undertake financing and administration of programme services**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of awareness campaigns conducted	Number	2020/21	4	4	3	4

Budget Output: 000012 Legal advisory services**PIAP Output: Legal advisory services undertaken****Programme Intervention: 160605 Undertake financing and administration of programme services**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of CV cases completed	Number	2020/21	7137	5000	119	3325
Number of Board Committee meetings held						
Number of Board Meetings held						
Number of CoPs handled						

Project: 1667 Retooling the National Identification and Registration Authority**Budget Output: 000003 Facilities and Equipment Management****PIAP Output: Office and residential furniture procured****Programme Intervention: 160605 Undertake financing and administration of programme services**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Proportion of Office & Residential Furniture and fittings purchased	Percentage	2020/21	70%	100%	0%	50%

PIAP Output: Purchase of office and ICT Equipment including software**Programme Intervention: 160605 Undertake financing and administration of programme services**

VOTE: 137 National Identification and Registration Authority (NIRA)**Sub SubProgramme: 02 Policy, Planning and Support Services****Project: 1667 Retooling the National Identification and Registration Authority****Budget Output: 000003 Facilities and Equipment Management****PIAP Output: Purchase of office and ICT Equipment including software**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of equipment procured	Number	2020/21				380

SubProgramme: 02 Security**Sub SubProgramme: 01 Identification and Registration Services****Department: 001 Identification & Registration Services****Budget Output: 000019 ICT Services****PIAP Output: Strengthen Institutional Capacity of NIRA to deliver Identification Service****Programme Intervention: 160712 Strengthen identification and registration of persons' services**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of systems integrated	Number	FY 2020/21	2	1	1	1

Budget Output: 460104 Identification and Issuance**PIAP Output: Citizens in the National Identification Register; Aliens in the Alien register; Eligible citizens with National IDs****Programme Intervention: 160712 Strengthen identification and registration of persons' services**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
% of Citizens identified, registered and assigned NINs	Percentage	2020/2021	72%	65%	60.4%	80%
% of eligible citizens issued with National IDs	Percentage	2020/2021	60.5	87%	87.26%	80%

VOTE: 137 National Identification and Registration Authority (NIRA)**Sub SubProgramme: 02 Policy, Planning and Support Services****Department: 001 Finance & Administration services****Budget Output: 000001 Audit and Risk Management****PIAP Output: Internal audit undertaken****Programme Intervention: 160605 Undertake financing and administration of programme services**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No of Internal Audit reports	Number	2020/21	4			4
No. of audit reports produced	Number	2020/21	4			4
No. of Internal Audit Reports prepared	Number	2020/21	4			4
Number of audits conducted in the areas of; procurement; Asset management report; Reports on cash advances and allowances and Payroll report.	Number	2020/21	1			1
Number of Internal Audit reports prepared	Number	2020/21	4			4
Number of quarterly internal audit progress reports per annum prepared	Number	2020/21	4			4

SubProgramme: 04 Access to Justice**Sub SubProgramme: 01 Identification and Registration Services****Department: 001 Identification & Registration Services****Budget Output: 460030 Registration Services****PIAP Output: All Deaths registered****Programme Intervention: 160505 Strengthen citizenship identification, registration, preservation and control**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
% of deaths registered in the year of occurrence	Percentage	2020/21		40%	24%	50%

PIAP Output: All Births registered**Programme Intervention: 160505 Strengthen citizenship identification, registration, preservation and control**

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Sub SubProgramme: 01 Identification and Registration Services

Department: 001 Identification & Registration Services

Budget Output: 460030 Registration Services

PIAP Output: All Births registered

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
% of births registered in the year of occurrence	Percentage	2020/21		65%	27.8%	65%

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VI. VOTE NARRATIVE

Vote Challenges

1. The obsolete and fragmented technology & aged registration equipment affect lead time for production of National ID cards , death and birth certificates ; automatic assignment of NINs during birth registration and automatic update of the National Identification Register
2. Inadequate staff: NIRA is operating at a 50% HR capacity. This has hindered effective service delivery especially in the districts where on average NIRA has only two staff serving a whole district and less than five in urban centers receiving up to 600 walk_ins daily. Data Processing of 60,000 to 105,000 weekly records and backlog of over 1 million is done by 10 people.
 - a. Currently no presence in 35 newly created districts and cities hence need for additional staffing to enable operations in these areas
 - b. Furthermore; the existing district offices have averagely 2 staff serving big population leading inefficiencies in service delivery
3. Lack of NIRA home resulting into continuous disruption of NIRA operations at the Headquarters due to National Ceremonies at the Kololo independence ground. In FY2021_22, the Authority lost 33 working days due to closure of Kololo Independence ground
4. Inadequate release of funds continued to affect the implementation of key activities such as outreaches on registration and issuance of National ID Cards which was planned to take place at Parish level in a bid to support the Parish Development Model

