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ITEKA RYA MINISITIRI W'INTEBE N°53/03 RYO KUWA 14/07/2012 RISHYIRAHO IMISHAHARA N'IBINDI BIGENERWA ABAKOZI BO MU BUTEGETSI BWITE BWA LETA

PRIME MINISTER'S ORDER N°53/03 OF 14/07/2012 ESTABLISHING SALARIES AND FRINGE BENEFITS FOR PUBLIC SERVANTS OF THE CENTRAL GOVERNMENT

ARRETE DU PREMIER MINISTRE N°53/03 DU 14/07/2012 FIXANT LES SALAIRES ET AUTRES AVANTAGES ACCORDES AU PERSONNEL DE L'ADMINISTRATION CENTRALE

Minisitiri w'Intebe;

The Prime Minister;

Le Premier Ministre;

Ashingiye ku Itegeko Nshinga rya Repubulika y'u Rwanda ryo kuwa 04 Kamena 2003 nk'uko ryavuguruwe kugeza ubu, cyane cyane mu ngingo zaryo iya 37, iya 118, iya 119, iya 121 n'iya 201;

Pursuant to the Constitution of 04 June 2003 of the Republic of Rwanda as amended to date especially in Articles 37, 118, 119, 121 and 201;

Vu la Constitution de la République du Rwanda du 04 juin 2003, telle que révisée à ce jour, spécialement en ses articles 37, 118, 119, 121 et 201;

Ashingiye ku Itegeko N° 22/2002 ryo kuwa 09/07/2002 rishyiraho Sitati rusange igenga Abakozi ba Leta n'Inzego z'Imirimo ya Leta cyane cyane mu ngingo zaryo iya 78, iya 79, iya 80, iya 106, iya 107, iya 108, iya 109, iya 110, iya 112, iya 113 n'iya 115;

Pursuant the Law N° 22/2002 of 09/07/2002 on General Statutes for Rwanda Public Service; especially in Articles 78, 79, 80, 106, 107, 108, 109, 110, 112, 113 and 115;

Vu la Loi N° 22/2002 du 09/07/2002 portant Statut Général de la Fonction Publique; spécialement en ses articles 78, 79, 80, 106, 107, 108, 109, 110, 112, 113 et 115;

Bisabwe na Minisitiri w'Abakozi ba Leta n'Umurimo ;

On proposal by the Minister of Public Service and Labour;

Sur proposition du Ministre de la Fonction Publique et du Travail;

Inama y'Abaminisitiri yateranye kuwa 13/01/2012 imaze kubisuzuma no kubyemeza.

After consideration and approval by the Cabinet in its session of 13/01/2012.

Après examen et adoption par le Conseil des Ministres en sa séance du 13/01/2012.

ATEGETSE:

HEREBY ORDERS:

ARRETE :

**UMUTWE WA MBERE: INGINGO
RUSANGE**

Ingingo ya mbere: Icyo iri teka rigamije

Iri teka rishyiraho imishahara n'ibindi bigenerwa abakozi bo mu butegetsi bwite bwa Leta.

Ingingo ya 2: Abo iri teka rireba

Iri teka rireba abakozi bo mu butegetsi bwite bwa Leta uretse abakozi ba Leta bafite ibyo bagenerwa hashingiwe ku mategeko abiteganyanya ukundi.

**UMUTWE WA II: UMUSHAHARA
W'ABAKOZI BO MU BUTEGETSI BWITE
BWA LETA**

Ingingo 3: Igenwa ry'umushahara

Umushahara w'umukozi wo mu butegetsi bwite bwa Leta ugenwa hashingiwe ku rutonde rw'imirimo kandi hakurikijwe amahame ngenderwaho mu gutegura imishahara ku bakozi bo mu butegetsi bwite bwa Leta.

Urwego, umubare fatizo, agaciro k'umubare fatizo n'umushahara mbumbe bigendana na buri mwanya w'umurimo wo mu butegetsi bwite bwa Leta biri ku mugereka w'iri teka.

CHAPTER ONE: GENERAL PROVISIONS

Article One: Purpose of this Order

This Order establishes the salaries and fringe benefits for public servants of the Central Government.

Article 2: Scope of the present Order

Unless provided otherwise by law, the present Order shall apply to Public Servants of the Central Government.

**CHAPTER II: SALARIES FOR PUBLIC
SERVANTS OF THE CENTRAL
GOVERNMENT**

Article 3: Determination of the salary

Salaries for the public servants of the Central Government shall be determined basing on job classification in accordance with the general principles on salary fixation for public servants of the Central Government.

A level, an index, an index value and a gross salary corresponding to each job position of the Central Government are annexed to this Order.

**CHAPITRE PREMIER : DISPOSITIONS
GENERALES**

Article premier: Objet du présent arrêté

Le présent arrêté fixe les salaires et autres avantages alloués aux agents de l'Etat de l'Administration Centrale.

Article 2 : Champ d'application du présent arrêté

Le présent arrêté est applicable aux agents de l'Administration Centrale sauf ceux dont les salaires et avantages sont prévus par des lois qui le disposent autrement.

**CHAPITRE II : SALAIRES DES AGENTS
DE L'ADMINISTRATION CENTRALE**

Article 3 : Détermination du salaire

Les salaires pour les agents de l'Administration Centrale sont déterminés suivant la classification générale des emplois et conformément aux principes généraux de fixation des salaires pour les agents de l'Administration Centrale.

Le niveau, l'indice, la valeur indiciaire et le salaire brut correspondant à chaque emploi de l'Administration Centrale sont en annexe du présent arrêté.

Ingingo 4: Umushahara mbumbe

Umushahara mbumbe buri mukozi wo mu butegetsi bwite bwa Leta agenerwa buri kwezi ukubiyemo iby'ingenzi bikurikira:

- 1 ° umushahara fatizo;
- 2 ° indamunite z'icumbi;
- 3 ° indamunite z'urugendo;
- 4 ° inkunga ya Leta mu bwiteganyirize bw'umukozi;
- 5 ° inkunga ya Leta yo kuvuza umukozi.

Indamunite z'urugendo zivugwa mu gika kibanziriza iki ntizigenerwa abakozi bari ku nzego z'imirimo za "D", "E", "F", "G", "H" na "3" boroherezwa ingendo hakurikijwe amabwiriza ya Minisitiri ufite Ibikorwa remezo mu nshingano ze.

UMUTWE WA III: IBINDI BIGENERWA ABAKOZI BO MU BUTEGETSI BWITE BWA LETA

Ingingo ya 5: Abayobozi bakuru bari ku rwego rw'imirimo rwa "D" n'abayobozi b'Ibigo bya Leta bari ku nzego z'imirimo za "D" na "E"

Abayobozi Bakuru bari ku rwego rw'imirimo rwa "D" n'abayobozi b'Ibigo bya Leta bari ku nzego z'imirimo za "D" na "E" bagenerwa buri wese ibi

Article 4: Gross salary

The monthly gross salary of a public servant of the Central Government shall mainly be composed of the following:

- 1 ° basic salary;
- 2 ° housing allowances;
- 3 ° transport allowances;
- 4 ° Government contribution for social security;
- 5 ° Government contribution for medical care.

The transport allowances specified in the previous paragraph shall not be granted to public servants positioned on levels "D", "E", "F", "G", "H" and "3" whose transport is facilitated according to the Instructions of the Minister responsible for Infrastructure.

CHAPTER III: FRINGE BENEFITS FOR PUBLIC SERVANTS OF THE CENTRAL GOVERNMENT

Article 5: High Officials positioned on level "D" and Heads of Public Institutions positioned on levels "D" and "E"

High officials positioned on level "D" and Heads of Public Institutions positioned on level "D" and "E" shall each be entitled to the following

Article 4 : Salaire brut

Le salaire brut mensuel d'un agent de l'Administration Centrale comprend principalement:

- 1 ° le salaire de base;
- 2 ° l'indemnité de logement ;
- 3 ° l'indemnité de transport ;
- 4 ° la contribution de l'Etat à la sécurité sociale ;
- 5 ° la contribution de l'Etat aux soins médicaux.

L'indemnité de transport dont question à l'alinéa précédent n'est pas allouée aux agents de l'Etat aux postes "D", "E", "F", "G", "H" et "3" pour lesquels le transport est facilité selon les Instructions du Ministre ayant les infrastructures dans ses attributions.

CHAPITRE III : AUTRES AVANTAGES ALLOUES AUX AGENTS DE L'ETAT DE L'ADMINISTRATION CENTRALE

Article 5 : Les hautes autorités aux postes de niveau "D" et les dirigeants des Institutions Publiques aux postes de niveaux "D" et "E"

Les hautes autorités aux postes de niveau "D" et les dirigeants des Institutions Publiques aux postes de niveaux "D" et "E" bénéficient

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bikurikira:

1. amafaranga yo kwishyura telefoni, internet na fax byo mu biro angana n'ibihumbi ijana y'u Rwanda (100,000 Frw) buri kwezi, amafaranga ibihumbi mirongo ine y'u Rwanda (40,000Frw) buri kwezi ya internet igendanwa n'aya telefoni igendanwa angana n'ibihumbi ijana na mirongo itanu (150,000 Frw) buri kwezi;
2. amafaranga yo kwakira abashyitsi mu kazi angana n'amafaranga ibihumbi magana atatu y'u Rwanda (300, 000 frw) buri kwezi anyura kuri konti y'urwego bireba.
3. Leta yishyurira buri wese amahoro n'imisoro bya gasutamo y'imodoka iri mu cyiciro kiri hagati ya cc. 2,500 na 3, 000. Inama y'Abaminisitiri igena igiciro cy'iyoy modoka igeze i Kigali n'amafaranga bagenerwa yo kubafasha gukoresha iyo modoka buri kwezi yiyongera ku mushahara uherye umunsi batangiriye imirimo. Leta kandi igenera buri wese inkunga ingana na kimwe cya kabiri ($\frac{1}{2}$) cy'igiciro cy'imodoka cyemejwe n'Inama y'Abaminisitiri. Amafaranga arenzeho nyir'ubwite akayitangira. Leta, ihagarariwe na Minisitiri ufite ibikorwa remezo mu nshingano ze, igirana amasezerano na buri

benefits:

1. one hundred thousand Rwandan francs (100,000 Rwf) each month for office telephone, fax and internet and forty thousand Rwandan francs (40,000 Rwf) per month for wireless internet connection and one hundred and fifty thousand Rwandan francs (150,000 Rwf) per month for mobile phone;
2. office entertainment allowance of three hundred thousand Rwandan francs (300,000 Rwf) per month and transferred to the institution's account;
3. the Government shall take charge of the customs duties for a vehicle delivered in Kigali and ranging between 2,500 cc and 3,000 cc. The Cabinet shall determine the maximum value and the monthly allowance above their salary for car maintenance as of the date they take up office. The Government shall also grant to each a half ($\frac{1}{2}$) of the car value determined by the Cabinet with the remaining amount being paid for by the person concerned. The Government, represented by the Minister in charge of infrastructures, shall conclude an agreement with the interested party

chacun des avantages suivants :

1. les frais de téléphone, de fax et d'internet de bureau équivalant à cent mille francs rwandais (100.000 Frw) par mois et les frais d'internet sans fil équivalant à quarante mille francs rwandais (40.000 Frw) par mois et ceux de téléphone portable équivalant à cent cinquante mille francs rwandais (150.000 Frw) par mois ;
2. les frais de représentation au service équivalant à trois cent mille francs rwandais (300.000 Frw) chaque mois et domiciliés au compte de l'institution concernée;
3. l'Etat prend en charge les impôts et taxes à l'importation d'un seul véhicule, de capacité entre 2.500 et 3.000 cc. Le Conseil des Ministres détermine la valeur de ce véhicule, arrivé à Kigali, et d'une allocation mensuelle en sus du salaire pour l'entretien du véhicule à compter du jour où ils entrent en fonction. L'Etat accorde également à chacun la moitié ($\frac{1}{2}$) du montant de la valeur du véhicule déterminée par le Conseil des Ministres à titre de contribution pour l'achat de son propre véhicule, le montant restant étant payé par le

wese ku byerekeye imikoreshereze y'iyi modoka.

concerning the utilization of that vehicle.

bénéficiaire. Un contrat d'utilisation de ce véhicule est signé à cet effet entre l'Etat représenté par le Ministre ayant les infrastructures dans ses attributions et le bénéficiaire.

Ingingo ya 6: Abungirije abayobozi bakuru n'abungirije abayobozi b'Ibigo bya Leta, bari ku rwego rw'imirimo rwa "E"

Abungirije abayobozi bakuru n'abungirije Abayobozi b'Ibigo bya Leta, bari ku rwego rw'imirimo rwa "E" bagenerwa buri wese ibi bikurikira:

1. amafaranga yo kwishyura telefoni, internet na fax byo mu biro angana n'ibihumbi ijana y'u Rwanda (100,000 Frw) buri kwezi, amafaranga ibihumbi mirongo ine y'u Rwanda (40,000Frw) buri kwezi ya internet igendanwa n'aya telefoni igendanwa angana n'ibihumbi ijana na mirongo itanu (150,000 Frw) buri kwezi;
2. amafaranga yo kwakira abashyitsi mu kazi angana n'amafaranga ibihumbi magana abiri y'u Rwanda (200, 000 frw) buri kwezi anyura kuri konti y'urwego bireba;
3. Leta yishyurira buri wese amahoro n'imisoro bya gasutamo y'imodoka iri mu cyiciro kiri hagati ya cc. 2,500 na 3, 000.

Article 6: Deputies of High Officials and Deputies of Heads of Public Institutions positioned on level "E"

Deputies of High Officials and Deputies of Heads of Public Institutions positioned on level "E" shall each be entitled to the following benefits:

1. One hundred thousand Rwandan francs (100,000 Rwf) each month for office telephone, fax and internet and forty thousand Rwandan francs (40,000 Rwf) per month for wireless internet connection and one hundred and fifty thousand Rwandan francs (150,000 Rwf) per month for mobile phone;
2. office entertainment allowance of two hundred thousand Rwandan francs (200,000 Rwf) per month and transferred to the institution's account;
3. the Government shall take charge of the customs duties for a vehicle delivered in Kigali and ranging between 2,500 cc and

Article 6 : Adjoints des hautes autorités et dirigeants Adjoints des Institutions Publiques aux postes de niveau "E"

Les adjoints des Hautes Autorités et les Dirigeants Adjoints des Institutions Publiques aux postes de niveau "E" bénéficient chacun des avantages suivants :

1. Les frais de téléphone, de fax et d'internet de bureau équivalant à cent mille francs rwandais (100.000 Frw) par mois et les frais d'internet sans fil équivalant à quarante mille francs rwandais (40.000 Frw) par mois et ceux de téléphone portable équivalant à cent cinquante mille francs rwandais (150.000 Frw) par mois ;
2. les frais de représentation au service équivalant à deux cent mille francs rwandais (200.000 Frw) chaque mois et domiciliés au compte de l'institution concernée ;
3. l'Etat prend en charge les impôts et taxes à l'importation d'un seul

Inama y'Abaminisitiri igena igiciro cy'iyoy modoka igeze i Kigali n'amafaranga bagenerwa yo kubafasha gukoresha iyo modoka buri kwezi yiyongera ku mushahara uherye umunsi batangiriye imirimo. Leta kandi igenera buri wese inkunga ingana na kimwe cya kabiri (½) cy'igiciro cy'imodoka cyemejwe n'Inama y'Abaminisitiri. Amafaranga arenzeho nyir'ubwite akayitangira. Leta, ihagarariwe na Minisitiri ufite ibikorwa remezo mu nshingano ze, igirana amasezerano na buri wese ku byerekeye imikoreshereze y'iyoy modoka.

3,000 cc. The Cabinet determines the maximum value and the monthly allowance above their salary for car maintenance as of the date they take up office. The Government shall also grant to each a half (½) of the car value determined by the Cabinet with the remaining amount being paid for by the person concerned. The Government, represented by the Minister in charge of infrastructures, shall conclude an agreement with the interested party concerning the utilization of that vehicle.

véhicule, de capacité entre 2.500 et 3.000 cc. Le Conseil des Ministres détermine la valeur de ce véhicule, arrivé à Kigali, et d'une allocation mensuelle en sus du salaire pour l'entretien du véhicule à compter du jour où ils entrent en fonction. L'Etat accorde également à chacun la moitié (½) du montant de la valeur du véhicule déterminée par le Conseil des Ministres à titre de contribution pour l'achat de son propre véhicule, le montant restant étant payé par le bénéficiaire. Un contrat d'utilisation de ce véhicule est signé à cet effet entre l'Etat représenté par le Ministre ayant les infrastructures dans ses attributions et le bénéficiaire.

Ingingo ya 7: Abanyamabanga Bahoraho muri za Minisiteri, Abanyamabanga Bakuru mu Nzego Nkuru za Leta bari ku rwego rw'imirimo rwa "F" n'Abayobozi b' Ibigo bya Leta bari ku nzego z'imirimo za "F" na "G"

Abanyamabanga Bahoraho muri za Minisiteri, Abanyamabanga Bakuru mu Nzego Nkuru za Leta bari ku rwego rw'imirimo rwa "F" n'Abayobozi b' Ibigo bya Leta bari ku nzego z'imirimo za "F" na "G" bagenerwa buri wese ibi bikurikira:

Article 7: Permanent Secretaries in Ministries, Secretaries General and Clerks in State High Institutions positioned on level "F" and Heads of Public Institutions positioned on levels "F" and "G"

Permanent Secretaries in Ministries, Secretaries General in State High Institutions positioned on level "F" and Heads of Public Institutions positioned on levels "F" and "G" shall each be entitled to the following benefits:

Article 7: Les Secrétaires Permanents au sein des Ministères, les Secrétaires Généraux dans les Institutions supérieures de l'Etat aux postes de niveau "F" et les Dirigeants des Etablissements publics aux postes de niveau "F" et "G"

Les Secrétaires Permanents au sein des Ministères, les Secrétaires Généraux dans les Institutions supérieures de l'Etat aux postes de niveau "F" et les Dirigeants des Etablissements publics aux postes de niveau "F" et "G" bénéficieront chacun des avantages suivants :

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- 1° amafaranga y'itumanaho rya telefoni, fax byo mu biro angana n'ibihumbi ijana y'u Rwanda (100,000 Frw) n'irya telefone igendanwa angana n'ibihumbi ijana y'u Rwanda (100,000 Frw) buri kwezi;
- 2° amafaranga yo kwakira abashyitsi mu kazi angana n'ibihumbi magana abiri y'u Rwanda (200.000 Frw) buri kwezi anyura kuri konti y'urwego bireba ;
- 3° Leta yishyurira buri wese imisoro n'amahoro bya gasutamo y'imodoka nshya iri mu cyiciro kiri hagati ya cc. 2.000 na 2.500. Inama y'Abaminisitiri yemeza igiciro cy'iyi modoka igeze i Kigali n'amafaranga bagenerwa yo kubafasha gukoresha iyi modoka buri kwezi yiyongera ku mushahara. Leta igenera kandi buri wese inkunga ingana na kimwe cya kabiri (1/2) cy'igiciro cy'imodoka cyemejwe n'Inama y'Abaminisitiri andi mafaranga arenzeho nyir'ubwite akayitangira. Leta ihagarariwe na Minisitiri ufite ibikorwa remezo mu nshingano ze, igirana amasezerano na buri wese ku byerekeye imikoreshereze y'iyi modoka.
- 1° an office telephone communication allowance of one hundred thousand Rwandan francs (Rwf 100,000) and a mobile phone communication allowance of one hundred thousand Rwandan francs (Rwf 100,000) per month;
- 2° office entertainment allowance of two hundred thousand Rwandan francs (Rwf 200,000) per month payable at the concerned institution's bank account ;
- 3° the Government shall take charge of the customs duties and taxes for a new vehicle delivered in Kigali and ranging between 2,000 cc. and 2,500 cc. The Cabinet shall approve the maximum value of the vehicle delivered in Kigali and determine the monthly allowance above their salary for car maintenance. The Government shall also grant to each a half (1/2) of the maximum value approved by the Cabinet to help him/her purchase his/her own vehicle with the balance being paid by the person concerned. The Government, represented by the Minister in charge of infrastructures in his/her attributions, shall conclude an agreement with the interested party concerning the utilization of that vehicle.
- 1° les frais de communication par téléphone et fax de bureau équivalant à cent mille francs Rwandais (100.000 Frw) et de téléphone portable équivalant à cent mille francs rwandais (100.000 Frw) par mois;
- 2° les frais de représentation au service équivalant à deux cent mille francs rwandais (200.000 Frw) chaque mois payable au compte de l'institution concernée;
- 3° l'Etat prend en charge les impôts et taxes à l'importation d'un seul véhicule neuf arrivé à Kigali, de capacité entre 2.000 cc. et 2.500 cc. Le Conseil des Ministres approuve la valeur de ce véhicule, arrivé à Kigali, et détermine une allocation mensuelle en sus du salaire pour l'entretien du véhicule à compter du jour où ils entrent en fonction. L'Etat accorde également à chacun la moitié (1/2) du montant de la valeur du véhicule approuvée par le Conseil des Ministres à titre de contribution pour l'achat de son propre véhicule, le montant restant étant payé par le bénéficiaire. Un contrat d'utilisation de ce véhicule est signé à cet effet entre l'Etat représenté par le Ministre ayant les infrastructures dans ses attributions et le bénéficiaire.

Ingingo ya 8: Abungirije Abayobozi b'Ibigo bya Leta bari ku nzego z'imirimu za "F" na "G" n'abandi bakozi ba Leta bari ku nzego z'imirimu za "F" na "G"

Abungirije Abayobozi b'Ibigo bya Leta bari ku nzego z'imirimu za "F" na "G" ndetse n'abandi bakozi ba Leta batungirije Abayobozi Bakuru b'Ibigo bya Leta bari ku nzego z'imirimu za "F" cyangwa "G" ariko bakaba bafite itsinda ry'abakozi ba Leta bayobora hashingiwe ku mbonerahamwe yemewe y'Urwego bakorera bagenerwa buri wese ibi bikurikira:

- 1° amafaranga y'itumanaho rya telefoni, fax byo mu biro angana n'ibihumbi ijana y'u Rwanda (100,000 Frw) n'irya telefone igendanwa angana n'ibihumbi ijana y'u Rwanda (100,000 Frw) buri kwezi;
- 2° Leta yishyurira buri wese imisoro n'amahoro bya gasutamo y'imodoka nshya iri mu cyiciro kiri hagati ya cc. 2.000 na 2.500. Inama y'Abaminisitiri yemeza igiciro cy'iyi modoka igeze i Kigali n'amafaranga bagenerwa yo kubafasha gukoresha iyi modoka buri kwezi yiyongera ku mushahara. Leta igenera kandi buri wese inkunga ingana na kimwe cya kabiri (1/2) cy'igiciro cy'imodoka cyemejwe n'Inama y'Abaminisitiri andi mafaranga arenzeho

Article 8: Deputies of Heads of Public Institutions positioned on levels "F" and "G" and other public servants positioned on levels "F" and "G"

Deputies of Heads of Public Institutions positioned on level "F" and "G" as well as Public Servants positioned on level "F" or "G" and having a pool of public servants under their responsibilities in accordance with the approved organizational structure, shall each be entitled to the following benefits:

- 1° an office telephone communication allowance of one hundred thousand Rwandan francs (Rwf 100,000) and a mobile phone communication allowance of one hundred thousand Rwandan francs (Rwf 100,000) per month;
- 2° the Government shall take charge of the customs duties and taxes for a new vehicle delivered in Kigali and ranging between 2,000 cc. and 2,500 cc. The Cabinet shall approve the maximum value of the vehicle delivered in Kigali and determine the monthly allowance above their salary for car maintenance. The Government shall also grant to each a half (1/2) of the maximum value approved by the Cabinet to help him/her purchase his/her own vehicle with the

Article 8: Dirigeants Adjoints des institutions publiques aux postes de niveaux "F" et "G" et autres agents de l'Etat aux postes de niveau "F" et "G"

Les Dirigeants Adjoints des Institutions Publiques aux postes de niveaux "F" et "G" ainsi que les Agents de l'Etat aux postes de niveau "F" et "G" ayant des agents de l'Etat placés sous leur responsabilité suivant la structure organisationnelle approuvée, bénéficient chacun des avantages suivants :

- 1° Les frais de communication par téléphone et fax de bureau équivalant à cent mille francs Rwandais (100.000 Frw) et de téléphone portable équivalant à cent mille francs rwandais (100.000 Frw) par mois;
- 2° l'Etat prend en charge les impôts et taxes à l'importation d'un seul véhicule neuf arrivé à Kigali, de capacité entre 2.000 cc. et 2.500 cc. Le Conseil des Ministres approuve la valeur de ce véhicule, arrivé à Kigali, et détermine une allocation mensuelle en sus du salaire pour l'entretien du véhicule à compter du jour où ils entrent en fonction. L'Etat accorde également à chacun la moitié (1/2) du montant de la valeur du véhicule approuvée par le

nyir'ubwite akayitangira. Leta ihagarariwe na Minisitiri ufite ibikorwa remezo mu nshingano ze, igirana amasezerano na buri wese ku byerekeye imikoreshereze y'iyi modoka.

balance being paid by the person concerned. The Government, represented by the Minister in charge of infrastructures, shall conclude an agreement with the interested party concerning the utilization of that vehicle.

Conseil des Ministres à titre de contribution pour l'achat de son propre véhicule, le montant restant étant payé par le bénéficiaire. Un contrat d'utilisation de ce véhicule est signé à cet effet entre l'Etat représenté par le Ministre ayant les infrastructures dans ses attributions et le bénéficiaire.

Abandi Bakozi ba Leta bari ku nzego z'imirimo za "F" cyangwa "G" batungirije Abayobozi Bakuru b'Ibigo bya Leta kandi badafite itsinda ry'Abakozi ba Leta bayobora hashingiwe ku mbonerahamwe yemewe y'Urwego bakorera, bagenerwa buri wese kandi buri kwezi amafaranga y'itumanaho rya telefoni igendanwa angana n'ibihumbi ijana y'u Rwanda (100.000 Frw); boroherezwa kandi ingendo mu buryo buteganyijwe mu gika kibanziriza iki.

Other public servants positioned on level "F" and "G" who are not Deputies of Heads of Public Institutions as well as public servants positioned on level "F" or "G" without a pool of public servants under their responsibilities in accordance with the approved organizational structure, shall each be entitled to a mobile phone communication allowance of one hundred thousand Rwandan francs (Rwf 100,000) per month; they shall benefit as well transport facilitation as provided for under the previous paragraph.

Les autres Agents de l'Etat aux postes de niveau "F" et "G" mais qui ne sont pas Dirigeants Adjoints des Institutions Publiques et qui n'ont pas d'agents de l'Etat placés sous leur responsabilité suivant la structure organisationnelle approuvée, bénéficient chacun des frais de communication par téléphone portable équivalant à cent mille francs rwandais (100.000 Frw) par mois; ils bénéficient aussi la facilitation au transport conformément au paragraphe précédent.

Ingingo ya 9: Abungirije Abayobozi b'Ibigo bya Leta n'abandi bakozi ba Leta bari ku rwego rw'imirimo rwa H/2

Abungirije Abayobozi b'Ibigo bya Leta kimwe n'abakozi ba Leta bari ku rwego rw'imirimo rwa H/2 ariko bafite istinda ry'abakozi ba Leta bayobora hashingiwe ku mbonerahamwe yemewe y'urwego bakorera bagenerwa buri wese ibi bikurikira:

Article 9: Deputies of Heads of Public Institutions and other public servants positioned on level H/2

Deputies of Heads of Public Institutions and other public servants positioned on level H/2 with a pool of public servants under their responsibilities in accordance with the approved organizational structure, shall each be entitled to the following benefits:

Article 9: Dirigeants Adjoints des institutions publiques et autres Agents de l'Etat aux postes de niveau H/2

Les Dirigeants Adjoints des institutions publiques et autres Agents de l'Etat aux postes de niveau H/2 mais ayant des Agents de l'Etat placés sous leur responsabilité suivant la structure organisationnelle approuvée, bénéficient chacun des avantages suivants :

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1° amafaranga ya telefoni igendanwa angana n'amafaranga ibihumbi mirongo irindwi y'u Rwanda (70.000 Frw) n'aya telefone yo mu biro angana n'amafaranga y'u Rwanda ibihumbi mirongo irindwi (70.000 Frw) buri kwezi;

2° Leta yishyurira buri wese imisoro n'amahoro bya gasutamo y'imodoka nshya iri mu cyiciro kiri hagati ya cc. 1.500 na 2.000. Inama y'Abaminisitiri yemeza igiciro cy'iyi modoka igeze i Kigali n'amafaranga bagenerwa yo kubafasha gukoresha iyi modoka buri kwezi yiyongera ku mushahara. Leta igenera kandi buri wese inkunga ingana na kimwe cya kabiri (1/2) cy'igiciro cy'imodoka cyemejwe n'Inama y'Abaminisitiri andi mafaranga arenzeho nyir'ubwite akayitangira. Leta ihagarariwe na Minisitiri ufite ibikorwa remezo mu nshingano ze, igirana amasezerano na buri wese ku byerekeye imikoreshereze y'iyi modoka.

1° An office telephone and fax communication allowance of seventy thousand Rwandan francs (Rwf 70,000) and mobile phone communication allowance of seventy thousand Rwandan francs (Rwf 70,000) per month;

2° the Government shall take charge of the customs duties and taxes for a new vehicle delivered in Kigali and ranging between 1,500 cc. and 2,000 cc. The Cabinet shall approve the maximum value of the vehicle delivered in Kigali and determine the monthly allowance above their salary for car maintenance. The Government shall also grant to each a half (1/2) of the maximum value approved by the Cabinet to help him/her purchase his/her own vehicle with the balance being paid by the person concerned. The Government, represented by the Minister in charge of infrastructures, shall conclude an agreement with the interested party concerning the utilization of that vehicle.

1° Les frais de communication par téléphone de bureau et fax de bureau équivalant à soixante-dix mille francs rwandais (70.000 Frw) et de téléphone portable équivalant à soixante-dix mille francs rwandais (70.000 Frw) par mois;

2° l'Etat prend en charge les impôts et taxes à l'importation d'un seul véhicule neuf arrivé à Kigali, de capacité entre 1.500 cc. et 2.000 cc. Le Conseil des Ministres approuve la valeur de ce véhicule, arrivé à Kigali, et détermine une allocation mensuelle en sus du salaire pour l'entretien du véhicule à compter du jour où ils entrent en fonction. L'Etat accorde également à chacun la moitié (1/2) du montant de la valeur du véhicule approuvée par le Conseil des Ministres à titre de contribution pour l'achat de son propre véhicule, le montant restant étant payé par le bénéficiaire. Un contrat d'utilisation de ce véhicule est signé à cet effet entre l'Etat représenté par le Ministre ayant les infrastructures dans ses attributions et le bénéficiaire.

Abakozi ba Leta bari ku rwego rw'imirimu rwa H/2 ariko batungirije Abayobozi Bakuru b'Ibigo bya Leta kandi badafite itsinda ry'Abakozi ba Leta bayobora hashingiwe ku mbonerahamwe yemewe y'urwego bakorera, bagenerwa buri wese kandi

Other Public Servants positioned on level H/2 who are not Deputies of Heads of Public Institutions as well as Public Servants positioned on level H/2 without a pool of public servants under their responsibilities in accordance with

Les autres Agents de l'Etat aux postes de niveau H/2 mais qui ne sont pas Dirigeants Adjoints des Institutions Publiques et qui n'ont pas d'agents de l'Etat placés sous leurs responsabilités suivant la structure

buri kwezi amafaranga y'itumanaho rya telefoni igendanwa angana n'ibihumbi mirongo irindwi y'u Rwanda (70,000 Frw); boroherezwa kandi ingendo mu buryo buteganyijwe mu gika kibanziriza iki.

Ingingo ya 10: Abakozi ba Leta bari ku rwego rw'imirimu rwa "3"

Abakozi ba Leta bari ku rwego rw'imirimu rwa "3" bagenerwa buri wese ibi bikurikira:

- 1° amafaranga y'itumanaho rya telefoni igendanwa angana n'ibihumbi mirongo itatu y' u Rwanda (30, 000 Frw) buri kwezi;
- 2° buri wese yishyurirwa na Leta imisoro n'amahoro bya gasutamo by'imodoka agahabwa n'amafaranga buri kwezi yo kumufasha gukoresha iyo modoka. Agaciro k'iyo modoka n'ingano y'ayo mafaranga bigenwa n'Amabwiriza ya Minisitiri ufite ibikorwa remezo mu nshingano ze.

Abakozi ba Leta bari ku rwego rw'imirimu rwa '3' bafite itsinda ry'abakozi ba Leta bayobora hashingiwe ku mbonerahamwe yemewe y'Urwego bakorera, bagenerwa kandi amafaranga ibihumbi ijana y'u Rwanda (Rwf 100,000) buri kwezi ya telefoni yo mu biro.

the approved organizational structure, shall each be entitled to a mobile phone communication allowance of seventy thousand Rwandan francs (Rwf 70,000) per month; they shall also benefit transport facilitation as provided for under the previous paragraph.

Article 10: Public Servants positioned on level "3"

Public servants positioned on level "3" shall each be entitled to the following benefits:

- 1° A mobile phone communication allowance of thirty thousand Rwandan francs (Rwf 30, 000) per month;
- 2° the Government shall take charge of the customs duties and taxes for a vehicle and a monthly allowance for vehicle maintenance. The car value and the amount of allowance for car maintenance are determined by Instructions of the Minister in charge of Infrastructure.

Public Servants positioned on level "3" and having a pool of public servants under their responsibilities in accordance with the approved organizational structure, shall also each be entitled to an office telephone of one hundred thousand Rwandan francs (Rwf 100,000) per

organisationnelle approuvée, bénéficient chacun les frais de communication par téléphone portable équivalent à soixante-dix mille francs rwandais (70.000 Frw) par mois; ils bénéficient aussi la facilitation au transport conformément au paragraphe précédent.

Article 10: Agents de l'Etat aux postes de niveau "3"

Les agents de l'Etat au postes de niveau "3" bénéficient chacun des avantages suivants :

- 1° Les frais de communication par téléphone portable équivalent à trente mille francs rwandais (30.000 Frw) par mois;
- 2° l'Etat prend en charge les impôts et taxes à l'importation d'un véhicule et lui donne une allocation mensuelle pour l'entretien du véhicule. La valeur maximale de ce véhicule et le montant de cette allocation sont déterminés par les Instructions du Ministre ayant les Infrastructures dans ses attributions.

Les agents de l'Etat au postes de niveau '3' ayant des agents de l'Etat placés sous leurs responsabilités suivant la structure organisationnelle approuvée, bénéficient aussi chacun des frais de communication par téléphone de bureau équivalent à cent mille

month.

Ingingo ya 11: Gufashwa kugura imodoka

Uburyo abakozi ba Leta bari ku nzego z'imirimu za "D", "E", "F", "G", "H" na "3" bafashwa kugura imodoka n'amafaranga bahabwa yo kubafasha gukoresha izo modoka biteganywa n'Amabwiriza ya Minisitiri ufite Ibikorwa remezo mu nshingano ze.

Ingingo ya 12: Indamunite z'urugendo rw'imodoka

Iyo abakozi ba Leta bari ku nzego z'imirimu za "D", "E", "F", "G" na "H" bagiye mu butumwa imbere mu gihugu bakoresheje imodoka zabo, Leta ibagera indamunite z'urugendo hakurikijwe ibiteganywa n'Amabwiriza ya Minisitiri ufite Ibikorwa remezo mu nshingano ze.

Ingingo ya 13: Abashinzwe gushyira mu bikorwa iri teka

Minisitiri w'Abakozi ba Leta n'Umurimo, Minisitiri w'Ibikorwa Remezo na Minisitiri w'Imari n'Igenamigambi bashinzwe kubahiriza iri teka.

Article 11: Transport Facilitation

The modalities to facilitate public servants positioned on level "D", "E", "F", "G", "H" and "3" to purchase a vehicle and the allowance for car maintenance shall be determined by the Instructions of the Minister in charge of Infrastructures.

Article 12: Mileage allowances

When public servants positioned on level "D", "E", "F", "G" and "H" use their own vehicles while on official missions within the country, the State shall pay mileage allowances specified in the relevant Ministerial Instructions issued by the Minister responsible for Infrastructure..

Article 13: Authorities responsible for the implementation of this Order

The Minister of Public Service and Labour, the Minister of Infrastructure and the Minister of Finance and Economic Planning are entrusted with the implementation of this Order.

francs rwandais (100.000 Frw) par mois;

Article 11: Facilitation de transport

Les modalités selon lesquelles les agents de l'Etat aux postes de niveaux "D", "E", "F", "G", "H" et "3" sont facilités pour l'achat de véhicules et l'allocation qui leur est accordée pour l'entretien de véhicule sont déterminées par les Instructions du Ministre ayant les Infrastructures dans ses attributions.

Article 12 : Indemnités kilométriques

Lorsque les agents de l'Etat aux postes de niveaux "D", "E", "F", "G" et "H" utilisent leurs propres véhicules en missions officielles à l'intérieur du pays, ils bénéficient d'une indemnité kilométrique conformément aux Instructions du Ministre ayant les Infrastructures dans ses attributions.

Article 13 : Autorités chargées de l'exécution du présent arrêté

Le Ministre de la Fonction Publique et du Travail, le Ministre des Infrastructures et le Ministre des Finances et de la Planification Economique sont chargés de l'exécution du présent arrêté.

Ingingo ya 14: Ivanwaho ry'ingingo zinyuranyije n'iri teka

Ingingo zose z'amateka abanziriza iri kandi zinyuranyije na ryo zivanyweho.

Ingingo ya 15: Igihe iteka ritangira gukurikizwa

Iri teka ritangira gukurikizwa ku muni ritangarijweho mu Igazeti ya Leta ya Repubulika y'u Rwanda. Agaciro karyo gahera ku itariki ya 01/07/2012.

Article 14: Repealing provision

All prior provisions contrary to this Order are hereby repealed.

Article 15: Commencement

This Order shall come into force on the date of its publication in the Official Gazette of the Republic of Rwanda. It shall take effects as of 01/07/2012.

Article 14: Disposition abrogatoire

Toutes les dispositions antérieures contraires au présent arrêté sont abrogées.

Article 15: Entrée en vigueur

Le présent arrêté entre en vigueur le jour de sa publication au Journal Officiel de la République du Rwanda. Il sort ses effets à partir du 01/07/2012.

Kigali kuwa **14/07/2012**

(sé)

Dr. HABUMUREMYI Pierre Damien
Minisitiri w'Intebe

(sé)

MUREKEZI Anastase
Minisitiri w'Abakozi ba Leta n'Umurimo

Bibonywe kandi bishyizweho Ikirango cya Repubulika:

(sé)

KARUGARAMA Tharcisse
Minisitiri w'Ubutabera/Intumwa Nkuru ya Leta

Kigali on **14/07/2012**

(sé)

Dr. HABUMUREMYI Pierre Damien
Prime Minister

(sé)

MUREKEZI Anastase
Minister of Public Service and Labour

Seen and sealed with the Seal of the Republic:

(sé)

KARUGARAMA Tharcisse
Minister of Justice/Attorney General

Kigali le **14/07/2012**

(sé)

Dr. HABUMUREMYI Pierre Damien
Premier Ministre

(sé)

MUREKEZI Anastase
Ministre de la Fonction Publique et du Travail

Vu et scellé du Sceau de la République :

(sé)

KARUGARAMA Tharcisse
Ministre de la Justice/Garde des Sceaux

UMUGEREKA KU ITEKA RYA MINISITIRI W'INTEBE N°53/03 RYO KUWA 14/07/2012 RISHYIRAHO IMISHAHARA N'IBINDI BIGENERWA ABAKOZI BO MU BUTEGETSI BWITE BWA LETA	ANNEX TO PRIME MINISTER'S ORDER N°53/03 OF 14/07/2012 DETERMINING THE SALARIES AND FRINGE BENEFITS FOR PUBLIC SERVANTS OF THE CENTRAL GOVERNMENT	ANNEXE A L'ARRETE DU PREMIER MINISTRE N°53/03 DU 14/07/2012 FIXANT LES SALAIRES ET AUTRES AVANTAGES ACCORDES AU PERSONNEL DE L'ADMINISTRATION CENTRALE
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Office of The President of The Republic						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	PRESIREP	Director of Cabinet in the Office of the President	500	D	3472	2,304,540
2	PRESIREP	Deputy Director of Cabinet Salary Presirep	500	E	3156	2,011,950
3	PRESIREP	Senior Advisor to H.E the President	500	F	2869	1,904,299
4	PRESIREP	Principal Private Secretary to the President	500	F	2869	1,904,299
5	PRESIREP	Personal Physician to the President	500	F	2869	1,904,299
6	PRESIREP	Advisor to the President	500	F	2869	1,828,988
7	PRESIREP	Head of Strategic Policy Unit	500	F	2869	1,828,988
8	PRESIREP	Head of Cluster SPU	500	2.III	1890	1,352,972
9	PRESIREP	Director General of State Protocol	500	2.III	1890	1,352,972
10	PRESIREP	Director General of Communication	500	2.III	1890	1,352,972
11	PRESIREP	Senior Advisor to the Direcab	500	2.III	1890	1,352,972
12	PRESIREP	Deputy Principal Private Secretary	500	2.III	1890	1,352,972
13	PRESIREP	Director General of ICT	500	2.III	1890	1,352,972
14	PRESIREP	Director General of General Services	500	2.III	1890	1,352,972
15	PRESIREP	Director General first Lady Office	500	2.III	1890	1,352,972
16	PRESIREP	Senior Analyst	500	2.III	1890	1,352,972
17	PRESIREP	Senior Legal Analyst	500	2.III	1890	1,352,972
18	PRESIREP	Speech Writer	500	2.III	1890	1,352,972
19	PRESIREP	Health and Sport Specialist	500	2.III	1890	1,352,972
20	PRESIREP	Deputy DG OTFL	500	2.III	1890	1,303,360
21	PRESIREP	Deputy DG Communication	500	2.III	1890	1,303,360
22	PRESIREP	Deputy DG State Protocol	500	2.III	1890	1,303,360
23	PRESIREP	Deputy Director General of General Services	500	2.III	1890	1,303,360
24	PRESIREP	Advisor to the Minister	500	2.III	1890	1,352,972
25	PRESIREP	Director of Central Secretariat & Documentation	500	3.II	1369	980,010
26	PRESIREP	Junior Advisor to the DirCab	500	3.II	1369	980,010

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27	PRESIREP	Junior Analyst	500	3.II	1369	980,010
28	PRESIREP	Director of Estate Management	500	3.II	1369	980,010
29	PRESIREP	Director of Logistics	500	3.II	1369	980,010
30	PRESIREP	Director of Finance	500	3.II	1369	980,010
31	PRESIREP	Director of Budget	500	3.II	1369	980,010
32	PRESIREP	Director of HR & Administration	500	3.II	1369	980,010
33	PRESIREP	Director of I/C Network Administration	500	3.II	1369	980,010
34	PRESIREP	Director of I/C System Administration	500	3.II	1369	980,010
35	PRESIREP	Director of I/C Power and Sound Systems	500	3.II	1369	980,010
36	PRESIREP	Director of I/C Network Security	500	3.II	1369	980,010
37	PRESIREP	Director of I/C Application Security Administration	500	3.II	1369	980,010
38	PRESIREP	Director of I/C Database and Application Administration	500	3.II	1369	980,010
39	PRESIREP	Director of Procurement	500	3.II	1369	980,010
40	PRESIREP	Director of Audiences	500	3.II	1369	980,010
41	PRESIREP	Director of Visits	500	3.II	1369	980,010
42	PRESIREP	Director of Ceremonies	500	3.II	1369	980,010
43	PRESIREP	Director of Political Affairs and Good Governance	500	3.II	1369	980,010
44	PRESIREP	Directors of Social Affairs Ministry in OTP	500	3.II	1369	980,010
45	PRESIREP	Directors of Social Affairs OTFL	500	3.II	1369	980,010
46	PRESIREP	Director of Media	500	3.II	1369	980,010
47	PRESIREP	Advisor to the Deputy DirCab	500	3.II	1369	980,010
48	PRESIREP	Director Communication and Protocol OTFL	500	3.II	1369	980,010
49	PRESIREP	Director of VIP Club	500	3.II	1369	980,010
50	PRESIREP	Director of Administration State House	500	3.II	1369	980,010
51	PRESIREP	Nurse - State House	500	3.II	1369	980,010
52	PRESIREP	Executive Assistant in Executive Office	500	3.II	1369	980,010
53	PRESIREP	Camerman	500	3.II	1369	980,010
54	PRESIREP	Photographer	500	3.II	1369	980,010
55	PRESIREP	Internal Auditor	500	3.II	1369	980,010
56	PRESIREP	Head Waiter	500	3.II	1369	980,010
57	PRESIREP	Deputy Director of VIP Club	500	3.II	1369	944,074

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58	PRESIREP	Deputy Director Estate Management	500	3.II	1369	944,074
59	PRESIREP	Security and Defense Officer	500	3.II	1369	980,010
60	PRESIREP	Chief Cook	500	4.III	1313	930,823
61	PRESIREP	E-Documentation Officer	500	4.II	1141	808,888
62	PRESIREP	Accountant	500	4.II	1141	808,888
63	PRESIREP	Procurement Officer	500	4.II	1141	808,888
64	PRESIREP	Assistant Chief Cook	500	4.II	1141	808,888
65	PRESIREP	Logistics Officer OF General Services	500	4.II	1141	808,888
66	PRESIREP	Human Resources Officer	500	4.II	1141	808,888
67	PRESIREP	ICT Officer	500	4.II	1141	808,888
68	PRESIREP	Librarian	500	4.II	1141	808,888
69	PRESIREP	Assistant Head waiter	500	4.II	1141	808,888
70	PRESIREP	Administrative Assistant to the Minister	500	5.II	951	674,191
71	PRESIREP	Executive Assistant to DIRCAB	500	5.II	951	699,155
72	PRESIREP	Executive Assistant to the Deputy Direcab	500	5.II	951	699,155
73	PRESIREP	Head Valet	500	5.II	951	674,191
74	PRESIREP	Maintenance Officers	500	5.II	951	674,191
75	PRESIREP	Administrative Assistant to Advisors	500	6.II	793	562,180
76	PRESIREP	Storekeeper	500	6.II	793	562,180
77	PRESIREP	Administrative Assistant to the DG	500	6.II	793	562,180
78	PRESIREP	Secretary in Central Secretariat	500	6.II	793	562,180
79	PRESIREP	Senior Cook	500	6.II	793	562,180
80	PRESIREP	Receptionists	500	6.II	793	562,180
81	PRESIREP	Valet	500	6.II	793	562,180
82	PRESIREP	Senior Waiter	500	6.II	793	562,180
83	PRESIREP	Senior Domestic Assistant	500	6.II	793	562,180
84	PRESIREP	Driver VIP	500	7.II	660	467,893
85	PRESIREP	Junior Cook	500	7.II	660	467,893
86	PRESIREP	Junior Waiter	500	7.II	660	467,893
87	PRESIREP	Domestic Assistant	500	7.II	660	467,893