Plans to improve Vote Performance

1. Acquisition of an integrated identification system
2. Recruitment of additional staff to fill the staffing gap
3. Acquisition of NIRA home
4. Expansion of online services to include pre-registration services

VII. Off Budget Support and NTR Projections

Table 7.1: Off Budget Support by Project and Department

N/A

VOTE: 137 National Identification and Registration Authority (NIRA)**Table 7.2: NTR Collections (Uganda Shillings Billions)**

Revenue Code	Revenue Name	FY2022/23	Projection FY2023/24
142211	Registration fees for Documents and Businesses	0.000	0.000
142222	Issuance of identification documents	0.000	0.000
Total		0.000	0.000

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VIII. VOTE CROSS CUTTING POLICY AND OTHER BUDGETARY ISSUES

Table 8.1: Cross- Cutting Policy Issues

i) Gender and Equity

OBJECTIVE	To mainstream Gender and Equity concerns in service delivery by being gender and equity responsive in budgeting, planning, implementation and reporting
Issue of Concern	The Authority is mandated to register all persons in the country. However, these persons need to clearly be identified in terms of men, women, location, elderly, children, persons with disabilities, those in hard-to-reach areas, etc
Planned Interventions	1) Registration in all 146 Local Governments 2) Registration of Special interest groups at village level (Persons with Disabilities, persons in confinement, elderly for SAGE, children born in war and learners in school for continuous assessments)
Budget Allocation (Billion)	779,231,377.887
Performance Indicators	1) Registration of 597,168 citizens (294,523 males & 302,645 females) 2) 8,800 elderly persons registered and issued with NID Cards 3) 25,000 persons in confinement registered and issued with NID Cards 4) 563,368 learners registered & issued with NINs

ii) HIV/AIDS

OBJECTIVE	To mainstream HIV/AIDS issues in all programs and in service delivery.
Issue of Concern	Awareness, prevention, care and treatment of HIV/AIDS
Planned Interventions	1) Develop and operationalize the HIV/AIDS workplace based policy 2) Hold a medical camp where testing and counseling will be done 3) Commemorate World AIDs day 4) Provide medical insurance to staff
Budget Allocation (Billion)	1.700
Performance Indicators	1) Medical camp held 2) World AIDs Day commenced 3) 433 staff are under medical insurance 4) HIV/AIDS awareness messages disseminated

iii) Environment

OBJECTIVE	To create a conducive environment, efficient to ensure improved service delivery
Issue of Concern	Obsolete fragmented technologies hinder service delivery

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Planned Interventions	<ol style="list-style-type: none"> 1. Safe disposal of polycarbonate material & toners 2. Acquisition of adequate technologies to improve service delivery
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Budget Allocation (Billion)	0.000
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Performance Indicators	<ol style="list-style-type: none"> 1. Number of systems developed 2. Percentage of polycarbonate material disposed safely 3. Percentage of toners disposed safely 4. Reduction in turn-around time
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iv) Covid

OBJECTIVE	To ensure compliance to COVID-19 Standard Operating Procedures and combat spread of COVID-19
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Issue of Concern	Combat spread of COVID-19 at service delivery points
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Planned Interventions	Adherence to COVID-19 Standard Operating Procedures
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Budget Allocation (Billion)	0.000
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Performance Indicators	1. number of service delivery points supplied with COVID-19 prevention items i.e. Sanitizers and face masks
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IX. PERSONNEL INFORMATION

Table 9.1: Staff Establishment Analysis

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Accountant	NIR6	1	1
Accounts Assistant	NIR-7	3	2
Administrative Assistant	NIR-7	4	3
Administrative Officer	NIR6	1	1
Assistant Registration Officer - HQ	NIR7	9	9
Assistant Registration Officer-District (ARO)	NIR7	234	109
Assistant Registry Officer	NIR7	3	0
Citizenship Verification Officer	NIR6	2	2
Client Relations Officer	NIR6	1	1
Communications & Media Officer	NIR-6	2	0
Data Exim Officer	NIR6	1	0
Data Processing Officer	NIR-6	18	14
Data Production Officer	NIR6	6	6
Database Administrator	NIR6	1	1
Director, Finance & Admin	NIR2	1	1
Director, ICT	NIR2	1	0
Director, Legal/BS	NIR2	1	1
Director, Registration &Ops	NIR2	1	1
District IT Officer (DITOs)	NIR6	117	80
Driver	NIR-7	132	12
Engineer	NIR6	2	2
Executive Assistant to ED	NIR5	1	1
Executive Director	NIR1	1	1
Head Human Resources	NIR3	1	1
Head Internal Audit	NIR3	1	1
Head Planning & Strategy	NIR3	1	1
Head Procurement	NIR3	1	1