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88	PRESIREP	Messenger	500	9.II	391	277,191
Rwanda Development Board						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	RDB	Chief Executive Officer	500	E	3156	2,656,658
2	RDB	COO & CFO	500	F	2869	1,979,610
3	RDB	Head of Departments	500	1.IV	2608	1,662,600
4	RDB	Senior Advisor RDB	500	1.IV	2608	1,662,600
5	RDB	Division Managers	500	2.III	1890	1,352,972
8	RDB	Advisor to the COO	500	3.II	1369	980,010
6	RDB	Strategy Specialist	500	3.II	1369	980,010
7	RDB	Procurement Specialist	500	3.II	1369	980,010
9	RDB	Plannig Specialist	500	3.II	1369	980,010
10	RDB	Privatization Specialist	500	3.II	1369	980,010
11	RDB	Head Software Support	500	3.II	1369	980,010
12	RDB	Head Network Support	500	3.II	1369	980,010
13	RDB	Head General IT Support	500	3.II	1369	980,010
14	RDB	Head Network Security	500	3.II	1369	980,010
15	RDB	Head of IT Emergency Response	500	3.II	1369	980,010
15	RDB	Head of Planning	500	3.II	1369	980,010
17	RDB	Head of Strategy and Policy	500	3.II	1369	980,010
18	RDB	Chief Park Warden	500	3.II	1369	980,010
19	RDB	Chief Park Warden	500	3.II	1369	980,010
20	RDB	Chief Park Warden	500	3.II	1369	980,010
21	RDB	Senior Strategy Officer	500	4.III	1313	930,823
22	RDB	Senior Procurement Officer	500	4.III	1313	930,823
22	RDB	Senior Financial Sector Development Officer	500	4.III	1313	930,823
23	RDB	Senior Project Development Financial Officer	500	4.III	1313	930,823
24	RDB	Senior PPP Financial Officer	500	4.III	1313	930,823
25	RDB	Senior Micro Finance Development Officer	500	4.III	1313	930,823

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26	RDB	Senior Export Financial Officer	500	4.III	1313	930,823
27	RDB	Senior Health Services Development Officer	500	4.III	1313	930,823
28	RDB	Senior Education Services Development Officer	500	4.III	1313	930,823
29	RDB	Senior Medical Care & Medical Insurances Officer	500	4.III	1313	930,823
30	RDB	Senior Services Value Chain Expert	500	4.III	1313	930,823
31	RDB	Senior Officers	500	4.III	1313	930,823
30	RDB	Human Resources Officer	500	4.II	1141	808,888
32	RDB	Officers	500	5.III	1094	775,568
33	RDB	Junior Procurement Officer	500	5.II	951	674,191
34	RDB	Executive Assistant to CEO	500	5.II	951	674,191
35	RDB	Junior Officers	500	5.II	951	674,191
36	RDB	Administrative Assistant to the COO & CFO	500	5.II	951	674,191
37	RDB	Administrative Assistant to Head of Departement	500	7.II	660	467,893
38	RDB	Administrative Assistant to the Division Manager	500	7.II	660	467,893
39	RDB	Head of Central Secretariat	500	7.II	660	467,893
40	RDB	Central Secretariat	500	8.II	508	360,136

OFFICE OF THE OMBUDSMAN

N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	OMBUDSMAN	Permanent Secretary	500	F	2869	1,828,988
2	OMBUDSMAN	Director of Declaration of Assets	500	3.II	1369	980,010
3	OMBUDSMAN	Director of Fighting Corruption and related Offences Unit	500	3.II	1369	980,010
4	OMBUDSMAN	Director of Preventing Injustice, Corruption and related Offences Unit	500	3.II	1369	980,010
5	OMBUDSMAN	Director of Monitoring of Interdictions & Incompatibilities of Senior Officials	500	3.II	1369	980,010
6	OMBUDSMAN	Director of Finance and Administration Unit	500	3.II	1369	980,010
7	OMBUDSMAN	Advisor to the Ombudsman	500	3.II	1369	980,010
7	OMBUDSMAN	Secretary of the Anti corruption Advisory Council	500	4.III	1313	930,823
8	OMBUDSMAN	Human Resources Officer	500	4.II	1141	808,888
9	OMBUDSMAN	Public Relations and Communication Officer	500	4.II	1141	808,888
10	OMBUDSMAN	Investigators in Special Unit	500	4.II	1141	808,888
11	OMBUDSMAN	ICT Officer	500	5.II	951	674,191
12	OMBUDSMAN	Planning & Research Officer	500	5.II	951	674,191

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13	OMBUDSMAN	Internal Auditor	500	5.II	951	674,191
14	OMBUDSMAN	Procurement Officer	500	5.II	951	674,191
15	OMBUDSMAN	Accountant	500	5.II	951	674,191
16	OMBUDSMAN	Budget Officer	500	5.II	951	674,191
17	OMBUDSMAN	Investigator on Interdictions & Incompatibilities of Senior Officials	500	5.II	951	674,191
18	OMBUDSMAN	Professional in Preventing Injustice, Corruption and related Offences	500	5.II	951	674,191
19	OMBUDSMAN	Investigator on Injustice and Corruption	500	5.II	951	674,191
20	OMBUDSMAN	Professional of Impact Analysis	500	5.II	951	674,191
21	OMBUDSMAN	Complaints Manager	500	5.II	951	674,191
22	OMBUDSMAN	Investigator	500	5.II	951	674,191
23	OMBUDSMAN	Logistics Officer	500	5.II	951	674,191
24	OMBUDSMAN	Administrative Assistant to the Ombudsman	500	5.II	951	674,191
25	OMBUDSMAN	Administrative Assistant to the Deputy Ombudsman	500	5.II	951	674,191
26	OMBUDSMAN	Administrative Assistant to the Permanent Secretary	500	5.II	951	674,191
27	OMBUDSMAN	Customer Care Officer	500	6.II	793	562,180
28	OMBUDSMAN	Documentalist	500	6.II	793	562,180
29	OMBUDSMAN	Archivist	500	6.II	793	562,180
30	OMBUDSMAN	Head of Central Secretariat	500	7.II	660	467,893
31	OMBUDSMAN	Secretary	500	8.II	508	360,136
National Unity and Reconciliation Commission (NURC)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	NURC	Executive Secretary	500	E	3156	2,011,950
2	NURC	Director of Research & Policy and Monitoring on National Unity and Reconciliation	400	3.II	1369	784,008
3	NURC	Director of Finance & Administration Unit	400	3.II	1369	784,008
4	NURC	Legal Affairs	400	4.III	1313	744,659
5	NURC	Public Relations and Communication Officer	400	4.II	1141	647,110
6	NURC	Human Resources Officer	400	4.II	1141	647,110
7	NURC	Internal Auditor	400	5.II	951	539,353
8	NURC	Procurement Officer	400	5.II	951	539,353
9	NURC	Unity & Reconciliation Monitoring Officer	400	5.II	951	539,353
9	NURC	National & Community Dialogue Oversight	400	5.II	951	539,353

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10	NURC	Research on Conflict Resolution and Reconciliation	400	5.II	951	539,353
11	NURC	Dissemination and Publication Officer	400	5.II	951	539,353
12	NURC	Accountant	400	5.II	951	539,353
13	NURC	Planning Officer	400	5.II	951	539,353
14	NURC	Budget Officer	400	5.II	951	539,353
15	NURC	ICT Officer	400	5.II	951	539,353
16	NURC	Logistics Officer	400	5.II	951	539,353
17	NURC	Administrative Assistant to Executive Secretary	400	5.II	951	539,353
18	NURC	Documentation and Archives	400	6.II	793	449,744
19	NURC	Customer Care	400	6.II	793	449,744
20	NURC	Head of Central Secretariat	400	7.II	660	374,314
21	NURC	Secretary in CS	400	8.II	508	288,109
National Electoral Commission (NEC)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	NEC	Executive Secretary	500	E	3156	2,011,950
2	NEC	Director General of Electoral Operations	400	2.III	1890	1,082,378
3	NEC	Director of Civic Education Unit	400	3.II	1369	784,008
4	NEC	Director of ICT Unit	400	3.II	1369	784,008
5	NEC	Director of Finance and Administration Unit	400	3.II	1369	784,008
6	NEC	Legal Advisor	400	4.III	1313	744,659
7	NEC	Electoral Staff Management & Development Officer	400	4.II	1141	647,110
8	NEC	Public Relations and Communication Officer	400	4.II	1141	647,110
9	NEC	Provincial Electoral Activities Coordinator	400	4.II	1141	647,110
10	NEC	In charge of Printery Machines	400	5.II	951	539,353
11	NEC	In charge of Pre- Press Machines	400	5.II	951	539,353
12	NEC	Planning Officer	400	5.II	951	539,353
13	NEC	Database Manager	400	5.II	951	539,353
14	NEC	Maintenance & Website Administration Officer	400	5.II	951	539,353
15	NEC	Procurement Officer	400	5.II	951	539,353
16	NEC	Accountant	400	5.II	951	539,353

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17	NEC	Budget Officer	400	5.II	951	539,353
18	NEC	Internal Auditor	400	5.II	951	539,353
19	NEC	Civic Education Programs Officer	400	5.II	951	539,353
20	NEC	Civic Education Training Officer	400	5.II	951	539,353
21	NEC	Kigali city & Province Electoral& Civic Education Supervisor	400	5.II	951	539,353
22	NEC	Logistics Officer	400	5.II	951	539,353
23	NEC	Administrative Assistant ES	400	5.II	951	539,353
24	NEC	Documentation & Observers Supervision Officer	400	6.II	793	449,744
25	NEC	Electoral Zone Coordinator	400	6.II	793	449,744
26	NEC	Customer Care Officer	400	6.II	793	449,744
27	NEC	Head of central Secretariat	400	7.II	660	374,314
28	NEC	Secretary	400	8.II	508	288,109

Rwanda Utility Regulation Agency (RURA)

N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	RURA	Director General	500	E	3156	2,011,950
2	RURA	Head of Energy, Water and Sanitation Regulations Department	500	1.IV	2608	1,662,600
3	RURA	Head of Corporate, Legal and Industry Affairs Department	500	1.IV	2608	1,662,600
4	RURA	Head of Communications and Media Regulation Department	500	1.IV	2608	1,662,600
5	RURA	Head of Transport Regulations Department	500	1.IV	2608	1,662,600
6	RURA	Director of Media & Postal Regulations Unit	500	3.II	1369	980,010
7	RURA	Director of Road Transport Unit	500	3.II	1369	980,010
8	RURA	Director of Energy Regulation Unit	500	3.II	1369	980,010
9	RURA	Director of Finance and Administration Unit	500	3.II	1369	980,010
10	RURA	Director of ICT SRMM Unit	500	3.II	1369	980,010
11	RURA	Director of Industry and Consumers Affairs Unit	500	3.II	1369	980,010
12	RURA	Director of Legal, Licencing & Enforcement Unit	500	3.II	1369	980,010
13	RURA	Director of Standarts and Qos Unit	500	3.II	1369	980,010
14	RURA	Director of Universal Service Unit	500	3.II	1369	980,010
15	RURA	Director of Water and Sanitation Regulation Unit	500	3.II	1369	980,010
16	RURA	Director of Waterway and Airtransport Unit	500	3.II	1369	980,010
17	RURA	Communication & Public Relations	500	4.II	1141	808,888

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18	RURA	Human Resources Officer	500	4.II	1141	808,888
19	RURA	Head of Electricity Section	500	4.II	1141	808,888
20	RURA	Head of Gas and Petroleum & Renewable Energy Section	500	4.II	1141	808,888
21	RURA	Head of IS Section	500	4.II	1141	808,888
22	RURA	Head of Section Consumers Protection Affairs	500	4.II	1141	808,888
23	RURA	Head of Section Economic & Market Analysis	500	4.II	1141	808,888
24	RURA	Chief Accountant	500	5.III	1094	775,568
25	RURA	Licensing and Legal Drafting Officers	500	5.II	951	674,191
26	RURA	Broadcasting standards, Compliance and QoS Monitoring Officer	500	5.II	951	674,191
27	RURA	Corporate Legal Services Officer	500	5.II	951	674,191
28	RURA	Cybersecurity Officer	500	5.II	951	674,191
29	RURA	Driving Schools Officers	500	5.II	951	674,191
30	RURA	E-Waste Management Officer	500	5.II	951	674,191
31	RURA	Frequency Spectrum Monitoring (Field and Desk Surveys) Officers	500	5.II	951	674,191
32	RURA	ICT Equipment Type Approvals Officer	500	5.II	951	674,191
33	RURA	ICT Officer	500	5.II	951	674,191
34	RURA	Market analysis Officer	500	5.II	951	674,191
35	RURA	Officer In charge of Postal Services Officer	500	5.II	951	674,191
36	RURA	Road Transport of Goods Officers	500	5.II	951	674,191
37	RURA	Road Transport of Passengers Officers	500	5.II	951	674,191
38	RURA	Spectrum planning and Assignment Officer	500	5.II	951	674,191
39	RURA	Tower Site Inspection and Authorizations Officer	500	5.II	951	674,191
40	RURA	Wireless (Cellular, wibro, etc...) Voice and Data Standards, Compliance and QoS Monitoring Officer	500	5.II	951	674,191
41	RURA	Wireline (Copper, FOC, etc...) Voice and Data standards, Compliance and QoS Monitoring Officer	500	5.II	951	674,191
42	RURA	Accountant Officers	500	5.II	951	674,191
43	RURA	Air Transport of Goods	500	5.II	951	674,191
44	RURA	Asset Management and Administration Officer	500	5.II	951	674,191
45	RURA	Authorization Issurance Officers	500	5.II	951	674,191
46	RURA	Bio-Energy,Solar and Gethermal Energy Officer	500	5.II	951	674,191

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47	RURA	Budget Officer	500	5.II	951	674,191
48	RURA	Compliance Enforcement Officer	500	5.II	951	674,191
49	RURA	Computing and InterNet Salary Applications Officer	500	5.II	951	674,191
50	RURA	Costs and Pricing Analysis Officer	500	5.II	951	674,191
51	RURA	Electrical Power Distribution (Standards, Monitoring and Enforcement) Officer	500	5.II	951	674,191
52	RURA	Electrical Power Production (Standards, Monitoring and Enforcement) Officer	500	5.II	951	674,191
53	RURA	Electrical Power Transmission (Standards, Monitoring and Enforcement) Officer	500	5.II	951	674,191
54	RURA	Energy , Water and Sanitation Consumer Protection Affairs Officer	500	5.II	951	674,191
55	RURA	Energy Officer	500	5.II	951	674,191
56	RURA	Energy Universal Access Officer	500	5.II	951	674,191
57	RURA	Gas Extraction & Lake Kivu, Transport and Storage Monitoring Officer	500	5.II	951	674,191
58	RURA	Hardware Engineer	500	5.II	951	674,191
59	RURA	ICT Consumer Protection Affairs Officer	500	5.II	951	674,191
60	RURA	ICT Universal Access Officer	500	5.II	951	674,191
61	RURA	Internal Auditor	500	5.II	951	674,191
62	RURA	InterNet and New media regulation Officer	500	5.II	951	674,191
63	RURA	Media Monitoring and Analysis Officers	500	5.II	951	674,191
64	RURA	Media Regulations Officer	500	5.II	951	674,191
65	RURA	Monitoring and Evaluation Officer	500	5.II	951	674,191
66	RURA	Non Gaseous Petroleum Products Officer	500	5.II	951	674,191
67	RURA	Numbering (Number Resource Planning and Allocation) Officer	500	5.II	951	674,191
68	RURA	Outside Plants Inspection and Rights of way Officer	500	5.II	951	674,191
69	RURA	Planning and Corporate Strategy Officer	500	5.II	951	674,191
70	RURA	Procurement Officer	500	5.II	951	674,191
71	RURA	Radiocommunication Licensing Officer	500	5.II	951	674,191
72	RURA	Software Engineer	500	5.II	951	674,191
73	RURA	Solid Waste Collection, Transport, Treatment and Disposal Officer	500	5.II	951	674,191
74	RURA	Transport Consumer Protection Affairs Officer	500	5.II	951	674,191
75	RURA	Wastewater treatment and other Cleaning services	500	5.II	951	674,191
76	RURA	Water Production , Transport, Quality Monitoring Officer	500	5.II	951	674,191
77	RURA	Waterways Transport of Goods	500	5.II	951	674,191

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78	RURA	Administrative Assistant to DG	500	5.II	951	674,191
79	RURA	Logistics Officer	500	5.II	951	674,191
80	RURA	Librarian	500	6.II	793	562,180
81	RURA	Administrative Assistant to Head of Dep.	500	7.II	660	467,893
82	RURA	Head of Central Secretariat	500	7.II	660	467,893
83	RURA	Receptionist	500	8.II	508	360,136
84	RURA	Storekeeper	500	8.II	508	360,136
85	RURA	Operations Drivers	500	10.II	300	212,679
Rwanda National Post Corporation (ONP)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	ONP	Director General	441	F	2869	1,613,167
2	ONP	Director of Postal Operations	330	3.II	1369	646,807
3	ONP	Director CCP Unit	330	3.II	1369	646,807
4	ONP	Director Commercial Unit	330	3.II	1369	646,807
5	ONP	Director Administration and Finance	330	3.II	1369	646,807
6	ONP	Legal Officer	300	4.III	1313	558,494
6	ONP	Coordinator Postal Agencies	300	4.II	1141	485,333
7	ONP	Coordinator CCP Operations	300	4.II	1141	485,333
8	ONP	Human Resources Officer	300	4.II	1141	485,333
9	ONP	Chief Accountant	300	5.III	1094	465,341
10	ONP	IT Professional	300	5.II	951	404,515
11	ONP	In Charge of dispatching and Distribution	300	5.II	951	404,515
12	ONP	In charge of EMS	300	5.II	951	404,515
13	ONP	In charge of Marketing	300	5.II	951	404,515
14	ONP	In charge of Kigali Town Postal Agency	300	5.II	951	404,515
15	ONP	Planning Officer	300	5.II	951	404,515
16	ONP	In charge Credit and Portfolio	300	5.II	951	404,515
17	ONP	In Charge of Procurement and Logistics	300	5.II	951	404,515
18	ONP	Internal Auditor	300	5.II	951	404,515
19	ONP	Statistician	300	5.II	951	404,515
20	ONP	Accountant	300	5.II	951	404,515

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21	ONP	Administrative Assistant	300	5.II	951	404,515
22	ONP	In charge of CCP Agency	300	6.II	793	337,308
23	ONP	In charge of Exchange office EMS	300	6.II	793	337,308
24	ONP	Head of Agency Butare	300	6.II	793	337,308
25	ONP	Head of Agency Cyangugu	300	6.II	793	337,308
26	ONP	Head of Agency Gisenyi	300	6.II	793	337,308
27	ONP	Head of Agency Gitarama	300	6.II	793	337,308
28	ONP	Head of National Postal sorting Center	300	6.II	793	337,308
29	ONP	Head of Agency Ruhengeri	300	6.II	793	337,308
30	ONP	Head of Agency Rwamagana	300	6.II	793	337,308
31	ONP	Head of Agency Kibungo	300	6.II	793	337,308
32	ONP	Principal Cashier	300	7.II	660	280,736
33	ONP	Commercial Agent	300	7.II	660	280,736
34	ONP	Assistant Accountant	300	7.II	660	280,736
35	ONP	In Charge of pay roll	300	7.II	660	280,736
36	ONP	Manager Gikongoro Agency	300	8.II	508	216,081
37	ONP	Manager NYAMASHEKE Agency	300	8.II	508	216,081
38	ONP	Manager Byumba Agency	300	8.II	508	216,081
39	ONP	Manager Kibuye Agency	300	8.II	508	216,081
40	ONP	Manager Nyagatare Agency	300	8.II	508	216,081
41	ONP	Manager Ruhango Agency	300	8.II	508	216,081
42	ONP	Manager CCP Accounts	300	8.II	508	216,081
43	ONP	Cashier	300	8.II	508	216,081
44	ONP	In Charge of dispatching and Distribution	300	8.II	508	216,081
45	ONP	In charge of Registered Documents	300	8.II	508	216,081
46	ONP	In charge of Parcels to the Exchange Office	300	8.II	508	216,081
47	ONP	Head of Nyamata Agency	300	8.II	508	216,081
48	ONP	Head of Nyanza Agency	300	8.II	508	216,081
49	ONP	Head of Correspondence Checking at CNTP	300	8.II	508	216,081
50	ONP	Agencies Coordinator Assistant	300	8.II	508	216,081
51	ONP	Maintenace Technician	300	8.II	508	216,081

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52	ONP	Switch Board Operator	300	10.II	300	127,607
53	ONP	Driver	300	10.II	300	127,607
Senate						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	SENATE	Clerk	441	F	2869	1,613,167
2	SENATE	Deputy Clerk	378	1.IV	2608	1,256,926
3	SENATE	Advisor to the President of the Senate	330	1.IV	2608	1,097,316
4	SENATE	Director General of ICT	330	2.III	1890	892,962
5	SENATE	Director General of General Services	330	2.III	1890	892,962
6	SENATE	Director General of Planning and Research	330	2.III	1890	892,962
7	SENATE	Advisor to the Vice-President of Senate	330	2.III	1890	892,962
8	SENATE	Director of Network Administration	330	3.II	1369	646,807
9	SENATE	Director of System Administration	330	3.II	1369	646,807
10	SENATE	Director of Database and Application Administration	330	3.II	1369	646,807
11	SENATE	Table Officer	330	3.II	1369	646,807
12	SENATE	Bills & Policy Reseacher	330	3.II	1369	646,807
13	SENATE	Government Programs Researcher	330	3.II	1369	646,807
14	SENATE	Budget & Public Accountability Reseacher	330	3.II	1369	646,807
15	SENATE	Translator	330	3.II	1369	646,807
16	SENATE	Protocol Officer	330	3.II	1369	646,807
17	SENATE	Legislative Drafting & Advisory	330	3.II	1369	646,807
18	SENATE	Security Liaison Officer	330	3.II	1369	646,807
19	SENATE	Executive Assistant to the President of Senate	330	3.II	1369	646,807
20	SENATE	Commitees Clerk	330	3.II	1369	646,807
21	SENATE	Head of Central Secretariat	330	3.II	1369	646,807
21	SENATE	Public Relations and Communication Officer	300	4.III	1313	558,494
22	SENATE	Statistician	300	4.II	1141	485,333
23	SENATE	Professional in Charge of Planning, Monitoring & Evaluation	300	4.II	1141	485,333
24	SENATE	Professional in Charge of Parliamentary Diplomacy	300	4.II	1141	485,333
25	SENATE	Webmaster	300	4.II	1141	485,333

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26	SENATE	ICT Officer	300	4.II	1141	485,333	
27	SENATE	Human Resources Officer	300	4.II	1141	485,333	
28	SENATE	Hansard Editor	300	4.II	1141	485,333	
29	SENATE	Technical Maintenance	300	4.II	1141	485,333	
30	SENATE	Voice System	300	4.II	1141	485,333	
31	SENATE	Chamber Operator	300	4.II	1141	485,333	
32	SENATE	Chief Accountant	300	4.II	1141	485,333	
32	SENATE	Accountant	300	5.II	951	404,515	
33	SENATE	Internal Auditor	300	5.II	951	404,515	
34	SENATE	Budget Officer	300	5.II	951	404,515	
35	SENATE	Procurement Officer	300	5.II	951	404,515	
36	SENATE	Logistics Officer	300	5.II	951	404,515	
37	SENATE	Administrative Assistant to the Clerk	300	5.II	951	404,515	
37	SENATE	Administrative Assistant to the Deputy Clerk	300	7.II	660	280,736	
38	SENATE	Administrative Assistant to the DG	300	7.II	660	280,736	
39	SENATE	Chamber Attendant	300	7.II	660	280,736	
40	SENATE	Secretary	300	8.II	508	216,081	
41	SENATE	Driver VIP	300	8.II	508	216,081	
		CHAMBER OF DEPUTIES					
N°	INSTITUTION	POST	I.V	Level	Index	GROSS	
1	Chamber of Deputies	Clerk	441	F	2869	1,613,167	
2	Chamber of Deputies	Deputy Clerk in Charge of Legislation Services	378	1.IV	2608	1,256,926	
3	Chamber of Deputies	Advisor to the Speaker of Chamber of Deputies	330	1.IV	2608	1,097,316	
4	Chamber of Deputies	Director General of General Services	330	2.III	1890	892,962	
5	Chamber of Deputies	Director General of Communication & Outreach	330	2.III	1890	892,962	
6	Chamber of Deputies	Director General of Planning & Research	330	2.III	1890	892,962	
7	Chamber of Deputies	Advisor to the Deputy Speaker of Chamber of Deputies	330	2.III	1890	892,962	
8	Chamber of Deputies	Table Officer	330	3.II	1369	646,807	
9	Chamber of Deputies	Protocol Officer	330	3.II	1369	646,807	
10	Chamber of Deputies	Bills & Policy Researcher	330	3.II	1369	646,807	

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11	Chamber of Deputies	Gouvernement Programmes Reseacher	330	3.II	1369	646,807
12	Chamber of Deputies	Budget and Public Accountability Reseacher	330	3.II	1369	646,807
13	Chamber of Deputies	Translator	330	3.II	1369	646,807
14	Chamber of Deputies	Legislative drafting & Advisory	330	3.II	1369	646,807
15	Chamber of Deputies	Security Liaison Officer	330	3.II	1369	646,807
16	Chamber of Deputies	Executive Assistant to the Speaker of Chamber of Deputies	330	3.II	1369	646,807
17	Chamber of Deputies	Committees Clerk	330	3.II	1369	646,807
18	Chamber of Deputies	Head of Central Secretariat	330	3.II	1369	646,807
19	Chamber of Deputies	Chief Editor	300	4.III	1313	558,494
20	Chamber of Deputies	Public Relations and Communication Officer	300	4.III	1313	558,494
21	Chamber of Deputies	Professional in Charge of Planning, Monitoring and Evaluation	300	4.II	1141	485,333
22	Chamber of Deputies	Professional in Charge of Parliamentary Diplomacy	300	4.II	1141	485,333
23	Chamber of Deputies	Statistician	300	4.II	1141	485,333
24	Chamber of Deputies	Human Resources Officer	300	4.II	1141	485,333
25	Chamber of Deputies	Public Education and Information Officer	300	4.II	1141	485,333
26	Chamber of Deputies	Hansard Editor	300	4.II	1141	485,333
27	Chamber of Deputies	Technical Maintenance	300	4.II	1141	485,333
28	Chamber of Deputies	Protocol Assistant	300	4.II	1141	485,333
29	Chamber of Deputies	Chamber Operator	300	4.II	1141	485,333
30	Chamber of Deputies	Chief Accountant	300	4.II	1141	485,333
31	Chamber of Deputies	Procurement Officer	300	5.II	951	404,515
32	Chamber of Deputies	Budget Officer	300	5.II	951	404,515
33	Chamber of Deputies	Accountant	300	5.II	951	404,515
34	Chamber of Deputies	Internal Auditor	300	5.II	951	404,515
35	Chamber of Deputies	Journalist	300	5.II	951	404,515
36	Chamber of Deputies	Radio Producer	300	5.II	951	404,515
37	Chamber of Deputies	Logistics Officer	300	5.II	951	404,515
38	Chamber of Deputies	Administrative Assistant to the Clerk	300	5.II	951	404,515
39	Chamber of Deputies	Sound Archivist	300	5.II	951	404,515
40	Chamber of Deputies	Customer Care Officer	300	6.II	793	337,308
41	Chamber of Deputies	Documentalist	300	6.II	793	337,308

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42	Chamber of Deputies	Archivist	300	6.II	793	337,308
43	Chamber of Deputies	Administrative Assistant to the Deputy Clerk	300	7.II	660	280,736
44	Chamber of Deputies	Administrative Assistant to the DG	300	7.II	660	280,736
45	Chamber of Deputies	Chamber Attendant	300	7.II	660	280,736
46	Chamber of Deputies	Secretary	300	8.II	508	216,081
47	Chamber of Deputies	Driver VIP	300	8.II	508	216,081
Office of Auditor General (OAG)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	OAG	Auditor General	731	D	3472	2,855,286
2	OAG	Deputy Auditor General	750	E	3156	2,662,875
3	OAG	Secretary General	500	F	2869	1,828,988
4	OAG	Director of Audit	500	3.V	2082	1,490,417
5	OAG	Audit Manager	500	3.IV	1811	1,296,419
6	OAG	Senior Principal Auditor	500	4.V	1736	1,230,700
7	OAG	Principal Auditor	500	4.IV	1509	1,069,773
8	OAG	Director of Administration and Finance	500	3.II	1369	980,010
9	OAG	Advisor to the AG	500	3.II	1369	980,010
10	OAG	Senior Auditor	500	4.III	1313	930,823
11	OAG	IT manager	500	4.III	1313	930,823
12	OAG	Auditor	500	5.IV	1258	891,832
13	OAG	Human Resources Officer	500	4.II	1141	808,888
14	OAG	Chief accountant	500	5.III	1094	775,568
15	OAG	Junior Auditor	500	5.III	1094	775,568
16	OAG	Internal Auditor	500	5.II	951	674,191
17	OAG	Planning Officer	500	5.II	951	674,191
18	OAG	Budget Officer	500	5.II	951	674,191
19	OAG	ICT Officer	500	5.II	951	674,191
20	OAG	Procurement Officer	500	5.II	951	674,191
21	OAG	Assistant Auditor	500	5.II	951	674,191
22	OAG	Administrative Assistant to the SG	500	5.II	951	674,191
23	OAG	Administrative assistant AG & DAG	500	5.II	951	674,191

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24	OAG	Librarian	500	6.II	793	562,180
25	OAG	Head Central Secretariat	500	7.II	660	467,893
26	OAG	Receptionist	500	8.II	508	360,136
27	OAG	Driver	500	10.II	300	212,679
Public Service Commission (PSC)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	PSC	Executive Secretary	500	E	3156	2,011,950
2	PSC	Director of Recruitment Oversight Unit	400	3.II	1369	784,008
3	PSC	Director of Inquiries and Employees Litigation Unit	400	3.II	1369	784,008
4	PSC	Director of Human Resource Management Research Unit	400	3.II	1369	784,008
5	PSC	Director of Administration and Finance Unit	400	3.II	1369	784,008
6	PSC	Advisor to the ES	400	3.II	1369	784,008
7	PSC	Legal Affairs	400	4.III	1313	744,659
8	PSC	Human Resources Officer	400	4.II	1141	647,110
9	PSC	Public Relations and Communication Officer	400	4.II	1141	647,110
10	PSC	Human Resources monitoring and evaluation Officer	400	5.II	951	539,353
11	PSC	Human Resource Research Officer	400	5.II	951	539,353
12	PSC	Planning and Monitoring Officer	400	5.II	951	539,353
13	PSC	Statistician	400	5.II	951	539,353
14	PSC	IT and Database Administrator	400	5.II	951	539,353
15	PSC	Internal Auditor	400	5.II	951	539,353
16	PSC	Procurement Officer	400	5.II	951	539,353
17	PSC	Budget Officer	400	5.II	951	539,353
18	PSC	Accountant	400	5.II	951	539,353
19	PSC	Recruitment Oversight Officer	400	5.II	951	539,353
20	PSC	Litigation Employment Lawyers	400	5.II	951	539,353
21	PSC	Logistics Officer	400	5.II	951	539,353
22	PSC	Administrative Assistant to the ES	400	5.II	951	539,353
23	PSC	Documentalist	400	6.II	793	449,744
24	PSC	Head of Central Secretariat	400	7.II	660	374,314

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25	PSC	Secretary	400	8.II	508	288,109
Prime Minister's Office (PRIMATURE)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	PRIMATURE	Director of Cabinet	500	D	3472	2,213,400
2	PRIMATURE	Permanent Secretary in MINICAAF	441	F	2869	1,613,167
3	PRIMATURE	Permanent Secretary IN MIGEPROF	441	F	2869	1,613,167
4	PRIMATURE	Economic Advisor	400	1.IV	2608	1,330,080
5	PRIMATURE	Social Advisor	400	1.IV	2608	1,330,080
6	PRIMATURE	Governance Advisor	400	1.IV	2608	1,330,080
7	PRIMATURE	Head of Gouvernement Action Coordination Unit	400	1.IV	2608	1,330,080
8	PRIMATURE	Speech Writer	400	2.III	1890	1,082,378
9	PRIMATURE	Advisor to the Minister	400	2.III	1890	1,082,378
10	PRIMATURE	Advisor to the Minister	400	2.III	1890	1,082,378
11	PRIMATURE	Advisor to the DirCab	400	2.III	1890	1,082,378
12	PRIMATURE	Joint Delivery Committee Analyst	400	2.III	1890	1,082,378
13	PRIMATURE	Chief Cabinet Notes Taker	400	2.III	1890	1,122,068
14	PRIMATURE	Cabinet Notes Taker	400	2.III	1890	1,082,378
15	PRIMATURE	Analysts	400	2.III	1890	1,082,378
16	PRIMATURE	Gender & Family Promotion Analyst	400	2.III	1890	1,082,378
17	PRIMATURE	Director General of ICT	400	2.III	1890	1,082,378
18	PRIMATURE	Director General of Corporate Services	400	2.III	1890	1,082,378
19	PRIMATURE	PM's Office Manager	400	3.III	1575	901,981
20	PRIMATURE	Executive Assistant to the PM	400	3.II	1369	784,008
21	PRIMATURE	Protocol Officers	400	3.II	1369	784,008
22	PRIMATURE	Communication Specialist	400	3.II	1369	784,008
23	PRIMATURE	Translators	400	3.II	1369	784,008
24	PRIMATURE	Director of Official Gazette & Government Documentation Unit	400	3.II	1369	812,757
25	PRIMATURE	Official Gazette Editors	400	3.II	1369	784,008
26	PRIMATURE	Director of Planning and M&E Unit	400	3.II	1369	784,008
27	PRIMATURE	Director of Gender Policy Development Unit	400	3.II	1369	784,008

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28	PRIMATURE	Director of Family Promotion Unit	400	3.II	1369	784,008
29	PRIMATURE	Network and Security Administration Specialist	400	3.II	1369	784,008
30	PRIMATURE	Database and Applications Specialist	400	3.II	1369	784,008
31	PRIMATURE	System Administration Specialist	400	3.II	1369	784,008
32	PRIMATURE	System Administration e-Cabinet Specialist	400	3.II	1369	784,008
33	PRIMATURE	Director of Finance & Logistics	400	3.II	1369	784,008
34	PRIMATURE	Director HR & Administration	400	3.II	1369	784,008
35	PRIMATURE	Director of Central Secretariat	400	3.II	1369	784,008
36	PRIMATURE	Senior Legal Officer	400	3.II	1369	784,008
37	PRIMATURE	Legislative Tracker	400	3.II	1369	784,008
38	PRIMATURE	Corporate Planning Specialist	400	3.II	1369	784,008
39	PRIMATURE	Information and Communication Officer	400	4.II	1141	647,110
40	PRIMATURE	Documentation & Archives Center Officers	400	4.II	1141	647,110
41	PRIMATURE	Travel Clearance Officer	400	4.II	1141	647,110
42	PRIMATURE	Legal Officer	400	4.II	1141	647,110
42	PRIMATURE	Public Requests Officer	400	4.II	1141	647,110
43	PRIMATURE	Planning and M&E Officer	400	4.II	1141	647,110
44	PRIMATURE	Statistician	400	4.II	1141	647,110
45	PRIMATURE	Gender Mainstreaming Officers	400	4.II	1141	647,110
46	PRIMATURE	Family & Children Promotion Officers	400	4.II	1141	647,110
47	PRIMATURE	Girls & Women Promotion Officer	400	4.II	1141	647,110
48	PRIMATURE	Web Master	400	4.II	1141	647,110
49	PRIMATURE	Human Resources Officer	400	4.II	1141	647,110
50	PRIMATURE	Internal Auditor	400	5.II	951	539,353
51	PRIMATURE	Administrative Assistant to Minister	400	5.II	951	539,353
52	PRIMATURE	Administrative Assistant to Minister	400	5.II	951	539,353
53	PRIMATURE	Administrative Assistant to DirCab	400	5.II	951	539,353
54	PRIMATURE	Administrative Assistant to PS	400	5.II	951	539,353
55	PRIMATURE	Administrative Assistant to PS	400	5.II	951	539,353
56	PRIMATURE	Procurement Officer	400	5.II	951	539,353
57	PRIMATURE	Budget Officer	400	5.II	951	539,353

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58	PRIMATURE	Logistics Officer	400	5.II	951	539,353
59	PRIMATURE	Maintenance Officer	400	5.II	951	539,353
60	PRIMATURE	Accountant	400	5.II	951	539,353
61	PRIMATURE	Customer Care	400	6.II	793	449,744
62	PRIMATURE	Storekeeper	400	6.II	793	449,744
63	PRIMATURE	Administrative Assistant to Cabinet Secretariat	400	7.II	660	374,314
64	PRIMATURE	Administrative Assistant to the DG Corporate Services	400	7.II	660	374,314
65	PRIMATURE	Administrative Assistant to the Gouvernement Action Coordination Unit	400	7.II	660	374,314
66	PRIMATURE	Secretary in Central Secretariat	400	7.II	660	374,314
67	PRIMATURE	Drivers VIP	400	8.II	508	288,109
Office of the Government Spokesperson (OGS)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	OGS	Govt Spokesperson / Head of OGS	500	E	3156	2,011,950
2	OGS	Deputy Govt Spokesperson / Deputy Head of OGS	500	F	2869	1,828,988
3	OGS	Communications Analysts/Researchers	500	2.III	1890	1,352,972
4	OGS	Director of Administration and Finance	500	3.II	1369	980,010
5	OGS	Webmaster	500	4.II	1141	808,888
6	OGS	Database and Documentation	500	4.II	1141	808,888
7	OGS	Executive Assistant to the DGs	500	4.II	1141	808,888
8	OGS	Human Resources Officer	500	4.II	1141	808,888
9	OGS	ICT Officer	500	5.II	951	674,190
10	OGS	Budget Officer	500	5.II	951	674,191
11	OGS	Accountant	500	5.II	951	674,191
12	OGS	Executive Assistant to the GS	500	5.II	951	674,191
12	OGS	Translator	500	5.II	951	674,191
13	OGS	Secretary of DAF Unit	500	8.II	508	360,136
National Children Commission (NCC)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	NCC	Executive Secretary	330	G	2608	1097316

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2	NCC	Director of Adoption, Protection and Promotion of Children Rights Unit	330	3.II	1369	646,807
3	NCC	Legal Affairs	300	4.III	1313	558,494
4	NCC	Human Resources and Logistics Officer	300	4.II	1141	485,333
5	NCC	Children Rights Protection and Promotion Officer	300	5.II	951	404,515
6	NCC	Children Adoption Officer	300	5.II	951	404,515
7	NCC	Planning and Monitoring Officer	300	5.II	951	404,515
8	NCC	Accountant	300	5.II	951	404,515
9	NCC	Procurement Officer	300	5.II	951	404,515
10	NCC	Budget Officer	300	5.II	951	404,515
11	NCC	Data Base and ICT Officer	300	5.II	951	404,515
9	NCC	Administrative Assistant	300	7.II	660	280,736
10	NCC	Secretary	300	8.II	508	216,081
Gender Monitoring Officer (GMO)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	GMO	Executive Secretary	400	G	2608	1,330,080
2	GMO	Director of Gender Monitoring and Audit Unit	400	3.II	1369	784,008
3	GMO	Director of Fighthing and Prevention of GBV & Injustice Unit	400	3.II	1369	784,008
4	GMO	Finance & Administration Unit Director	400	3.II	1369	784,008
5	GMO	Gender Advisor	400	3.II	1369	784,008
6	GMO	Legal Affairs	400	4.III	1313	744,659
7	GMO	GBV Legal Advisor	400	4.III	1313	744,659
8	GMO	International Conventions Treaties Officer	400	4.III	1313	744,659
9	GMO	HR & Logistics Officer	400	4.II	1141	647,110
10	GMO	Gender Auditor	400	4.II	1141	647,110
11	GMO	Gender Analyst	400	4.II	1141	647,110
12	GMO	GBV Monitor	400	4.II	1141	647,110
13	GMO	IEC Officer	400	4.II	1141	647,110
14	GMO	ICT & Database Management Officer	400	5.II	951	539,353
15	GMO	Planning, M & E Officer	400	5.II	951	539,353
16	GMO	Statistician	400	5.II	951	539,353

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17	GMO	Internal Auditor	400	5.II	951	539,353
18	GMO	Procurement Officer	400	5.II	951	539,353
19	GMO	Budget Manager	400	5.II	951	539,353
20	GMO	Accountant	400	5.II	951	539,353
21	GMO	Administrative Assistant to the CGM	400	5.II	951	539,353
22	GMO	Administrative Assistant to the DCGM	400	5.II	951	539,353
23	GMO	Documentation Officer	400	6.II	793	449,744
24	GMO	Administrative Assistant to the ES	400	7.II	660	374,314
25	GMO	Secretary in Central Secretariat	400	8.II	508	288,109
National Women Council (NWC)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	NWC	Executive Secretary	330	G	2608	1,097,316
2	NWC	Director of Women Empowerment	330	3.II	1369	646,807
3	NWC	Director of Administration and Finance	330	3.II	1369	646,807
4	NWC	Legal Affairs	300	4.III	1313	558,494
5	NWC	IEC Officer	300	4.II	1141	485,333
6	NWC	HR & Logistics Officer	300	4.II	1141	485,334
7	NWC	ICT & Database Officer	300	5.II	951	404,515
8	NWC	Planning & Resources mobilisation Officer	300	5.II	951	404,517
9	NWC	Monitoring and Evaluation Officer	300	5.II	951	404,518
10	NWC	Partnerships and Cooperation Officer	300	5.II	951	404,519
11	NWC	Women Empowerment Programme Officers	300	5.II	951	404,520
12	NWC	Procurement Officer	300	5.II	951	404,521
13	NWC	Internal Auditor	300	5.II	951	404,522
14	NWC	Budget Officer	300	5.II	951	404,523
15	NWC	Accountant	300	5.II	951	404,524
16	NWC	Administrative Assistant	300	7.II	660	280,746
17	NWC	Secretary	300	7.II	660	280,747
Media High Council (MHC)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS

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1	MHC	Executive Secretary of Media High Council	400	G	2608	1,330,080
2	MHC	Director of Professionalism and Media Dvpt Unit	400	3.II	1369	784,008
3	MHC	Director of Broadcasting, New Media Regulation & Licensing Unit	400	3.II	1369	784,008
4	MHC	Director of Finance & Administration Unit	400	3.II	1369	784,008
5	MHC	Legal Affairs	400	4.III	1313	744,659
6	MHC	Human Resources Officer	400	4.II	1141	647,110
7	MHC	Public Relations and Communication Officer	400	4.II	1141	647,110
8	MHC	Planning and Resources Mobilisation Officer	400	5.II	951	539,353
9	MHC	ICT Officer	400	5.II	951	539,353
10	MHC	Accountant	400	5.II	951	539,353
11	MHC	Budget Officer	400	5.II	951	539,353
12	MHC	Procurement Officer	400	5.II	951	539,353
13	MHC	Media Professionalism & Capacity Building Officer	400	5.II	951	539,353
14	MHC	Media Freedom and Access to Information Officer	400	5.II	951	539,353
15	MHC	Research and Statistics officer	400	5.II	951	539,353
16	MHC	Media quality assurance Officer	400	5.II	951	539,353
17	MHC	Licensing and accreditation Officer	400	5.II	951	539,353
18	MHC	Broadcasting Media Monitoring and analysis	400	5.II	951	539,353
19	MHC	Internet and new media regulation Officer	400	5.II	951	539,353
20	MHC	Dialogue and cultural diversities Officer	400	5.II	951	539,353
21	MHC	Systems Administrator	400	5.II	951	539,353
22	MHC	Documentalist	400	6.II	793	449,744
23	MHC	Administrative Assistant	400	7.II	660	374,314
24	MHC	Head of Central Secretariat	400	7.II	660	374,314

Supreme Court (CS)

N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	SUPREME COURT	Secretary General	441	F	2869	1,613,167
2	SUPREME COURT	Advisor to the President of Supreme Court	330	1.IV	2608	1,097,316
3	SUPREME COURT	Director General of ICT	330	2.III	1890	892,962
4	SUPREME COURT	Director General of General Services	330	2.III	1890	892,962
5	SUPREME COURT	Advisor to the Vice-President of Supreme Court	330	2.III	1890	892,962

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6	SUPREME COURT	Executive Secretary to the CSM	330	3.III	1575	744,135
7	SUPREME COURT	Director of Planning, M & E	330	3.II	1369	646,807
8	SUPREME COURT	Director of Finance	330	3.II	1369	646,807
9	SUPREME COURT	Director of Communication and Public Awareness	330	3.II	1369	646,807
10	SUPREME COURT	Director of Administration	330	3.II	1369	646,807
11	SUPREME COURT	Director of IT Support	330	3.II	1369	646,807
12	SUPREME COURT	Protocol Officer Supreme Court	330	3.II	1369	646,807
13	SUPREME COURT	Researcher	330	3.II	1369	646,807
14	SUPREME COURT	Translator	330	3.II	1369	646,807
15	SUPREME COURT	Internal Resources Manager HC	330	3.II	1369	646,807
16	SUPREME COURT	Internal Resources Manager CHC	330	3.II	1369	646,807
17	SUPREME COURT	Internal Resources Manager IC	330	3.II	1369	646,807
18	SUPREME COURT	Executive Assistant to the President of SC	330	3.II	1369	646,807
19	SUPREME COURT	Head of Central Secretariat SC	330	3.II	1369	646,807
20	SUPREME COURT	Chief Accountant	300	4.II	1141	485,333
21	SUPREME COURT	Planning Officer	300	4.II	1141	485,333
22	SUPREME COURT	Monitoring and Evaluation	300	4.II	1141	485,333
23	SUPREME COURT	Statistician	300	4.II	1141	485,333
24	SUPREME COURT	IT Business Analyst	300	4.II	1141	485,333
25	SUPREME COURT	Senior Network Administrator	300	4.II	1141	485,333
26	SUPREME COURT	Network Administrator	300	4.II	1141	485,333
27	SUPREME COURT	System Administrator	300	4.II	1141	485,333
28	SUPREME COURT	Application Security Administrator	300	4.II	1141	485,333
29	SUPREME COURT	Database and application Administrator	300	4.II	1141	485,333
30	SUPREME COURT	Storage Engineer	300	4.II	1141	485,333
31	SUPREME COURT	Electric Engineer	300	4.II	1141	485,333
32	SUPREME COURT	ICT Officer	300	4.II	1141	485,333
33	SUPREME COURT	Human Resource Management	300	4.II	1141	485,333
34	SUPREME COURT	Procurement Officer	300	5.II	951	404,515
35	SUPREME COURT	Internal Auditor	300	5.II	951	404,515
36	SUPREME COURT	Budget Officer	300	5.II	951	404,515

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37	SUPREME COURT	Accountant	300	5.II	951	404,515
38	SUPREME COURT	Accountant Intermediate Court	300	5.II	951	404,515
39	SUPREME COURT	Accountant HC	300	5.II	951	404,515
40	SUPREME COURT	Accountant CHC	300	5.II	951	404,515
41	SUPREME COURT	Logistic Officer	300	5.II	951	404,515
42	SUPREME COURT	Administrative Assistant to the Vice-President of Supreme Court	300	5.II	951	404,515
43	SUPREME COURT	Administrative Assistant to the SG	300	5.II	951	404,515
44	SUPREME COURT	Administrative Assistant to the IG	300	5.II	951	404,515
45	SUPREME COURT	Administrative Assistant to the President of the HC	300	5.II	951	404,515
46	SUPREME COURT	Administrative Assistant to the Vice-President of the High Court	300	5.II	951	404,515
47	SUPREME COURT	Administrative Assistant of the President of the Commercial HC	300	5.II	951	404,515
48	SUPREME COURT	Administrative Assistant of the Vice-President of the Commercial HC	300	5.II	951	404,515
49	SUPREME COURT	Documentalist	300	6.II	793	337,308
49	SUPREME COURT	Head of Central Secretariat HC	300	7.II	660	280,736
50	SUPREME COURT	Administrative Assistant to the DG of ICT	300	7.II	660	280,736
51	SUPREME COURT	Administrative Assistant to the DG General Services	300	7.II	660	280,736
52	SUPREME COURT	Secretary of CSM	300	8.II	508	216,081
52	SUPREME COURT	Secretary	300	8.II	508	216,081
53	SUPREME COURT	Driver VIP	300	8.II	508	216,081

Ministry of Defence (MINADEF)