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Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Human Resource Officer (Payroll/ Employee Relations)	NIR-6	2	0
Human Resource Officer (Talent/ Performance Management)	NIR-6	1	0
Internal Auditor	NIR-6	2	1
Legal Officer	NIR6	4	0
M& E Officer	NIR6	3	1
Manager Administration	NIR4	1	1
Manager Compliance	NIR4	1	1
Manager Finance	NIR4	1	1
Manager Human Resources	NIR4	1	0
Manager Legal	NIR4	1	1
Manager, Cyber Security	NIR4	1	1
Manager, IT Administration	NIR4	1	1
Manager, M& E	NIR4	1	1
Manager, Planning & Strategy	NIR4	1	1
Manager, PR	NIR4	1	0
Manager, Registration-Field Support	NIR4	1	1
Manager, Registration-Headquarters	NIR4	1	1
Manager, Security	NIR4	1	1
Network Administrator	NIR6	1	1
Office Assistant	NIR8	127	54
Personal Assistant to ED	NIR5	1	1
Policy Analysis, Planning & Dev't Officer/BDO	NIR6	1	1
Procurement Officer	NIR6	2	1
Public Relations Officer	NIR6	1	0
Records Officer - Administration	NIR-6	2	0
Records Officer - HR	NIR-6	3	1
Registration Officer	NIR-6	9	5
Registration Officer - Districts (DROs)	NIR6	117	72
Registry Officer/Supervisor	NIR6	1	0

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Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Research Officer	NIR-6	2	1
Risk Officer	NIR6	1	0
Security Officer	NIR6	2	2
Senior Accountant	NIR5	1	0
Senior Internal Auditor	NIR-5	1	1
Senior Procurement Officer	NIR5	1	1
Senior Registration Officer - BDAR	NIR5	1	1
Senior Registration Officer - General	NIR5	1	1
Senior Registration Officer - ID	NIR5	1	1
Senior Registration Officer-Field Support	NIR5	6	6
Store Keeper	NIR7	3	1
Systems Administrator	NIR6	3	3
Transport & Logistics Officer	NIR6	1	1
Warehouse/Stores supervisor	NIR5	1	1

VOTE: 137 National Identification and Registration Authority (NIRA)**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)
Accounts Assistant	NIR-7	3	2	1	1	2,700,000	32,400,000
Administrative Assistant	NIR-7	4	3	1	1	2,700,000	32,400,000
Assistant Registration Officer-District (ARO)	NIR7	234	109	125	125	2,700,000	4,050,000,000
Assistant Registry Officer	NIR7	3	0	3	3	2,700,000	97,200,000
Communications & Media Officer	NIR-6	2	0	2	2	4,400,000	105,600,000
Data Exim Officer	NIR6	1	0	1	1	4,400,000	52,800,000
Data Processing Officer	NIR-6	18	14	4	4	4,400,000	211,200,000
Director, ICT	NIR2	1	0	1	1	18,000,000	216,000,000
District IT Officer (DITOs)	NIR6	117	80	37	37	4,400,000	1,953,600,000
Driver	NIR-7	132	12	120	120	1,150,000	1,656,000,000
Human Resource Officer (Payroll/ Employee Relations)	NIR-6	2	0	2	2	4,400,000	105,600,000
Human Resource Officer (Talent/ Performance Management)	NIR-6	1	0	1	1	4,400,000	52,800,000
Internal Auditor	NIR-6	2	1	1	1	4,400,000	52,800,000
Legal Officer	NIR6	4	0	4	4	4,400,000	211,200,000
M& E Officer	NIR6	3	1	2	2	4,400,000	105,600,000
Manager Human Resources	NIR4	1	0	1	1	11,000,000	132,000,000
Manager, PR	NIR4	1	0	1	1	11,000,000	132,000,000
Office Assistant	NIR8	127	54	73	73	1,150,000	1,007,400,000
Procurement Officer	NIR6	2	1	1	1	4,400,000	52,800,000
Public Relations Officer	NIR6	1	0	1	1	4,400,000	52,800,000
Records Officer - Administration	NIR-6	2	0	2	2	4,400,000	105,600,000
Records Officer - HR	NIR-6	3	1	2	2	4,400,000	105,600,000
Registration Officer	NIR-6	9	5	4	4	4,400,000	211,200,000
Registration Officer - Districts (DROs)	NIR6	117	72	45	45	4,400,000	2,376,000,000
Registry Officer/Supervisor	NIR6	1	0	1	1	4,400,000	52,800,000

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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)
Research Officer	NIR-6	2	1	1	1	4,400,000	52,800,000
Risk Officer	NIR6	1	0	1	1	4,400,000	52,800,000
Senior Accountant	NIR5	1	0	1	1	7,500,000	90,000,000
Store Keeper	NIR7	3	1	2	2	2,700,000	64,800,000
Total					441	142,500,000	13,423,800,000