N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	MINADEF	Permanent Secretary	441	F	2869	1,613,167
2	MINADEF	Director General of Defence Policy & Strategy	330	2.III	1890	892,962
3	MINADEF	Director General of Foreign Military Relations & Cooperation	330	2.III	1890	892,962
4	MINADEF	Director General of Corporate Services	330	2.III	1890	892,962
5	MINADEF	Advisor to the Minister	330	2.III	1890	892,962
6	MINADEF	Director of Defence Policy Unit	330	3.II	1369	646,807
7	MINADEF	Director of Strategic Planning Unit	330	3.II	1369	646,807
8	MINADEF	Director of Foreign Relations & Defence Cooperation Unit	330	3.II	1369	646,807
9	MINADEF	Director of Intelligence Analysis Unit	330	3.II	1369	646,807

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10	MINADEF	Director of MOD Agencies Coordination	330	3.II	1369	646,807
11	MINADEF	Director of Defense Cooperation Unit	330	3.II	1369	646,807
12	MINADEF	Director of Finance Unit	330	3.II	1369	646,807
13	MINADEF	Director of Administration & Patrimony	330	3.II	1369	646,807
14	MINADEF	Director of Procurement Coordination and Quality control Unit	330	3.II	1369	646,807
15	MINADEF	Director of judicial & Legal Affairs	330	3.II	1369	646,807
16	MINADEF	Director of ICT	330	3.II	1369	646,807
17	MINADEF	Legal Affairs	330	3.II	1369	646,807
18	MINADEF	System administration Officer	300	4.II	1141	485,333
19	MINADEF	Database and Application Administration Officer	300	4.II	1141	485,333
20	MINADEF	Network Administration Officer	300	4.II	1141	485,333
21	MINADEF	ICT Officer	300	4.II	1141	485,333
22	MINADEF	Professional in Charge of Defence Policy	300	4.II	1141	485,333
23	MINADEF	Professional in Charge of Defence Policy Analysis & Evaluation	300	4.II	1141	485,333
24	MINADEF	Professional in Charge of Planning	300	4.II	1141	485,333
25	MINADEF	Professional in Charge of Foreign Relations & Defence Diplomacy	300	4.II	1141	485,333
26	MINADEF	Professional in Charge of Monitoring, and Evaluation	300	4.II	1141	485,333
27	MINADEF	Professional in Charge of Bilateral Cooperation	300	4.II	1141	485,333
28	MINADEF	Professional in Charge of Multilateral	300	4.II	1141	485,333
29	MINADEF	Professional in Charge of Peacekeeping Operation	300	4.II	1141	485,333
30	MINADEF	Intelligence Analysis Officer	300	4.II	1141	485,333
31	MINADEF	Judicial Officer	300	4.II	1141	485,333
32	MINADEF	Statistician	300	4.II	1141	485,333
33	MINADEF	Contract Management Specialist	300	4.II	1141	485,333
34	MINADEF	Quality Control Specialist	300	4.II	1141	485,333
35	MINADEF	Professional in MOD Agencies	300	4.II	1141	485,333
36	MINADEF	Professional in Charge of Coordination of Institutions outside MOD	300	4.II	1141	485,333
37	MINADEF	Human Resources Officer	300	4.II	1141	485,333
38	MINADEF	Public Relations and Communication Officer	300	4.II	1141	485,333
39	MINADEF	Chief Accountant	300	5.III	1094	465,341
40	MINADEF	Procurement Officer	300	5.II	951	404,515

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41	MINADEF	Internal Auditor	300	5.II	951	404,515
42	MINADEF	Budget Officer	300	5.II	951	404,515
43	MINADEF	Accountant	300	5.II	951	404,515
44	MINADEF	Patrimony Officer	300	5.II	951	404,515
45	MINADEF	Verification Officer	300	5.II	951	404,515
46	MINADEF	Administrative Assistant to the Minister	300	5.II	951	404,515
47	MINADEF	Administrative Assistant to the PS	300	5.II	951	404,515
48	MINADEF	Documentalist	300	6.II	793	337,308
49	MINADEF	Administrative Assistant to the DG	300	7.II	660	280,736
50	MINADEF	Head of Central Secretariat	300	7.II	660	280,736
51	MINADEF	Secretary	300	8.II	508	216,081
52	MINADEF	Secretary	300	8.II	508	216,081
53	MINADEF	Secretary	300	8.II	508	216,081

Military Medical Insurance (MMI)

N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	MMI	Director General	500	F	2869	1,828,988
2	MMI	Director of Operations Unit	500	3.II	1369	980,010
3	MMI	Director of Finance Unit	500	3.II	1369	980,010
4	MMI	Director of Administration Unit	500	3.II	1369	980,010
5	MMI	Legal Affairs	500	4.III	1313	930,823
6	MMI	Human Resources Officer	500	4.II	1141	808,888
7	MMI	Public Relations and Communication officer	500	4.II	1141	808,888
8	MMI	Controller of Medical Care Provision Officers	500	5.II	951	674,191
9	MMI	Controller of Pharmaceutical service Officers	500	5.II	951	674,191
10	MMI	Affiliation Officer	500	5.II	951	674,191
11	MMI	Recovery Officer	500	5.II	951	674,191
12	MMI	Portfolio and Treasury Officer	500	5.II	951	674,191
13	MMI	Planning Officer	500	5.II	951	674,191
14	MMI	Monitoring & Evaluation Officer	500	5.II	951	674,191
15	MMI	Accountant	500	5.II	951	674,191

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16	MMI	Internal Auditor	500	5.II	951	674,191
17	MMI	Procurement Officer	500	5.II	951	674,191
18	MMI	Logistics Officer	500	5.II	951	674,191
19	MMI	ICT Officer	500	5.II	951	674,191
20	MMI	IT /Data bases Application	500	5.II	951	674,191
21	MMI	Administrative Assistant to the DG	500	5.II	951	674,191
22	MMI	Regional Branches Officers	500	6.II	793	562,180
23	MMI	Archivist	500	6.II	793	562,180
24	MMI	Head of Central Secretariat	500	7.II	660	467,893
25	MMI	Cashier	500	8.II	508	360,136
26	MMI	Receptionist	500	8.II	508	360,136
27	MMI	Driver	500	10.II	300	212,679
Ministry of Internal Affairs (MININTER)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	MININTER	Permanent Secretary	441	F	2869	1,613,167
2	MININTER	Advisor to the Minister	330	2.III	1890	892,962
3	MININTER	Director of Planning & Cooperation	330	3.II	1369	646,807
4	MININTER	Director of Security Analysis	330	3.II	1369	646,807
5	MININTER	Director of Finance and Administration	330	3.II	1369	646,807
6	MININTER	Director of Small Arms Coordination Unit	330	3.II	1369	646,807
7	MININTER	Legal Advisor	330	3.II	1369	646,807
8	MININTER	Weapons Management Officer	300	4.II	1141	485,333
9	MININTER	Programs Assistant	300	4.II	1141	485,333
10	MININTER	Professional in Charge of Planning	300	4.II	1141	485,333
11	MININTER	Professional in Charge of Monitoring & Evaluation	300	4.II	1141	485,333
12	MININTER	Security analyst, Security reports and Statistics from RNP, Local Government and Statistics	300	4.II	1141	485,333
13	MININTER	Security Analyst/Correctional Services and population Complaints and Statistics	300	4.II	1141	485,333
14	MININTER	Security Cooperation Officer	300	4.II	1141	485,333
15	MININTER	ICT Officer	300	4.II	1141	485,333

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16	MININTER	Human Resources Officer	300	4.II	1141	485,333
17	MININTER	System Administrator	300	4.II	1141	485,333
18	MININTER	Database and application Administrator	300	4.II	1141	485,333
19	MININTER	Public Relations and Communication Officer	300	4.II	1141	485,333
20	MININTER	Internal Auditor	300	5.II	951	404,515
21	MININTER	Budget Officer	300	5.II	951	404,515
22	MININTER	Accountant	300	5.II	951	404,515
23	MININTER	Procurement Officer	300	5.II	951	404,515
24	MININTER	Logistics Officer	300	5.II	951	404,515
25	MININTER	Administrative Assistant to the Minister	300	5.II	951	404,515
26	MININTER	Administrative Assistant to the PS	300	5.II	951	404,515
27	MININTER	Head of Central Secretariat	300	7.II	660	280,736
28	MININTER	Secretary	300	8.II	508	216,081
29	MININTER	Secretary	300	8.II	508	216,081
30	MININTER	Secretary	300	8.II	508	216,081
31	MININTER	Secretary	300	8.II	508	216,081
Ministry of Foreign Affairs (MINAFFET)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	MINAFFET	Permanent Secretary	441	F	2869	1,613,167
2	MINAFFET	Head of Diplomatic Advisory Unit	330	1.IV	2608	1,097,316
3	MINAFFET	Senior Advisor	330	2.III	1890	892,962
4	MINAFFET	Diplomatic Advisor	330	2.III	1890	892,962
5	MINAFFET	Director General for Bilateral and Multilateral Cooperation	330	2.III	1890	892,962
6	MINAFFET	Director General of Diaspora Affairs	330	2.III	1890	892,962
7	MINAFFET	Advisor to the Minister	330	2.III	1890	892,962
8	MINAFFET	Director of Policy and Strategic Planning, Coordination & Monitoring	330	3.II	1369	646,807
9	MINAFFET	Director of Communication & Information Cell	330	3.II	1369	646,807
10	MINAFFET	Director of Africa	330	3.II	1369	646,807
11	MINAFFET	Director of Asia & Oceania	330	3.II	1369	646,807
12	MINAFFET	Director of Europe & America	330	3.II	1369	646,807
13	MINAFFET	Director of Multilateral Cooperation	330	3.II	1369	646,807

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14	MINAFFET	Director of Protocol	330	3.II	1369	646,807
15	MINAFFET	Director of Finance	330	3.II	1369	646,807
16	MINAFFET	Director of Global Affairs	330	3.II	1369	646,807
17	MINAFFET	Director Administration	330	3.II	1369	646,807
18	MINAFFET	Director of ICT	330	3.II	1369	646,807
19	MINAFFET	Legal Advisor	330	3.II	1369	646,807
20	MINAFFET	Diplomatic & Consular Missions Administration Officer	330	3.II	1369	646,807
21	MINAFFET	Professional in Charge of Treaties & Conventions	300	4.II	1141	485,333
22	MINAFFET	Professional in Charge of HR, Skills transfers (including Tokten & MIDA)	300	4.II	1141	485,333
23	MINAFFET	Professional in Charge of Diaspora Mobilization and Advocacy	300	4.II	1141	485,333
24	MINAFFET	Professional in Charge of Planning, Monitoring and Evaluation	300	4.II	1141	485,333
25	MINAFFET	Professional in Charge of Coordination and Monitoring of Embassies & Consular Activities	300	4.II	1141	485,333
26	MINAFFET	Professional in Charge of Diplomatic & Consular Liaison	300	4.II	1141	485,333
27	MINAFFET	Professional in Charge of Foreign Policy Research and Analysis	300	4.II	1141	485,333
28	MINAFFET	Professional in Charge of Northern Europe	300	4.II	1141	485,333
29	MINAFFET	Professional in Charge of Western Europe	300	4.II	1141	485,333
30	MINAFFET	Professional in Charge of Eastern & Rest of Europe	300	4.II	1141	485,333
31	MINAFFET	Professional in Charge of North America	300	4.II	1141	485,333
32	MINAFFET	Professional in Charge of Central America & Caribbean	300	4.II	1141	485,333
33	MINAFFET	Professional in Charge of South America	300	4.II	1141	485,333
34	MINAFFET	Professional in Charge of UN & Its Agencies	300	4.II	1141	485,333
35	MINAFFET	Professional in Charge of Commonwealth & International Organizations	300	4.II	1141	485,333
36	MINAFFET	Professional in charge of RECs	300	4.II	1141	485,333
37	MINAFFET	Professional in Charge of ICGLR	300	4.II	1141	485,333
38	MINAFFET	Professional in Charge of Eastern Africa	300	4.II	1141	485,333
39	MINAFFET	Professional in Charge of Southern Africa	300	4.II	1141	485,333
40	MINAFFET	Professional in Charge of Central Africa	300	4.II	1141	485,333
41	MINAFFET	Professional in Charge of Western and Northern Africa	300	4.II	1141	485,333

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42	MINAFFET	Professional in Charge of African Union	300	4.II	1141	485,333
43	MINAFFET	Professional in Charge of Eastern and Central Asia	300	4.II	1141	485,333
44	MINAFFET	Professional in Charge of Middle East	300	4.II	1141	485,333
45	MINAFFET	Professional in Charge of Ocenia and Pacific	300	4.II	1141	485,333
46	MINAFFET	Professional in Charge of Business, Investment and Financial Mobilization	300	4.II	1141	485,333
47	MINAFFET	Professional in Charge of South Asia and Ocenia	300	4.II	1141	485,333
48	MINAFFET	Management of Privileges and Immunities	300	4.II	1141	485,333
49	MINAFFET	Professional in Charge of Security and Peace keeping	300	4.II	1141	485,333
50	MINAFFET	Professional in Charge of Environmental issues	300	4.II	1141	485,333
51	MINAFFET	Professional in Charge of Gender	300	4.II	1141	485,333
52	MINAFFET	Translator	300	4.II	1141	485,333
53	MINAFFET	Professional in Charge of Press & Publication	300	4.II	1141	485,333
54	MINAFFET	Network Administrator	300	4.II	1141	485,333
55	MINAFFET	System Administrator	300	4.II	1141	485,333
56	MINAFFET	Application Security Administrator	300	4.II	1141	485,333
57	MINAFFET	ICT Officer	300	4.II	1141	485,333
58	MINAFFET	Webmaster	300	4.II	1141	485,333
59	MINAFFET	Press & Publication Officer	300	4.II	1141	485,333
60	MINAFFET	Information & Communication Officer (Comm & Info Cell)	300	4.II	1141	485,333
61	MINAFFET	Information & Communication Officer (Diaspora Affairs)	300	4.II	1141	485,333
62	MINAFFET	Human Resources Officer	300	4.II	1141	485,333
63	MINAFFET	Management of visits, Reception and Audiences (Airport include)	300	4.II	1,141	485,333
64	MINAFFET	Inspector of Diplomatic Missions	300	5.II	951	404,515
65	MINAFFET	Procurement Officer	300	5.II	951	404,515
66	MINAFFET	Accountant	300	5.II	951	404,515
67	MINAFFET	Budget Officer	300	5.II	951	404,515
68	MINAFFET	Internal Auditor	300	5.II	951	404,515
69	MINAFFET	Logistics & Assets Management Officer	300	5.II	951	404,515
70	MINAFFET	Administrative Assistant to the Minister	300	5.II	951	404,515
71	MINAFFET	Administrative Assistant to the PS	300	5.II	951	404,515
72	MINAFFET	Customer Care Officer	300	6.II	793	337,308

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73	MINAFFET	Documentalist	300	6.II	793	337,308
74	MINAFFET	Administrative Assistant to the DG	300	7.II	660	280,736
75	MINAFFET	Administrative Assistant for Diplomatic Advisory Unit	300	7.II	660	280,736
76	MINAFFET	Head of Central Secretariat & Diplomatic Pouch	300	7.II	660	280,736
77	MINAFFET	Secretary	300	8.II	508	216,081
78	MINAFFET	Secretary	300	8.II	508	216,081
79	MINAFFET	Secretary	300	8.II	508	216,081

Embassy of Rwanda

N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	Embassy	Ambassador	441	F	2869	1,518,275
2	Embassy	Minisiter Cuncelor	330	G	2608	1,032,768
3	Embassy	First Cuncelor of Embassy	330	2.IV	2173	860,508
4	Embassy	Commercal Attache	330	2.III	1890	846,184
5	Embassy	Police attache	330	2.III	1890	846,184
6	Embassy	Military attache	330	2.III	1890	846,184
7	Embassy	Second Cuncelor of Embassy	330	2.III	1890	846,184
8	Embassy	First Embassy Secretary	330	3.IV	1881	842,155
9	Embassy	Second Embassy Secretary	330	3.III	1575	705,153
10	Embassy	Third Embassy Secretary	330	3.II	1369	612,924

Ministry of Agriculture (MINAGRI)

N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	MINAGRI	Permanent Secretary	441	F	2869	1,613,167
2	MINAGRI	Director General of Strategic Planning, & Programs Coordination	330	2.III	1890	892,962
3	MINAGRI	Director General of Crop Production	330	2.III	1890	892,962
4	MINAGRI	Director General of Animal Production	330	2.III	1890	892,962
5	MINAGRI	Director General of Inspection Services	330	2.III	1890	892,962
6	MINAGRI	Advisor to the Minister	330	2.III	1890	892,962
7	MINAGRI	Director of Finance and Administration	330	3.II	1369	646,807
8	MINAGRI	Legal Advisor	330	3.II	1369	646,807
9	MINAGRI	Professional in charge of Food Security Crop	300	4.II	1141	485,333

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10	MINAGRI	Professional in charge of Soil and Water Mgt	300	4.II	1141	485,333
11	MINAGRI	Professional in charge of Export Crop	300	4.II	1141	485,333
12	MINAGRI	Professional in charge of Cattle Development	300	4.II	1141	485,333
13	MINAGRI	Professional in charge of Small Animals	300	4.II	1141	485,333
14	MINAGRI	Professional in charge of Fish & Bees Farming	300	4.II	1141	485,333
15	MINAGRI	Professional in charge of Pest and Disease Surveillance	300	4.II	1141	485,333
16	MINAGRI	Professional in charge of Plant Quarantine	300	4.II	1141	485,333
17	MINAGRI	Professional in charge of Agriculture Products Certification	300	4.II	1141	485,333
18	MINAGRI	Professional in charge of Animal Disease Surveillance	300	4.II	1141	485,333
19	MINAGRI	Professional in charge of Animal Quarantine	300	4.II	1141	485,333
20	MINAGRI	Professional in Animal Products Certification	300	4.II	1141	485,333
21	MINAGRI	Professional in Charge of Planning and Budgeting	300	4.II	1141	485,333
22	MINAGRI	Professional in Charge of Agriculture Financing	300	4.II	1141	485,333
23	MINAGRI	Senior GIS Officer	300	4.II	1141	485,333
24	MINAGRI	System Administrator	300	4.II	1141	485,333
25	MINAGRI	Professional in Charge of Monitoring & Evaluation	300	4.II	1141	485,333
26	MINAGRI	Agriculture Statistician	300	4.II	1141	485,333
27	MINAGRI	ICT Officer	300	4.II	1141	485,333
28	MINAGRI	Human Resources Officer	300	4.II	1141	485,333
29	MINAGRI	Public Relations and Communication Officer	300	4.II	1141	485,333
30	MINAGRI	Procurement Officer	300	5.II	951	404,515
31	MINAGRI	Budget Officer	300	5.II	951	404,515
32	MINAGRI	Accountant	300	5.II	951	404,515
33	MINAGRI	Internal Auditor	300	5.II	951	404,515
34	MINAGRI	Logistics Officer	300	5.II	951	404,515
35	MINAGRI	Administrative Assistant to the Minister	300	5.II	951	404,515
36	MINAGRI	Administrative Assistant to the PS	300	5.II	951	404,515
37	MINAGRI	Documentalist	300	6.II	793	337,308
38	MINAGRI	Operator	300	7.II	660	280,736
39	MINAGRI	Administrative Assitant to the DG	300	7.II	660	280,736
40	MINAGRI	Head of Central Secretariat	300	7.II	660	280,736

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41	MINAGRI	Secretary	300	8.II	508	216,081
42	MINAGRI	Secretary	300	8.II	508	216,081
National Agriculture Export Development Board (NAEB)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	NAEB	Director General	500	E	3156	2,011,950
2	NAEB	Deputy DG Production Support and Chain Devp't	500	F	2869	1,828,988
3	NAEB	Deputy Director General of Export Operations & Marketing	500	F	2869	1,828,988
4	NAEB	Head of Coffe Production Division	500	2.III	1890	1,352,972
5	NAEB	Head of Tea Production Division	500	2.III	1890	1,352,972
6	NAEB	Head of Horticulture Division	500	2.III	1890	1,352,972
7	NAEB	Head of Corporate Services Division	500	2.III	1890	1,352,972
8	NAEB	Director of Diversification Unit	500	3.II	1369	980,010
9	NAEB	Director of Certification & Export Unit	500	3.II	1369	980,010
10	NAEB	Director of Quality Control, Inspection and Standards Compliance Unit	500	3.II	1369	980,010
11	NAEB	Director of Procurement Unit	500	3.II	1369	980,010
12	NAEB	Director of Marketing and Export Logistics Unit	500	3.II	1369	980,010
13	NAEB	Director of Planning Unit	500	3.II	1369	980,010
13	NAEB	Director of ICT Unit	500	3.II	1369	980,010
14	NAEB	Director of Finance and Budget Unit	500	3.II	1369	980,010
15	NAEB	Director of Human Resource and Administration Unit	500	3.II	1369	980,010
16	NAEB	Legal Affairs	500	4.III	1313	930,823
17	NAEB	Human Resources Officer	500	4.II	1141	808,888
18	NAEB	Payroll Management and Compansation	500	4.II	1141	808,888
19	NAEB	Public Relations and Communication Officer	500	4.II	1141	808,888
20	NAEB	Chief Accountant	500	5.III	1094	775,568
21	NAEB	Coffee Production Support Officer	500	5.II	951	674,191
22	NAEB	Coffee Processing Officer	500	5.II	951	674,191
23	NAEB	Tea Processing Officer	500	5.II	951	674,191
24	NAEB	Tea Production Support Officer	500	5.II	951	674,191
25	NAEB	Horticulture Processing Officer	500	5.II	951	674,191
26	NAEB	Horticulture Production Support Officer	500	5.II	951	674,191

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27	NAEB	Innovation and Transformation Officer	500	5.II	951	674,191
28	NAEB	New Chain Promotion Officer	500	5.II	951	674,191
29	NAEB	Sericulture Centre Coordinator	500	5.II	951	674,191
30	NAEB	Eggs Multiplication and Race Maintenance Officer	500	5.II	951	674,191
31	NAEB	Mulbury Production Officer	500	5.II	951	674,191
32	NAEB	Sericulture Extension Officer	500	5.II	951	674,191
33	NAEB	Coffee Certification Officer	500	5.II	951	674,191
34	NAEB	Tea Certification Officer	500	5.II	951	674,191
35	NAEB	Fresh Product Certification Officer	500	5.II	951	674,191
36	NAEB	Processed Food Certification Officer	500	5.II	951	674,191
37	NAEB	Tea Quality Officer	500	5.II	951	674,191
38	NAEB	Coffee Quality Officer	500	5.II	951	674,191
39	NAEB	Fresh Product Quality Officer	500	5.II	951	674,191
40	NAEB	Processed Foods Quality Officer	500	5.II	951	674,191
41	NAEB	Plant Health Inspection for Horticulture Officer	500	5.II	951	674,191
42	NAEB	Planting Material Inspection for Horticulture Officer	500	5.II	951	674,191
43	NAEB	Tea Inspection Officer	500	5.II	951	674,191
44	NAEB	Coffee Inspection Officer	500	5.II	951	674,191
45	NAEB	Tea Local Marketing Officer	500	5.II	951	674,191
46	NAEB	Tea International Marketing Officer	500	5.II	951	674,191
47	NAEB	Coffee Local Marketing Officer	500	5.II	951	674,191
48	NAEB	Coffee International Marketing Officer	500	5.II	951	674,191
49	NAEB	Horticulture Local Marketing Officer	500	5.II	951	674,191
50	NAEB	Horticulture International Marketing Officer	500	5.II	951	674,191
51	NAEB	Coffee Agro processing & Value addition Officer	500	5.II	951	674,191
52	NAEB	Horticulture Agro processing & Value addition Officer	500	5.II	951	674,191
53	NAEB	Database and Application Administrator	500	5.II	951	674,191
54	NAEB	Product & Dev't Research Officer	500	5.II	951	674,191
55	NAEB	PPP Officer	500	5.II	951	674,191
56	NAEB	Partnership Resources Mobilization Officer	500	5.II	951	674,191
57	NAEB	Capacity Building Officer	500	5.II	951	674,191

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58	NAEB	Newtwork Administrator	500	5.II	951	674,191
59	NAEB	System Administrator	500	5.II	951	674,191
60	NAEB	Webmaster	500	5.II	951	674,191
61	NAEB	ICT Officer	500	5.II	951	674,191
62	NAEB	M & E Officer	500	5.II	951	674,191
63	NAEB	Operations Planning & Statistics Officer	500	5.II	951	674,191
64	NAEB	Accountant	500	5.II	951	674,191
65	NAEB	Budget Officer	500	5.II	951	674,191
66	NAEB	Internal Auditor	500	5.II	951	674,191
67	NAEB	Procurement Officer	500	5.II	951	674,191
68	NAEB	Treasurer	500	5.II	951	674,191
69	NAEB	Inventory and Store Management Officer	500	5.II	951	674,191
70	NAEB	Administrative Assistant to DG	500	5.II	951	674,191
71	NAEB	Logistics Officer	500	5.II	951	674,191
72	NAEB	Zone Coffee Extensionist	500	7.II	660	467,893
73	NAEB	Tea Machinery Maintenace Technician	500	7.II	660	467,893
74	NAEB	Pyrethrum and sericulture Technician	500	7.II	660	467,893
75	NAEB	Administrative Assistant to DDG	500	7.II	660	467,893
76	NAEB	Administrative Assistant to Head of Division	500	7.II	660	467,893
77	NAEB	Head of Central Secretariat	500	7.II	660	467,893
78	NAEB	Secretary	500	8.II	508	360,136
79	NAEB	Cashier	500	8.II	508	360,136

Rwanda Agriculture Board (RAB)

N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	RAB	Director General	500	E	3156	2,011,950
2	RAB	Deputy Director General of Research	441	F	2869	1,613,167
3	RAB	Deputy Director General of Infrastructures and Mechanization	441	F	2869	1,613,167
4	RAB	Deputy Director General of Agriculture Extension	441	F	2869	1,613,167
5	RAB	Deputy Director General of Animal Resources Extension	441	F	2869	1,613,167
6	RAB	Senior Research fellow in Crop Production & Conservation	400	2.III	1890	1,082,378
7	RAB	Senior Research fellow in Natural Resources Management	400	2.III	1890	1,082,378

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8	RAB	Senior researcher fellow in Sericulture	400	2.III	1890	1,082,378
9	RAB	Head of Corporate Services Division	400	2.III	1890	1,082,378
10	RAB	Head of Agriculture Zones Division	400	2.III	1890	1,082,378
11	RAB	Researcher fellow in Animal Production	400	3.III	1575	893,250
12	RAB	Researcher fellow in Post Harvest	400	3.III	1575	893,250
13	RAB	Researcher fellow in Biotechnology	400	3.III	1575	893,250
14	RAB	Researcher fellow in Forestry and Agroforestry	400	3.III	1575	893,250
15	RAB	Researcher fellow in Socio-economist	400	3.III	1575	893,250
16	RAB	Director of Crop Research & Extension Unit	400	3.II	1369	784,008
17	RAB	Director of Animal production Unit	400	3.II	1369	784,008
18	RAB	Director of Planning Unit	400	3.II	1369	784,008
19	RAB	Director of Finance Unit	400	3.II	1369	784,008
20	RAB	Director of Livestock Research & Extension	400	3.II	1369	784,008
21	RAB	Director of Human Resource & Administration Unit	400	3.II	1369	784,008
22	RAB	Director of Natural Resources Mgt and Mechanisation Unit	400	3.II	1369	784,008
23	RAB	Director of ICT	400	3.II	1369	784,008
24	RAB	Director of Veterinary Laboratory Services Unit	400	3.II	1369	784,008
25	RAB	Coordinator of Girinka Program	400	3.II	1369	784,008
26	RAB	Coordinator of Capacity building	400	3.II	1369	784,008
27	RAB	Coordinator of Hatchery	400	3.II	1369	784,008
28	RAB	Coordinator of Crop Intesnification	400	3.II	1369	784,008
29	RAB	Coordinator of Banana Program	400	3.II	1369	784,008
30	RAB	Coordination of Rice Program	400	3.II	1369	784,008
31	RAB	Coordinator of Seed Program	400	3.II	1369	784,008
32	RAB	Legal Affairs	400	4.III	1313	744,659
33	RAB	Seed Production and Distribution Specialist	400	4.II	1141	647,110
34	RAB	Crop Production Specialist	400	4.II	1141	647,110
35	RAB	Crop Protection Specialist	400	4.II	1141	647,110
36	RAB	Post Harvest Specialist	400	4.II	1141	647,110
37	RAB	Soil Conservation Specialist	400	4.II	1141	647,110
38	RAB	Horticulture specialist	400	4.II	1141	647,110

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39	RAB	Extension Manager	400	4.II	1141	647,110
40	RAB	Marshland Development, Irrigation & Water Mgt Specialist	400	4.II	1141	647,110
41	RAB	Mechanization Specialist	400	4.II	1141	647,110
42	RAB	Agroprocessing and Rural Infrastructure Specialist	400	4.II	1141	647,110
43	RAB	Agrometeorology Specialist	400	4.II	1141	647,110
44	RAB	Genetic Improvement Specialist	400	4.II	1141	647,110
45	RAB	Semen Production Specialist	400	4.II	1141	647,110
46	RAB	Socio-Economist (Crop Research & Extension)	400	4.II	1141	647,110
47	RAB	Socio-Economist (Livestock Research & Extension)	400	4.II	1141	647,110
48	RAB	Socio-Economist Natural Resources and Mechanisation	400	4.II	1141	647,110
49	RAB	Animal Quarantine	400	4.II	1141	647,110
50	RAB	Sericulture	400	4.II	1141	647,110
51	RAB	Entomology Protozoology	400	4.II	1141	647,110
52	RAB	Serology	400	4.II	1141	647,110
53	RAB	Helmintology	400	4.II	1141	647,110
54	RAB	Bacteriology	400	4.II	1141	647,110
55	RAB	Viriology Specialists	400	4.II	1141	647,110
56	RAB	Pathology Specialist	400	4.II	1141	647,110
57	RAB	Epidemiology Specialist	400	4.II	1141	647,110
58	RAB	Public Health Inspector	400	4.II	1141	647,110
59	RAB	Small Ruminants Specialist	400	4.II	1141	647,110
60	RAB	Apiary Specialist	400	4.II	1141	647,110
61	RAB	Aquaculture Specialist	400	4.II	1141	647,110
62	RAB	Capacity Building Specialist	400	4.II	1141	647,110
63	RAB	Monogastrics & Rabbits Specialist	400	4.II	1141	647,110
64	RAB	Liquid Nitrogen Plant Operator	400	4.II	1141	647,110
65	RAB	Input Supply	400	4.II	1141	647,110
66	RAB	Disease Control	400	4.II	1141	647,110
67	RAB	Extension and Mobilization	400	4.II	1141	647,110
68	RAB	Marketing and Postharvest	400	4.II	1141	647,110
69	RAB	Input Management	400	4.II	1141	647,110

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70	RAB	Marketing and Cooperatives	400	4.II	1141	647,110
71	RAB	Quality Control and Certification	400	4.II	1141	647,110
72	RAB	Seed Laboratory Analysts	400	4.II	1141	647,110
73	RAB	Basic Seed Multiplication	400	4.II	1141	647,110
74	RAB	Private Seed Manager	400	4.II	1141	647,110
75	RAB	Processing, Marketing and Sales	400	4.II	1141	647,110
76	RAB	Maize Programs	400	4.II	1141	647,110
77	RAB	Rice Program	400	4.II	1141	647,110
78	RAB	Sorghum Program	400	4.II	1141	647,110
79	RAB	Horticulture Program	400	4.II	1141	647,110
80	RAB	Roots and Tubers Program	400	4.II	1141	647,110
81	RAB	Banana Program	400	4.II	1141	647,110
82	RAB	Legumes Program	400	4.II	1141	647,110
83	RAB	Coffee Program	400	4.II	1141	647,110
84	RAB	Post Harvest Program	400	4.II	1141	647,110
85	RAB	Large and Small Stock	400	4.II	1141	647,110
86	RAB	Apiary Officer	400	4.II	1141	647,110
87	RAB	Poultry Officer	400	4.II	1141	647,110
88	RAB	GIS Specialist	400	4.II	1141	647,110
89	RAB	Irrigation & Water Management	400	4.II	1141	647,110
90	RAB	Mechanization	400	4.II	1141	647,110
91	RAB	Forestry and Agroforestry	400	4.II	1141	647,110
92	RAB	Agro meteorology	400	4.II	1141	647,110
93	RAB	Agro processing & Rural Infrastructures	400	4.II	1141	647,110
94	RAB	Wheat Program	400	4.II	1141	647,110
95	RAB	Soil Conservation Program	400	4.II	1141	647,110
96	RAB	Water Management	400	4.II	1141	647,110
97	RAB	Tea Program	400	4.II	1141	647,110
98	RAB	Crop Quarantine	400	4.II	1141	647,110
99	RAB	Animal Nutrition Specialist	400	4.II	1141	647,110
100	RAB	Fisheries Officer	400	4.II	1141	647,110

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101	RAB	Fish & Fish Farming Specialist	400	4.II	1141	647,110
102	RAB	Selection Officer/Girinka Program	400	4.II	1141	647,110
103	RAB	Diary Value Chain Specialist	400	4.II	1141	647,110
104	RAB	Marketing Specialist	400	4.II	1141	647,110
105	RAB	Human Resources Officer	400	4.II	1141	647,110
106	RAB	Public Relations and Communication Officer	400	4.II	1141	647,110
107	RAB	Payroll and Compensation Officer	400	4.II	1141	647,110
108	RAB	Chief Accountant	400	5.III	1094	620,454
109	RAB	Data Management	400	5.II	951	539,353
110	RAB	Network Administrator	400	5.II	951	539,353
111	RAB	Partnership & Resources Mobilization Officer	400	5.II	951	539,353
112	RAB	Webmaster	400	5.II	951	539,353
113	RAB	MIS	400	5.II	951	539,353
114	RAB	ICT Officer	400	5.II	951	539,353
115	RAB	M & E Officer	400	5.II	951	539,353
116	RAB	Planning Officer	400	5.II	951	539,353
117	RAB	Accountant	400	5.II	951	539,353
118	RAB	Budget Officer	400	5.II	951	539,353
119	RAB	Internal Auditor	400	5.II	951	539,353
120	RAB	Procurement Officer	400	5.II	951	539,353
121	RAB	Logistics Officer	400	5.II	951	539,353
122	RAB	Administrative Assistant to the DG	400	5.II	951	539,353
123	RAB	Administrative Assistant to DDG	400	5.II	951	539,353
124	RAB	Librarian	400	6.II	793	449,744
125	RAB	Hatchery Technicians	400	6.II	793	449,744
126	RAB	Control Border Technician	400	6.II	793	449,744
127	RAB	Laboratory Technician	400	6.II	793	449,744
128	RAB	Administrative Assistant Girinka Program	400	7.II	660	374,314
129	RAB	Administrative Assistant to Seed Program	400	7.II	660	374,314
130	RAB	Head of Central Secretariat	400	7.II	660	374,314
131	RAB	Administrative Administration to Agriculture Zone Division	400	7.II	660	374,314

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132	RAB	Secretary	400	8.II	508	288,109
133	RAB	Driver	400	10.II	300	170,143
Ministry of Trade and Industry (MINICOM)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	MINICOM	Permanent Secretary	441	F	2869	1,613,167
2	MINICOM	Director General of Trade & Investment	330	2.III	1890	892,962
3	MINICOM	Director General of Industrial & SMEs Dev't	330	2.III	1890	892,962
4	MINICOM	Director General of Planning, M & E	330	2.III	1890	892,962
5	MINICOM	Advisor to the Minister	330	2.III	1890	892,962
6	MINICOM	Director of Finance and Administration	330	3.II	1369	646,807
7	MINICOM	Director of Industrial Development	330	3.II	1369	646,807
8	MINICOM	Director of Internal Trade	330	3.II	1369	646,807
9	MINICOM	Director of External Trade	330	3.II	1369	646,807
10	MINICOM	Director of Entrepreneurship Dev't	330	3.II	1369	646,807
11	MINICOM	Director of Competition & Consumer Protection	330	3.II	1369	646,807
12	MINICOM	Director of Petroleum	330	3.II	1369	646,807
13	MINICOM	Director of ICT	330	3.II	1369	646,807
14	MINICOM	Legal Advisor	330	3.II	1369	646,807
15	MINICOM	Professional in Charge of Investment Policy	300	4.II	1141	485,333
16	MINICOM	Professional in Charge of Intellectual Property Policy	300	4.II	1141	485,333
17	MINICOM	Professional in Charge of Manufacturing Development	300	4.II	1141	485,333
18	MINICOM	Professional in Charge of Agro - Processing	300	4.II	1141	485,333
19	MINICOM	Professional in Charge of External Trade Policy	300	4.II	1141	485,333
20	MINICOM	Professional in Charge of Trade Cooperation	300	4.II	1141	485,333
21	MINICOM	Professional in Charge of Trade in Goods	300	4.II	1141	485,333
22	MINICOM	Professional in Charge of Trade in Services	300	4.II	1141	485,333
23	MINICOM	Professional in Charge of Trade in Provincial	300	4.II	1141	485,333
24	MINICOM	Professional in Charge of Consumer Protection	300	4.II	1141	485,333
25	MINICOM	Professional in Charge of SMEs & Cooperative Dvpt	300	4.II	1141	485,333
26	MINICOM	Professional in Charge of Innovation & Business Dev't	300	4.II	1141	485,333
27	MINICOM	Professional in Charge of Entrepreneurship Policy	300	4.II	1141	485,333

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28	MINICOM	Professional in Charge of Competition	300	4.II	1141	485,333
29	MINICOM	Professional in Charge of Regional Integration	300	4.II	1141	485,333
30	MINICOM	Professional in Charge of Trade Negotiator	300	4.II	1141	485,333
31	MINICOM	Professional in Charge of Tourism Development	300	4.II	1141	485,333
32	MINICOM	Professional in Charge of Research & Development	300	4.II	1141	485,333
33	MINICOM	Professional in Charge of Petroleum Management System	300	4.II	1141	485,333
34	MINICOM	Professional in Charge of Infrastructure & Regulation	300	4.II	1141	485,333
35	MINICOM	Professional in Charge of Strategic Stock	300	4.II	1141	485,333
36	MINICOM	Professional in Charge of Policy Research & Analysis	300	4.II	1141	485,333
37	MINICOM	Professional in Charge of Planning & Budgeting	300	4.II	1141	485,333
38	MINICOM	Professional in Charge of M & E	300	4.II	1141	485,333
39	MINICOM	Professional in Charge of Econometrician	300	4.II	1141	485,333
40	MINICOM	Statistician	300	4.II	1141	485,333
41	MINICOM	Network Administrator	300	4.II	1141	485,333
42	MINICOM	System Administrator	300	4.II	1141	485,333
43	MINICOM	Database and Application Administrator	300	4.II	1141	485,333
44	MINICOM	ICT Officer	300	4.II	1141	485,333
45	MINICOM	Human Resources Officer	300	4.II	1141	485,333
46	MINICOM	Public Relations and Communication Officer	300	4.II	1141	485,333
47	MINICOM	Information and Education Officer	300	4.II	1141	485,333
48	MINICOM	Accountant	300	5.II	951	404,515
49	MINICOM	Procurement Officer	300	5.II	951	404,515
50	MINICOM	Budget Officer	300	5.II	951	404,515
51	MINICOM	Internal Auditor	300	5.II	951	404,515
52	MINICOM	Logistics Officer	300	5.II	951	404,515
53	MINICOM	Administrative Assistant to the Minister	300	5.II	951	404,515
54	MINICOM	Administrative Assistant to the PS	300	5.II	951	404,515
55	MINICOM	Documentalist	300	6.II	793	337,308
56	MINICOM	Administrative Assistant to the DG	300	7.II	660	280,736
57	MINICOM	Head of Central Secretariat	300	7.II	660	280,736
58	MINICOM	Secretary	300	8.II	508	216,081

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Rwanda Bureau of Standards (RBS)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	RBS	Director General of Rwanda Standards Board (RSB)	500	E	3,156	2,011,950
2	RBS	Deputy Director General in Charge of Technical Operations	500	F	2869	1,828,988
3	RBS	Division Manager, National Standards Bureau (NSB)	500	2.III	1890	1,352,972
4	RBS	Division Manager of National Quality Testing Laboratories	500	2.III	1890	1,352,972
5	RBS	Division Manager of National Certification Services	500	2.III	1890	1,352,972
6	RBS	Division Manager of General Services	500	2.III	1890	1,352,972
7	RBS	Division Manager of National Metrology Services	500	2.III	1890	1,352,972
8	RBS	Director of System Certification Unit	500	3.II	1369	980,010
9	RBS	Director of Products Certification Unit	500	3.II	1369	980,010
10	RBS	Director of Planning, M&E	500	3.II	1369	980,010
11	RBS	Director of Mechanical Laboratories Unit	500	3.II	1369	980,010
12	RBS	Director of Materials Testing Laboratories Unit	500	3.II	1369	980,010
13	RBS	Director of Legal Metrology Unit	500	3.II	1369	980,010
14	RBS	Director of ICT	500	3.II	1369	980,010
15	RBS	Director of Finance	500	3.II	1369	980,010
16	RBS	Director of Engineering & Urban planning Standards Unit	500	3.II	1369	980,010
17	RBS	Director of Chemical Metrology Unit	500	3.II	1369	980,010
18	RBS	Director of Chemical Laboratories Unit	500	3.II	1369	980,010
19	RBS	Director of Biotechnology Laboratories Unit	500	3.II	1369	980,010
20	RBS	Director of Agriculture, Chemistry and Environment Standards Unit	500	3.II	1369	980,010
21	RBS	Director of Administration & HR Management	500	3.II	1369	980,010
22	RBS	Director of Standards Education and Research unit	500	3.II	1369	980,010
23	RBS	Director of Electricity Laboratory Unit	500	3.II	1369	980,010
24	RBS	Legal Affairs	500	4.III	1313	930,823
25	RBS	Instrumentation Lead Officer	500	4.II	1141	808,888
26	RBS	Quality Management Lead Officer	500	4.II	1141	808,888
27	RBS	Standards Lead Officers	500	4.II	1141	808,888
28	RBS	Metrology Lead Officers	500	4.II	1141	808,888

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29	RBS	Quality Testing Lab Lead Officers	500	4.II	1141	808,888
30	RBS	Certification Lead Officers	500	4.II	1141	808,888
31	RBS	Public Relations & Communication Officer	500	4.II	1141	808,888
32	RBS	Human Resource Officer	500	4.II	1141	808,888
33	RBS	Training Coordinators	500	5.II	951	674,191
34	RBS	Certification Officers	500	5.II	951	674,191
35	RBS	Statistician	500	5.II	951	674,191
36	RBS	Standards Reseachers	500	5.II	951	674,191
37	RBS	Standards Officers	500	5.II	951	674,191
38	RBS	Standards Editors	500	5.II	951	674,191
39	RBS	Quality Testing Lab Officers	500	5.II	951	674,191
40	RBS	Quality Management System Officer	500	5.II	951	674,191
41	RBS	Procurement Officer	500	5.II	951	674,191
41	RBS	Maintenance and Installation Officer	500	5.II	951	674,191
42	RBS	Network Administrator	500	5.II	951	674,191
43	RBS	National contact person for Codex and Regional Standardization Activities	500	5.II	951	674,191
44	RBS	Metrology Officers	500	5.II	951	674,191
45	RBS	Internal Auditor Officer	500	5.II	951	674,191
46	RBS	ICT Officer	500	5.II	951	674,191
47	RBS	Estates Manager	500	5.II	951	674,191
48	RBS	Editing and Publishing Officer	500	5.II	951	674,191
49	RBS	Database Management Officer	500	5.II	951	674,191
50	RBS	Capacity building Officer	500	5.II	951	674,191
51	RBS	Budget Officer	500	5.II	951	674,191
52	RBS	Accountant	500	5.II	951	674,191
53	RBS	Administrative Assistant to DG & DDG	500	5.II	951	674,191
54	RBS	Chemical Storekeeper	500	6.II	793	562,180
55	RBS	Librarian	500	6.II	793	562,180
56	RBS	Customer Care Officer	500	6.II	793	562,180
57	RBS	Sample Control Officer	500	7.II	660	467,893
58	RBS	Laboratory Attendant	500	7.II	660	467,893

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59	RBS	Administrative Assistant to Division Manager	500	7.II	660	467,893
60	RBS	Store Keeper	500	8.II	508	360,136
61	RBS	Central Secretariat	500	8.II	508	360,136
62	RBS	Cashier	500	8.II	508	360,136
63	RBS	Drivers	500	10.II	300	212,679
Rwanda Cooperative Agency (RCA)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	RCA	Director General of RCA	441	F	2869	1,613,167
2	RCA	Deputy DG in charge of SACCOS Development	400	1.IV	2608	1,330,080
3	RCA	Director of SACCOS Development Unit	400	3.II	1369	784,008
4	RCA	Director of SACCOS Supervision Unit	400	3.II	1369	784,008
5	RCA	Director of Registration and Legal Affairs Unit	400	3.II	1369	784,008
6	RCA	Director of Planning and Cooperative Movement Capacity Building Unit	400	3.II	1369	784,008
7	RCA	Director of Cooperatives Inspection Unit	400	3.II	1369	784,008
8	RCA	Director of Finance and Administration Unit	400	3.II	1369	784,008
9	RCA	Legal Affairs	400	4.III	1313	744,659
10	RCA	Human Resources Officer	400	4.II	1141	647,110
11	RCA	Monitoring and Evaluation Professional	400	5.II	951	539,353
12	RCA	Legal Status Applications Analyst	400	5.II	951	539,353
13	RCA	Planner	400	5.II	951	539,353
14	RCA	Statistician	400	5.II	951	539,353
15	RCA	Network Manager	400	5.II	951	539,353
16	RCA	Website Manager	400	5.II	951	539,353
17	RCA	Internal Auditor	400	5.II	951	539,353
18	RCA	Budget Officer	400	5.II	951	539,353
19	RCA	Accountant	400	5.II	951	539,353
20	RCA	Professionals in Coordination of SACCOS promotion	400	5.II	951	539,353
21	RCA	SACCOS Supervisor	400	5.II	951	539,353
22	RCA	Financial Statements Analyst	400	5.II	951	539,353
23	RCA	Registrar of Cooperatives	400	5.II	951	539,353
24	RCA	Arbitration Officer	400	5.II	951	539,353
25	RCA	Cooperatives Inspector	400	5.II	951	539,353

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26	RCA	Cooperatives Auditor	400	5.II	951	539,353
27	RCA	Saccos Capacity Building Professional	400	5.II	951	539,353
28	RCA	Cooperatives Capacity Building Professional	400	5.II	951	539,353
29	RCA	Curricula Development Professional	400	5.II	951	539,353
30	RCA	Umbrella Organisations Professional	400	5.II	951	539,353
31	RCA	Cooperatives Devpmt Researcher	400	5.II	951	539,353
32	RCA	Public Procurement Officer	400	5.II	951	539,353
33	RCA	Logistics Officer	400	5.II	951	539,353
34	RCA	Administrative Assistant to DG	400	5.II	951	539,353
35	RCA	Customer Care Officer	400	6.II	793	449,744
36	RCA	Administrative Assistant to Deputy DG	400	7.II	660	374,314
37	RCA	Head of Central Secretariat	400	8.II	508	288,109
National Inspectorate and Competitive Authority (NICA)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	NICA	Director General of National Inspectorate and Competition Authority (NICA)	441	F	2869	1,613,167
2	NICA	Division Manager for Competition and Consumer Protection	400	2.III	1890	1,082,378
3	NICA	Division Manager for Standards Enforcement	400	2.III	1890	1,082,378
4	NICA	Director of Planning and Monitoring and Evaluation Unit	400	3.II	1369	784,008
5	NICA	Director of Compliance & Competition Unit	400	3.II	1369	784,008
6	NICA	Director of Trade Consumer Complaints and Education Unit	400	3.II	1369	784,008
7	NICA	Director for Industry & Markets Inspections Unit	400	3.II	1369	784,008
8	NICA	Director of Quality Management Systems Unit	400	3.II	1369	784,008
9	NICA	Director for Imports and Exports Inspection Unit	400	3.II	1369	784,008
10	NICA	Director of ICT Unit	400	3.II	1369	784,008
11	NICA	Director of Finance and Administration	400	3.II	1369	784,008
12	NICA	Legal Affairs	400	4.III	1313	744,659
13	NICA	Public Relations & Communication Officer	400	4.II	1141	647,110
14	NICA	Human Resources Officer	400	4.II	1141	647,110
15	NICA	Internal Auditor	400	5.II	951	539,353
16	NICA	Procurement Officer	400	5.II	951	539,353
17	NICA	Planning Officer	400	5.II	951	539,353

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18	NICA	Cartels & Monopolies Offocers	400	5.II	951	539,353
19	NICA	Mergers & Acquisitions Officers	400	5.II	951	539,353
20	NICA	Investigations Officers	400	5.II	951	539,353
21	NICA	Compliance & Advocacy Officers	400	5.II	951	539,353
22	NICA	Consumer Rights Education Officers	400	5.II	951	539,353
23	NICA	Anti-counterfeits & Anti-piracy Officers	400	5.II	951	539,353
24	NICA	Inspector in charge of Food and Feed	400	5.II	951	539,353
25	NICA	Inspector in charge of Electrical/Electronics	400	5.II	951	539,353
26	NICA	Inspector in charge of Textiles	400	5.II	951	539,353
27	NICA	Inspector in charge of Polymers	400	5.II	951	539,353
28	NICA	Inspector in charge of Downstream Petroleum	400	5.II	951	539,353
29	NICA	Inspector in charge of Construction Materials	400	5.II	951	539,353
30	NICA	Inspector in charge of Agro-Chemicals	400	5.II	951	539,353
31	NICA	Inspector in charge of Gases & Cylinders	400	5.II	951	539,353
32	NICA	Inspector in charge of Machinery and Pumps	400	5.II	951	539,353
33	NICA	Inspector in charge of Hotels & Restaurants	400	5.II	951	539,353
34	NICA	Inspector in charge of Legal Metrology	400	5.II	951	539,353
35	NICA	Quality Systems Documentation Officers	400	5.II	951	539,353
36	NICA	Systems Accreditation Officer	400	5.II	951	539,353
37	NICA	Inspector in charge of Airports Cargo	400	5.II	951	539,353
38	NICA	Inspector in charge of Inland Cargo	400	5.II	951	539,353
39	NICA	Inspector in charge of Border Cargo	400	5.II	951	539,353
40	NICA	Inspector in charge of Exports	400	5.II	951	539,353
41	NICA	Network Administrator	400	5.II	951	539,353
42	NICA	Budget Officer	400	5.II	951	539,353
43	NICA	Accountant	400	5.II	951	539,353
44	NICA	Logistics Officer	400	5.II	951	539,353
45	NICA	Administrative Assistant to the DG	400	5.II	951	539,353
46	NICA	Administrative Assistant to the Division Manager	400	7.II	660	374,314
47	NICA	Head of Central Secretariat	400	7.II	660	374,314
48	NICA	Drivers	400	10.II	300	170,143

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IRST / National Industrial Research and Development Agency (NIRDA)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	IRST	Director General	500	E	3156	2,011,950
2	IRST	Deputy Director General	441	F	2869	1,613,167
3	IRST	Technology Incubation Research Centres Director (Principal Research Fellow)	350	1.IV	2608	1,163,820
4	IRST	Pharmaceutical and Chemical Industries Research Departement Director (Principal Research Fellow)	350	1.IV	2608	1,163,820
5	IRST	Director Research of Environmental Management, Climate change & Energy Department Director (Principal Research Fellow)	350	1.IV	2608	1,163,820
6	IRST	Agro-Processing & Biotechnology Research Department Director (Principal Research Fellow)	350	1.IV	2608	1,163,820
7	IRST	Senior Research fellow in Chemistry	350	2.III	1890	937,913
8	IRST	Senior Research fellow in Pharmacy/Microbiology	350	2.III	1890	937,913
9	IRST	Senior Research fellow in Biodiversity/Ecology	350	2.III	1890	937,913
10	IRST	Senior Research fellow in Alternative renewable liquid and solid fuels	350	2.III	1890	937,913
11	IRST	Senior Research fellow in Oils and gas technologies	350	2.III	1890	937,913
12	IRST	Senior Research fellow in Biotechnology	350	2.III	1890	937,913
13	IRST	Senior Research fellow in Industrial chemistry	350	2.III	1890	937,913
14	IRST	Senior Research fellow in Automation and Control	350	2.III	1890	937,913
15	IRST	Research fellow in Chemistry	350	3.III	1575	781,594
16	IRST	Research fellow in Biomedical Engineering	350	3.III	1575	781,594
17	IRST	Research fellow in Electro Mechanical Engineering	350	3.III	1575	781,594
18	IRST	Research fellow in Biodiversity/Ecology	350	3.III	1575	781,594
19	IRST	Research fellow in Environmental monitoring and analysis	350	3.III	1575	781,594
20	IRST	Research fellow in Waste Management	350	3.III	1575	781,594
21	IRST	Research fellow in Alternative renewable liquid and solid fuels	350	3.III	1575	781,594
22	IRST	Research fellow in Oils and gas technologies	350	3.III	1575	781,594
23	IRST	Research fellow in Biotechnology	350	3.III	1575	781,594
24	IRST	Research fellow Industrial chemistry	350	3.III	1575	781,594
25	IRST	Research fellow in Automation and Control	350	3.III	1575	781,594

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26	IRST	Research fellow in Manufacturing	350	3.III	1575	781,594
27	IRST	Director of Planning, Monitoring, Evaluation & Project Management Unit	330	3.II	1369	646,807
28	IRST	Director of ICT Unit	330	3.II	1369	646,807
29	IRST	Director of Laboratory	350	3.II	1369	686,007
30	IRST	Director of Business Development Unit	330	3.II	1369	646,807
31	IRST	Director Industrial Information and Intellectual Property Unit	330	3.II	1369	646,807
32	IRST	Director of HR & Administration	330	3.II	1369	646,807
33	IRST	Director of Finance Unit	330	3.II	1369	646,807
34	IRST	Legal Adviser	300	4.III	1313	558,494
35	IRST	Information, Education& Communication Officer	300	4.II	1141	485,333
36	IRST	Project Management Specialist	300	4.II	1141	485,333
37	IRST	Resource Mobilization Officers	300	4.II	1141	485,333
38	IRST	Research Assistant Fellow in Chemistry	350	4.II	1141	566,221
39	IRST	Research assistant Fellow in Pharmacy/Microbiology	350	4.II	1141	566,221
40	IRST	Senior Lab Technician	350	4.II	1141	566,221
41	IRST	Lab Technician grade I	350	4.II	1141	566,221
42	IRST	Lab Technician grade II	350	4.II	1141	566,221
43	IRST	Lab Technician grade III	350	4.II	1141	566,221
44	IRST	Lab Technician grade IV	350	4.II	1141	566,221
45	IRST	Research Assistant fellow in Biomedical Engineering	350	4.II	1141	566,221
46	IRST	Research Assistant fellow in Solar, Wind and Geothermal energy	350	4.II	1141	566,221
47	IRST	Research Assistant fellow in Alternative renewable liquid and solid fuels	350	4.II	1141	566,221
48	IRST	Research Assistant fellow in Oils and gas technologies	350	4.II	1141	566,221
49	IRST	Research Assistant fellow in Mechanical Engineers	350	4.II	1141	566,221
50	IRST	Research Assistant Fellow in Chemical Engineering	350	4.II	1141	566,221
51	IRST	Industrial chemistry Lab Technician grade I	350	4.II	1141	566,221
52	IRST	Industrial chemistry Lab Technician grade II	350	4.II	1141	566,221
53	IRST	Industrial chemistry Lab Technician grade III	350	4.II	1141	566,221
54	IRST	Research Assistant Fellow in Electrical/Mechanical engineering	350	4.II	1141	566,221
55	IRST	Lab Technician grade I	350	4.II	1141	566,221
56	IRST	Lab Technician grade II	350	4.II	1141	566,221

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57	IRST	Prototype /Product Development Engineering	350	4.II	1141	566,221
58	IRST	Incubation Centre Manager	350	4.II	1141	566,221
59	IRST	Marketing/ Business Analysts:	300	4.II	1141	485,333
60	IRST	Business Development Specialist	300	4.II	1141	485,333
61	IRST	Product Processing Officer	300	4.II	1141	485,333
62	IRST	Product Promotion Officer	300	4.II	1141	485,333
63	IRST	Product Sales Officer	300	4.II	1141	485,333
64	IRST	Product Accountant	300	4.II	1141	485,333
65	IRST	Investment and Financial Analyst	300	4.II	1141	485,333
66	IRST	HR Management Officer	300	4.II	1141	485,333
67	IRST	Internal Auditor	300	5.II	951	404,515
68	IRST	Procurement Officers	300	5.II	951	404,515
69	IRST	Planning and Budget Specialist	300	5.II	951	404,515
70	IRST	Monitoring & Evaluation Officers	300	5.II	951	404,515
71	IRST	Network Administration	300	5.II	951	404,515
72	IRST	System Administration	300	5.II	951	404,515
73	IRST	ICT Officer	300	5.II	951	404,515
74	IRST	Accountants	300	5.II	951	404,515
75	IRST	Statistician	300	5.II	951	404,515
76	IRST	Economist	300	5.II	951	404,515
77	IRST	Legal Officers (Industrial property)	300	5.II	951	404,515
78	IRST	Accountant	300	5.II	951	404,515
79	IRST	Budget Officer	300	5.II	951	404,515
80	IRST	Administrative Assistant to DG	300	5.II	951	404,515
81	IRST	Logistician	300	5.II	951	404,515
82	IRST	Customer Services Officer	300	6.II	793	337,308
83	IRST	Administrative Assistant to DDG	300	6.II	793	337,308
84	IRST	Administrative Assistant to Director of Research	300	7.II	660	280,736
85	IRST	Head of Central Registry Secretary	300	8.II	508	216,081

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Ministry of Finance and Economic Planning (MINECOFIN)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	MINECOFIN	Permanent Secretary	441	F	2869	1,613,167
2	MINECOFIN	Economic Advisor	330	1.IV	2608	1,097,316
3	MINECOFIN	Director General of Corporate Services	330	2.III	1890	892,962
4	MINECOFIN	Director General of National Development & Research	330	2.III	1890	892,962
5	MINECOFIN	Director General of National Budget	330	2.III	1890	892,962
6	MINECOFIN	Government Chief Internal Auditor	330	2.III	1890	892,962
7	MINECOFIN	Government Chief Economist	330	2.III	1890	892,962
8	MINECOFIN	Accountant General	330	2.III	1890	892,962
9	MINECOFIN	Advisor to the Minister	330	2.III	1890	892,962
10	MINECOFIN	Deputy Accountant General in Charge of Treasury Management	330	3.III	1575	744,135
11	MINECOFIN	Deputy Accountant General in Charge of Accounts Consolidation & Reporting	330	3.III	1575	744,135
12	MINECOFIN	Director of Finance Resources Mobilisation	330	3.II	1369	646,807
13	MINECOFIN	Director of Fiscal Decentralisation	330	3.II	1369	646,807
14	MINECOFIN	Director of Policy Evaluation & Research	330	3.II	1369	646,807
15	MINECOFIN	Director of Government Portfolio Mgmt	330	3.II	1369	646,807
16	MINECOFIN	Director of Project Mgt & Monitoring	330	3.II	1369	646,807
17	MINECOFIN	Director of Budget Mgt & Reporting	330	3.II	1369	646,807
18	MINECOFIN	Director of Finance & Logistics	330	3.II	1369	646,807
19	MINECOFIN	Director of HR and Administration	330	3.II	1369	646,807
20	MINECOFIN	Director of ICT	330	3.II	1369	646,807
21	MINECOFIN	Legal Advisor & Treasury Counsellor	330	3.II	1369	646,807
22	MINECOFIN	Senior Economist in charge of Macro Economic Policy	330	3.II	1369	646,807
23	MINECOFIN	Legal Affairs	300	4.II	1141	485,333
24	MINECOFIN	PIP Specialists	300	4.II	1141	485,333
25	MINECOFIN	Project Portfolio Review	300	4.II	1141	485,333
26	MINECOFIN	Budget Sector Specialist/ Human Dev't & Social Sectors	300	4.II	1141	485,333

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27	MINECOFIN	Budget Sector Specialist/ Infrastructures Sector	300	4.II	1141	485,333
28	MINECOFIN	Budget Sector Specialist/ Governance & Sovereignty	300	4.II	1141	485,333
29	MINECOFIN	Budget Sector Specialist/ Productive Capacities	300	4.II	1141	485,333
30	MINECOFIN	Professionnal in charge of Earnmark Transfer	300	4.II	1141	485,333
31	MINECOFIN	Professionnal in charge of Resource Mobilization for Local Gov't	300	4.II	1141	485,333
32	MINECOFIN	Professionnal in charge of Financial Capacity Building	300	4.II	1141	485,333
33	MINECOFIN	Professional in Charge of Strategic Planner & Business Analysis	300	4.II	1141	485,333
34	MINECOFIN	Professional in Charge of Monitoring & Evaluation	300	4.II	1141	485,333
35	MINECOFIN	Professional in Charge of Productive Sector Policies and Programmes	300	4.II	1141	485,333
36	MINECOFIN	Professional in Charge of Social Sector Policies and Programmes	300	4.II	1141	485,333
37	MINECOFIN	Professional in Charge of Development Policy Analysts and Research	300	4.II	1141	485,333
38	MINECOFIN	Professional in Charge of Budget Administration	300	4.II	1141	485,333
39	MINECOFIN	Professional in Charge of National Budget Policy & Evaluation s	300	4.II	1141	485,333
40	MINECOFIN	Professional in Charge of Macro- Economic Policy	300	4.II	1141	485,333
41	MINECOFIN	Economists in charge of Macro Economic Convergence Variables	300	4.II	1141	485,333
42	MINECOFIN	Economists in charge of Economic Information Analysis & Dissemination	300	4.II	1141	485,333
43	MINECOFIN	Professional in Charge of External Resources Mobilisation	300	4.II	1141	485,333
44	MINECOFIN	Professional in Charge of Domestic Resources Monitoring	300	4.II	1141	485,333
45	MINECOFIN	IFMIS & DEMFAS IT	300	4.II	1141	485,333
46	MINECOFIN	Professional in Charge of Procedures, Professional Standards & Chart of Accounts	300	4.II	1141	485,333
47	MINECOFIN	Professional in Charge of Capacity Building	300	4.II	1141	485,333
48	MINECOFIN	Professional in Charge of Treasury Operation	300	4.II	1141	485,333
49	MINECOFIN	Professional in Charge of Cash Management	300	4.II	1141	485,333
50	MINECOFIN	Accountants in charge of Single Treasury A/C Reconciliation	300	4.II	1141	485,333
51	MINECOFIN	Professional in Charge of Government Portfolio	300	4.II	1141	485,333
52	MINECOFIN	Professional in Charge of Public Debt Management	300	4.II	1141	485,333
53	MINECOFIN	Public Accountants	300	4.II	1141	485,333
54	MINECOFIN	Network Administrator	300	4.II	1141	485,333

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55	MINECOFIN	System Administrator	300	4.II	1141	485,333
56	MINECOFIN	Application Security Administrator	300	4.II	1141	485,333
57	MINECOFIN	ICT Officer	300	4.II	1141	485,333
58	MINECOFIN	Database and Application Administrator	300	4.II	1141	485,333
59	MINECOFIN	Human Resources Officer	300	4.II	1141	485,333
60	MINECOFIN	Public Relations and Communication Officer	300	4.II	1141	485,333
61	MINECOFIN	Central Government Internal Auditor	300	4.II	1141	485,333
62	MINECOFIN	Local Government Internal Auditor	300	4.II	1141	485,333
63	MINECOFIN	Procurement Officer	300	5.II	951	404,515
64	MINECOFIN	Accountant	300	5.II	951	404,515
65	MINECOFIN	Internal Auditor	300	5.II	951	404,515
66	MINECOFIN	Professional in Charge of Logistics and Maintenance	300	5.II	951	404,515
67	MINECOFIN	Administrative Assistant to the Minister	300	5.II	951	404,515
68	MINECOFIN	Administrative Assistant to the PS	300	5.II	951	404,515
69	MINECOFIN	Customer Care Officer	300	6.II	793	337,308
70	MINECOFIN	Archives Management	300	6.II	793	337,308
71	MINECOFIN	Documentalist & Archives	300	6.II	793	337,308
72	MINECOFIN	Administrative Assistant to the DG	300	7.II	660	280,736
73	MINECOFIN	Head of Central Secretariat	300	7.II	660	280,736
74	MINECOFIN	Secretary in Finance Unit	300	8.II	508	216,081
75	MINECOFIN	Secretary in Central Secretariat	300	8.II	508	216,081
Rwanda Social Security Board (RSSB)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	RSSB	Director General of RSSB	500	E	3156	2,011,950
2	RSSB	Deputy DG Benefits	500	F	2869	1,828,988
3	RSSB	Deputy DG Funds Mgt	500	F	2869	1,828,988
4	RSSB	Head of Pension and Pre-Retirement Benefits Department	500	1.IV	2608	1,662,600
5	RSSB	Head of Finance and Contributions Department	500	1.IV	2608	1,662,600

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6	RSSB	Head of Investment Department	500	1.IV	2608	1,662,600
7	RSSB	Head of Medical Services Department	500	1.IV	2608	1,662,600
8	RSSB	Social Security Senior Advisor	500	2.III	1890	1,352,972
9	RSSB	Quality Assurance & Internal Audit Division Manager	500	2.III	1890	1,352,972
10	RSSB	Corporate Planning Division Manager	500	2.III	1890	1,352,972
11	RSSB	Medical Benefits Division Manager	500	2.III	1890	1,352,972
12	RSSB	Pharmacies Division Manager	500	2.III	1890	1,352,972
13	RSSB	Laboratory Division Manager	500	2.III	1890	1,352,972
14	RSSB	Pension & Occupational Hazards Division Manager	500	2.III	1890	1,352,972
15	RSSB	Maternity Leave Benefits Division Manager	500	2.III	1890	1,352,972
16	RSSB	Contributions Division Manager	500	2.III	1890	1,352,972
17	RSSB	Finance Division Manager	500	2.III	1890	1,352,972
18	RSSB	Portfolio Mgt Division Manager	500	2.III	1890	1,352,972
19	RSSB	Real Estate Division Manager	500	2.III	1890	1,352,972
20	RSSB	Corporate Services Division Manager	500	2.III	1890	1,352,972
21	RSSB	Director of Public Relations, Communication & Education Unit	500	3.II	1369	980,010
22	RSSB	Director of Internal Affairs Unit	500	3.II	1369	980,010
23	RSSB	Director Internal Audit	500	3.II	1369	980,010
24	RSSB	Director Planning & Statistics Unit	500	3.II	1369	980,010
25	RSSB	Director of Research & Modernisation Unit	500	3.II	1369	980,010
26	RSSB	Director Risk Management & Compliance Unit	500	3.II	1369	980,010
27	RSSB	Director of Risk Management & Compliance Officers	500	3.II	1369	980,010
28	RSSB	Director of Legal Affairs Unit	500	3.II	1369	980,010
29	RSSB	Director of Branches Coordination unit	500	3.II	1369	980,010
30	RSSB	Director of Medical Access Unit	500	3.II	1369	980,010
31	RSSB	Director of Medical Benefits Verification Unit	500	3.II	1369	980,010
32	RSSB	Director of Pharmaceutical Operations	500	3.II	1369	980,010
33	RSSB	Director of Pharmaceutical Warehouse Unit	500	3.II	1369	980,010
34	RSSB	Director of Chemistry & Haematology Unit	500	3.II	1369	980,010
35	RSSB	Director of Parasitology and Bacteriology Unit	500	3.II	1369	980,010
36	RSSB	Director of Anatomopathology Unit	500	3.II	1369	980,010

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37	RSSB	Director Occupational Hazards Benefits Unit	500	3.II	1369	980,010
38	RSSB	Director of Pension Benefits Unit	500	3.II	1369	980,010
39	RSSB	Director of Maternity Processing Unit	500	3.II	1369	980,010
40	RSSB	Director of Maternity Leave Benefits Verification Unit	500	3.II	1369	980,010
41	RSSB	Director of Contributor's Accounts Mgt Unit	500	3.II	1369	980,010
42	RSSB	Director of Inspection of contributors Unit	500	3.II	1369	980,010
43	RSSB	Director of Budget and Treasury unit	500	3.II	1369	980,010
44	RSSB	Director of Accounting Unit	500	3.II	1369	980,010
45	RSSB	Director of Enforcement and Debt Recovery Unit	500	3.II	1369	980,010
46	RSSB	Director of Fixed Income Investment unit	500	3.II	1369	980,010
47	RSSB	Director of Non Fixed Income Investment unit	500	3.II	1369	980,010
48	RSSB	Director of Estate Development Unit	500	3.II	1369	980,010
49	RSSB	Director of Real Estate Management unit	500	3.II	1369	980,010
50	RSSB	Director of Procurement Unit	500	3.II	1369	980,010
51	RSSB	Director of Human Resources & Administration Unit	500	3.II	1369	980,010
52	RSSB	Director of IT Unit	500	3.II	1369	980,010
53	RSSB	Director of Medical Services Department	500	3.II	1369	980,010
54	RSSB	Medical Advisors	500	3.II	1369	980,010
55	RSSB	Legal Specialist /Benefits Litigation/State Attorney	500	4.III	1313	930,823
56	RSSB	Legal Specialist/ Contributions & Investments Litigation / State Attorney	500	4.III	1313	930,823
57	RSSB	Branch Supervisors	500	4.III	1313	930,823
58	RSSB	Human Resources Mgt Senior Officer	500	4.III	1313	930,823
59	RSSB	Public Relations and Communication Officers	500	4.II	1141	808,888
60	RSSB	Research & Modernisation Officer	500	4.II	1141	808,888
61	RSSB	Benefits Litigation Lawyer	500	4.II	1141	808,888
62	RSSB	Contributions/Investments Litigation Lawyer	500	4.II	1141	808,888
63	RSSB	Branch Coordination Officers	500	4.II	1141	808,888
64	RSSB	Medical Access Officers	500	4.II	1141	808,888
65	RSSB	Medical Benefits Verification Officer	500	4.II	1141	808,888
66	RSSB	Pharmaceutical Officers/ Pharmacists	500	4.II	1141	808,888
67	RSSB	Pharmaceutical Warehouse Officers	500	4.II	1141	808,888

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68	RSSB	Chemistry & Haematology officers	500	4.II	1141	808,888
69	RSSB	Parasitology and Bacteriology Officers	500	4.II	1141	808,888
70	RSSB	Anatomopathology Officers	500	4.II	1141	808,888
71	RSSB	Human Resources Officers	500	4.II	1141	808,888
72	RSSB	Senior Network Administrator	500	5.III	1094	775,568
73	RSSB	Senior Software Engineer	500	5.III	1094	775,568
74	RSSB	Senior Business Analyst	500	5.III	1094	775,568
75	RSSB	Sensitisation Officers	500	5.II	951	674,191
76	RSSB	Internal Affairs Officers	500	5.II	951	674,191
77	RSSB	Internal Audit Officers	500	5.II	951	674,191
78	RSSB	Planning & Statistics Officers	500	5.II	951	674,191
79	RSSB	Pension & Occupational Hazards Officers	500	5.II	951	674,191
80	RSSB	Pension Benefits Officers	500	5.II	951	674,191
81	RSSB	Maternity Processing Officers	500	5.II	951	674,191
82	RSSB	Maternity Leave Benefits Verification Officers	500	5.II	951	674,191
83	RSSB	Contributions Officers	500	5.II	951	674,191
84	RSSB	Registration Officers /Branches	500	5.II	951	674,191
85	RSSB	Inspection of contributors officers	500	5.II	951	674,191
86	RSSB	Expenditure Officers	500	5.II	951	674,191
87	RSSB	Revenue Officers	500	5.II	951	674,191
88	RSSB	Accounting Officers	500	5.II	951	674,191
89	RSSB	Enforcement and Debt Recovery Officers	500	5.II	951	674,191
90	RSSB	Fixed Income Investment Officers	500	5.II	951	674,191
91	RSSB	Non Fixed Income Investment Officers	500	5.II	951	674,191
92	RSSB	Estate Development Engineer	500	5.II	951	674,191
93	RSSB	Real Estate Management Officers	500	5.II	951	674,191
94	RSSB	Procurement Officers	500	5.II	951	674,191
95	RSSB	Asset Mgt Officer	500	5.II	951	674,191
96	RSSB	Network Administrator	500	5.II	951	674,191
97	RSSB	System Administrator	500	5.II	951	674,191
98	RSSB	Software Engineer	500	5.II	951	674,191

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99	RSSB	Database & Application Administrator	500	5.II	951	674,191
100	RSSB	Business Analyst	500	5.II	951	674,191
101	RSSB	Application Security Engineer	500	5.II	951	674,191
102	RSSB	Network Security	500	5.II	951	674,191
103	RSSB	Webmaster	500	5.II	951	674,191
104	RSSB	ICT Officer	500	5.II	951	674,191
105	RSSB	Administrative Assistant to DG	500	5.II	951	674,191
106	RSSB	Senior Librarian	500	5.II	951	674,191
107	RSSB	Administrative Assistant to DDG	500	5.II	951	674,191
108	RSSB	Customer Care Officers	500	6.II	793	562,180
109	RSSB	Librarians	500	6.II	793	562,180
110	RSSB	Administrative Assistant Head of Department	500	7.II	660	467,893
111	RSSB	Administrative Assistant to the Corporate Services Division Manger	500	7.II	660	467,893
112	RSSB	Administrative Assistant to the Corporate Planning Division	500	7.II	660	467,893
113	RSSB	Head of Central Secretariat	500	7.II	660	467,893
114	RSSB	Medical Benefits Access Facilitators	500	8.II	508	360,136
115	RSSB	Drug Sellers	500	8.II	508	360,136
116	RSSB	Cashiers	500	8.II	508	360,136
117	RSSB	Warehouse Clerks	500	8.II	508	360,136
118	RSSB	Storekeepers	500	8.II	508	360,136
119	RSSB	Secretary in Central Secretariat	500	8.II	508	360,136
120	RSSB	Drivers	500	10.II	300	212,679

National Institute of Statistics of Rwanda (NISR)

N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	NISR	DG of NISR	500	E	3156	2,011,950
2	NISR	Deputy Director General of Studies & Programs	500	F	2869	1,828,988
3	NISR	Deputy Director General of Corporate Services	500	F	2869	1,828,988
4	NISR	Director of Censuses Unit	500	3.II	1369	980,010
5	NISR	Director of Social and Demographic Statistics Unit	500	3.II	1369	980,010
6	NISR	Director of Economic Statistics Unit	500	3.II	1369	980,010

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7	NISR	Director of Statistical Methods, Research and Publication Unit	500	3.II	1369	980,010
8	NISR	Director of ICT Unit	500	3.II	1369	980,010
9	NISR	Director of Finance	500	3.II	1369	980,010
10	NISR	Director of Administration	500	3.II	1369	980,010
11	NISR	Legal Affairs	500	4.III	1313	930,823
12	NISR	Principal Research Statistician	500	4.II	1141	808,888
13	NISR	Senior IT	500	4.II	1141	808,888
14	NISR	Human Resources Officer	500	4.II	1141	808,888
15	NISR	One Stop Statistical Centre Officer	500	4.II	1141	808,888
16	NISR	Statistician	500	5.II	951	674,191
17	NISR	Planning, Monitoring & Evaluation	500	5.II	951	674,191
18	NISR	ICT Officer	500	5.II	951	674,191
19	NISR	Publication Officer	500	5.II	951	674,191
20	NISR	Public Relation and Dissemination Officer	500	5.II	951	674,191
21	NISR	Accountant	500	5.II	951	674,191
22	NISR	Budget Officer	500	5.II	951	674,191
23	NISR	Internal Auditor	500	5.II	951	674,191
24	NISR	Procurement Officer	500	5.II	951	674,191
25	NISR	Logistics Officer	500	5.II	951	674,191
26	NISR	Administrative Assistant to DG	500	5.II	951	674,191
27	NISR	Administrative Assistant to Deputy DG	500	5.II	951	674,191
28	NISR	Documentalist	500	6.II	793	562,180
29	NISR	Head of Central Secretariat	500	7.II	660	467,893
30	NISR	Storekeeper	500	8.II	508	360,136
31	NISR	Secretary	500	8.II	508	360,136
32	NISR	Secretary	500	8.II	508	360,136

Rwanda Public Procurement Authority (RPPA)

N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	RPPA	Director General of RPPA	500	F	2,869	1,828,988
2	RPPA	Director of Monitoring & Audit Unit	500	3.II	1,369	980,010

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3	RPPA	Director of Capacity Development Unit	500	3.II	1,369	980,010
4	RPPA	Legal Affairs & Procurement Investigation Unit	500	3.II	1,369	980,010
5	RPPA	Director of Finance Unit	500	3.II	1,369	980,010
6	RPPA	Legal Affairs	500	4.III	1,313	930,823
7	RPPA	Monitoring Team Leader	500	4.II	1,141	808,888
8	RPPA	Audit Team Leader	500	4.II	1,141	808,888
9	RPPA	Skills Enhancement Team Leader	500	4.II	1,141	808,888
10	RPPA	Human Resources Officer	500	4.II	1,141	808,888
11	RPPA	Monitoring Officer	500	5.II	951	674,191
12	RPPA	Planning Officer	500	5.II	951	674,191
13	RPPA	ICT Officer	500	5.II	951	674,191
14	RPPA	Internal Auditor	500	5.II	951	674,191
15	RPPA	Internal Procurement Officer	500	5.II	951	674,191
16	RPPA	Accountant	500	5.II	951	674,191
17	RPPA	Budget Officer	500	5.II	951	674,191
18	RPPA	Auditor	500	5.II	951	674,191
19	RPPA	Trainer	500	5.II	951	674,191
20	RPPA	Skills Enhancement Officer	500	5.II	951	674,191
21	RPPA	Informations Dissemination Officer	500	5.II	951	674,191
22	RPPA	Procurement Investigation Officer	500	5.II	951	674,191
23	RPPA	Procurement Legislation & Regulation officer	500	5.II	951	674,191
24	RPPA	Reference Price Officer	500	5.II	951	674,191
25	RPPA	Independant Review Panel officer	500	5.II	951	674,191
26	RPPA	Logistics Officer	500	5.II	951	674,191
27	RPPA	Librarian	500	6.II	793	562,180
28	RPPA	Customer Care Officer	500	6.II	793	562,180
29	RPPA	Administrative Assistant to the DG	500	7.II	660	467,893
30	RPPA	Head of Central Secretariat	500	8.II	508	360,136
31	RPPA	Secretary	500	8.II	508	360,136

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Automobile Guarantee Fund (AGF)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	AGF	Director General	500	G	2608	1,662,600
2	AGF	Director of Compensation Unit	500	3.II	1369	980,010
3	AGF	Director of Finance and Administration Unit	500	3.II	1369	980,010
4	AGF	Legal Affairs	500	4.III	1313	930,823
5	AGF	Human Resources Officer	500	4.II	1141	808,888
6	AGF	Planning, Monitoring and Statistics	500	5.II	951	674,191
7	AGF	ICT and Database Officer	500	5.II	951	674,191
8	AGF	Accountant	500	5.II	951	674,191
9	AGF	Internal Auditor	500	5.II	951	674,191
10	AGF	Procurement Officer	500	5.II	951	674,191
11	AGF	Claim files Manager	500	5.II	951	674,191
12	AGF	Inspector	500	5.II	951	674,191
13	AGF	Premium Controller	500	5.II	951	674,191
14	AGF	Custom Care & Public Relations	500	6.II	793	562,180
15	AGF	Administrative Assistant	500	7.II	660	467,893
Rwanda Revenue Authority (RRA)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	RRA	Commissioner General	650	E	3,156	2,723,234
2	RRA	DCG/Commissioner for Customs & Excise	650	F	2,869	2,534,331
3	RRA	Commissioner for Domestic Taxes	500	1.IV	2,608	1,662,600
4	RRA	Commissioner for Quality Assurance	500	1.IV	2,608	1,662,600
5	RRA	Deputy Commissioner for Large Taxpayers	500	2.IV	2,173	1,385,288
6	RRA	Deputy Commissioner for Small and Medium Taxpayers	500	2.IV	2,173	1,385,288
7	RRA	Director for Legal and Board Secretariat	500	3.II	1,369	980,010
8	RRA	Director for Revenue Protection Department	500	3.II	1,369	980,010
9	RRA	Director for Tapayers Services	500	3.II	1,369	980,010
10	RRA	Director of Planning	500	3.II	1,369	980,010
11	RRA	Director of Finance Departement	500	3.II	1,369	980,010

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12	RRA	Director of Human Resources and Administration	500	3.II	1,369	980,010
13	RRA	Director of IT Departement	500	3.II	1,369	980,010
14	RRA	Principal Revenue Officer	500	4.III	1,313	930,823
15	RRA	Goup Leader	500	4.II	1,141	808,888
16	RRA	Public Relations & Communication Officer	500	4.II	1,141	808,888
17	RRA	Training Officer	500	4.II	1,141	808,888
18	RRA	Benefit & Warefare Officer	500	4.II	1,141	808,888
19	RRA	Assistant Regional Coordinator	500	5.II	951	674,191
20	RRA	Senior Revenue Officers	500	5.II	951	674,191
21	RRA	Ruturn Reception officer	500	5.II	951	674,191
22	RRA	Rules of Origin	500	5.II	951	674,191
23	RRA	Statistics Officer	500	5.II	951	674,191
24	RRA	Query Officer	500	5.II	951	674,191
25	RRA	Reception Officer	500	5.II	951	674,191
26	RRA	Refund officer	500	5.II	951	674,191
27	RRA	Registration Officer	500	5.II	951	674,191
28	RRA	Regularisation Officer	500	5.II	951	674,191
29	RRA	Tally Officer	500	5.II	951	674,191
30	RRA	Tariff Officer	500	5.II	951	674,191
31	RRA	Tax Officer	500	5.II	951	674,191
32	RRA	Taxpayer Recruitment Officer	500	5.II	951	674,191
33	RRA	Taxpayers Program Officer	500	5.II	951	674,191
34	RRA	Transit Officers	500	5.II	951	674,191
35	RRA	Verification Officer	500	5.II	951	674,191
36	RRA	Auditor	500	5.II	951	674,191
37	RRA	Collector	500	5.II	951	674,191
38	RRA	Data Entry Officer	500	5.II	951	674,191
39	RRA	Customs Officer	500	5.II	951	674,191
40	RRA	Acceptance Officer	500	5.II	951	674,191
41	RRA	Accountant	500	5.II	951	674,191
42	RRA	Administrative Officers	500	5.II	951	674,191

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43	RRA	Appeals Officer	500	5.II	951	674,191
44	RRA	Assessment Officer	500	5.II	951	674,191
45	RRA	Help Desk Officer	500	5.II	951	674,191
46	RRA	Investigation Officer	500	5.II	951	674,191
47	RRA	Iquiry officer	500	5.II	951	674,191
48	RRA	Media Officer	500	5.II	951	674,191
49	RRA	Non Fiscal Revenue officer	500	5.II	951	674,191
50	RRA	Post Clairance and Valuation Officer	500	5.II	951	674,191
51	RRA	Petroleum Products Officer	500	5.II	951	674,191
52	RRA	Private Bonded Warehouse Officer	500	5.II	951	674,191
53	RRA	Procurement Officers	500	5.II	951	674,191
54	RRA	Provincial Network officer	500	5.II	951	674,191
55	RRA	Enforcement officer	500	5.II	951	674,191
56	RRA	Examining Officer	500	5.II	951	674,191
57	RRA	Exemption Officer	500	5.II	951	674,191
58	RRA	Export Monotoring Officer	500	5.II	951	674,191
59	RRA	Filling and Documentation officer	500	5.II	951	674,191
60	RRA	Assistant Accountant	500	7.II	660	467,893
61	RRA	Assistant Administrative to the Commission	500	5.II	951	674,191
62	RRA	Assistant Administrative to the Deputy Commission	500	5.II	951	674,191
63	RRA	Assistant Administrative Officers	500	7.II	660	467,893
64	RRA	Achievest	500	7.II	660	467,893
65	RRA	Assistant Customes Officers	500	7.II	660	467,893
66	RRA	Assistant CustomesRelease Officer	500	7.II	660	467,893
67	RRA	Assistant Documentation Officer	500	7.II	660	467,893
68	RRA	Assistant Estates Technicians	500	7.II	660	467,893
69	RRA	Assistant Examining Officer	500	7.II	660	467,893
70	RRA	Assistant Filing officer	500	7.II	660	467,893
71	RRA	Assistant Help Desk Officer	500	7.II	660	467,893
72	RRA	Assistant Investigation Officer	500	7.II	660	467,893
73	RRA	Assistant Training Officer	500	7.II	660	467,893

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74	RRA	Assistant non Fiscal Revenue officer	500	7.II	660	467,893
75	RRA	Assistant Statistics Officer	500	7.II	660	467,893
76	RRA	Assistant StoreKeeper	500	7.II	660	467,893
77	RRA	Radio Operator Officer	500	7.II	660	467,893
78	RRA	Surveillance Officer	500	7.II	660	467,893
79	RRA	Cashier	500	8.II	508	360,136
80	RRA	Receptionnist	500	8.II	508	360,136
81	RRA	Filling and Documentation officer	500	8.II	508	360,136
82	RRA	Production officer	500	8.II	508	360,136
83	RRA	Mailing officer	500	8.II	508	360,136
84	RRA	Inquiry officer	500	8.II	508	360,136
85	RRA	Phone operator	500	9.II	391	277,191
86	RRA	Assistant Surveillance Officer	500	9.II	391	277,191
87	RRA	Switch Board Operator	500	9.II	391	277,191
88	RRA	Support Staff	500	9.II	391	277,191
89	RRA	Reprograph	500	9.II	391	277,191
90	RRA	Driver	500	10.II	300	212,679

Public Sector Capacity Building Secretariat (PSCBS)

N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	PSCBS	Executive Secretary	500	F	2,869	1,828,988
2	PSCBS	Division Manager	500	2.III	1,890	1,352,972
3	PSCBS	Capacity Building Initiatives Specialist	500	3.II	1,369	980,010
4	PSCBS	Capacity Building Strategy Planning & Policy Advisor	500	3.II	1,369	980,010
5	PSCBS	CB Needs Diagnostic and Quality Assurance Advisor	500	3.II	1,369	980,010
6	PSCBS	Governance Cluster Specialist	500	3.II	1,369	980,010
7	PSCBS	Social Cluster Specialist	500	3.II	1,369	980,010
8	PSCBS	Economic Cluster Specialist	500	3.II	1,369	980,010
9	PSCBS	M &E Specialist	500	3.II	1,369	980,010
10	PSCBS	Researcher	500	3.II	1,369	980,010
11	PSCBS	Human Resource Development Specialist	500	3.II	1,369	980,010
12	PSCBS	Institutional Capacity Development Specialist	500	3.II	1,369	980,010

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13	PSCBS	Knowledge Management Specialist	500	3.II	1,369	980,010
14	PSCBS	Advisor to the ES	500	3.II	1,369	980,010
15	PSCBS	Director of Finance & Administration	500	3.II	1,369	980,010
16	PSCBS	Legal Affairs	500	4.III	1,313	930,823
17	PSCBS	Human Resources Officer	500	4.II	1,141	808,888
18	PSCBS	PR & Communication Officer	500	4.II	1,141	808,888
19	PSCBS	Internal Auditor	500	5.II	951	674,191
20	PSCBS	Accountant	500	5.II	951	674,191
21	PSCBS	Budget Management	500	5.II	951	674,191
22	PSCBS	Procurement	500	5.II	951	674,191
23	PSCBS	Logistics Officer	500	5.II	951	674,191
24	PSCBS	IT Officer	500	5.II	951	674,191
25	PSCBS	Administrative Assistant to the ES	500	5.II	951	674,191
26	PSCBS	Customer Care Officer	500	6.II	793	562,180
27	PSCBS	Unit Secretary	500	8.II	508	360,136
28	PSCBS	Secretary in Central Secretariat	500	8.II	508	360,136

MINISTRY OF JUSTICE (MINIJUST)

N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	MINIJUST	Permanent Secretary /Deputy Attorney General	441	F	2,869	1,613,167
2	MINIJUST	Assistant Attorney General	441	F	2,869	1,613,167
3	MINIJUST	Principal State Attorney	330	G	2,608	1,232,192
4	MINIJUST	Coordinator of Justice Sector Secretariat	330	2.III	1,890	892,962
5	MINIJUST	Advisor to the Minister	330	2.III	1,890	892,962
6	MINIJUST	Director Abandoned Property Mgt	330	3.II	1,369	646,807
7	MINIJUST	Director of Policy Planning & Research	330	3.II	1,369	646,807
8	MINIJUST	Director of Finance and Administration	330	3.II	1,369	646,807
9	MINIJUST	Director of ICT	330	3.II	1,369	646,807
10	MINIJUST	Public Seal	330	3.II	1,369	646,807
11	MINIJUST	State Attorney Civil Litigation	330	3.II	1,369	646,807
12	MINIJUST	State Attorney Human Rights, Community services, and Legal Aid	330	3.II	1,369	646,807
13	MINIJUST	State Attorney Legal Advisor Services	330	3.II	1,369	646,807
14	MINIJUST	Legal Officer Abandoned Property Mgt	300	4.II	1,141	485,333

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15	MINIJUST	M & E Specialist JSCS	300	4.II	1,141	485,333
16	MINIJUST	Finance Officer Abandoned Property Mgt	300	4.II	1,141	485,333
17	MINIJUST	ICT Specialist JSCS	300	4.II	1,141	485,333
18	MINIJUST	Planning Specialist JSCS	300	4.II	1,141	485,333
19	MINIJUST	Communication Specialist JSCS	300	4.II	1,141	485,333
20	MINIJUST	Administrator Specialist JSCS	300	4.II	1,141	485,333
21	MINIJUST	Public Finance Specialist JSCS	300	4.II	1,141	485,333
22	MINIJUST	Professional in Charge of Justice Policy & Strategy	300	4.II	1,141	485,333
23	MINIJUST	Professional in Charge of Research & Statistics	300	4.II	1,141	485,333
24	MINIJUST	Professional in Charge of Planning, Monitoring & Evaluation	300	4.II	1,141	485,333
25	MINIJUST	Professional in Charge of IEC	300	4.II	1,141	485,333
26	MINIJUST	System Administrator	300	4.II	1,141	485,333
27	MINIJUST	Network Administrator	300	4.II	1,141	485,333
28	MINIJUST	Database and application Administrator	300	4.II	1,141	485,333
29	MINIJUST	Human Resources Officer	300	4.II	1,141	485,333
30	MINIJUST	Public Relations and Communication Officer	300	4.II	1,141	485,333
31	MINIJUST	ICT Officer	300	4.II	1,141	485,333
32	MINIJUST	Internal Auditor	300	5.II	951	404,515
33	MINIJUST	Budget Officer	300	5.II	951	404,515
34	MINIJUST	Accountant	300	5.II	951	404,515
35	MINIJUST	Procurement Officer	300	5.II	951	404,515
36	MINIJUST	Professional in Charge of Logistics	300	5.II	951	404,515
37	MINIJUST	Administrative Assistant of the Minister/ Attorney General	300	5.II	951	404,515
38	MINIJUST	Administrative Assistant of the PS /Deputy Attorney General	300	5.II	951	404,515
39	MINIJUST	Administrative Assistant to Assistant Attorney General	300	5.II	951	404,515
40	MINIJUST	Documentalist	300	6.II	793	337,308
41	MINIJUST	Head of Central Secretariat	300	7.II	660	280,736
42	MINIJUST	Secretary	300	8.II	508	216,081
43	MINIJUST	Secretary of JSCS	300	8.II	508	216,081
44	MINIJUST	Secretary	300	8.II	508	216,081
45	MINIJUST	Secretary of Abondaney Property	300	8.II	508	216,081
46	MINIJUST	Secretary	300	8.II	508	216,081

SALARY STRUCTURE FOR ABUNZI SECRETARIAT / MINIJUST 2012						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary
1	MINIJUST	Coordinator of Secretariat in charge of coordinating activities of Mediation Committees	400	2.III	1890	1,082,378
2	MINIJUST	Deputy Coordinator of Secretariat in charge of coordinating activities of Mediation Committees	400	3.II	1369	784,008
3	MINIJUST	Research, Monitoring and Evaluation Officer	400	4.II	1141	647,110
4	MINIJUST	Provincial/ Kigali City Representative	400	4.II	1141	647,110
5	MINIJUST	Administrative and Financial Officer	400	5.II	951	539,353
6	MINIJUST	Logistics Officer	400	5.II	951	539,353
National Public Prosecution Authority (NPPA)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	NPPA	Advisor to the Prosecutor General	330	2.III	1890	892,962
2	NPPA	Executive Secretary to High Council Public Prosecution (HCPP)	330	3.III	1575	744,135
3	NPPA	Director of Victims & Witness Protection & Assistance	330	3.II	1369	646,807
4	NPPA	Director of Planning, Study and Research	330	3.II	1369	646,807
5	NPPA	Director of Finance	330	3.II	1369	646,807
6	NPPA	Director of Administration and Human Resources Management	330	3.II	1369	646,807
7	NPPA	Internal Resources Manager at Intermediate Level	330	3.II	1369	646,807
8	NPPA	Director of ICT Infrastructure	330	3.II	1369	646,807
9	NPPA	Professional in Charge of Assistance to Victims	300	4.II	1141	485,333
10	NPPA	Professional in Charge of Witness Assistance & Protection	300	4.II	1141	485,333
11	NPPA	Professional in Charge of Assistance & Protection to Victims & Witness at Intermediate Level	300	4.II	1141	485,333
12	NPPA	Professional in Charge of Criminal Record	300	4.II	1141	485,333
13	NPPA	Statistician	300	4.II	1141	485,333
14	NPPA	IT Business Analyst	300	4.II	1141	485,333
15	NPPA	Senior System Administrator	300	4.II	1141	485,333

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16	NPPA	Senior Database and Application Admin,	300	4.II	1141	485,333
17	NPPA	Database and application Administrator	300	4.II	1141	485,333
18	NPPA	Webmaster	300	4.II	1141	485,333
19	NPPA	Network Administrator	300	4.II	1141	485,333
20	NPPA	Network Security Administrator	300	4.II	1141	485,333
21	NPPA	System Administrator	300	4.II	1141	485,333
22	NPPA	ICT Officer	300	4.II	1141	485,333
23	NPPA	Professional in Charge of Planning, Monitoring & Evaluation	300	4.II	1141	485,333
24	NPPA	Professional in Charge of Criminality Analyst	300	4.II	1141	485,333
25	NPPA	Human Resources Officer	300	4.II	1141	485,333
26	NPPA	Public Relations and Communication Officer	300	4.II	1141	485,333
27	NPPA	Chief Accountant	300	5.III	1094	465,341
28	NPPA	Procurement Officer	300	5.II	951	404,515
29	NPPA	Internal Auditor	300	5.II	951	404,515
30	NPPA	Accountant	300	5.II	951	404,515
31	NPPA	Budget Officer	300	5.II	951	404,515
32	NPPA	Logistics Officer	300	5.II	951	404,515
33	NPPA	Administrative Assistant to the Prosecutor General	300	5.II	951	404,515
34	NPPA	Administrative Assistant to the Deputy Prosecutor General	300	5.II	951	404,515
35	NPPA	Administrative Assistant to the Secretary General	300	5.II	951	404,515
36	NPPA	Administrative Assistant to the Inspector General	300	5.II	951	404,515
37	NPPA	Documentalist	300	6.II	793	337,308
38	NPPA	Head of Central Secretariat	300	7.II	660	280,736
39	NPPA	Secretary	300	8.II	508	216,081
40	NPPA	Secretary	300	8.II	508	216,081
41	NPPA	Secretary	300	8.II	508	216,081
42	NPPA	Secretary	300	8.II	508	216,081
43	NPPA	Driver Operation	300	10.II	300	127,607
Institute of Legal Practice and Development (ILPD)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	ILPD	Rector	500	E	3156	2,011,950

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2	ILPD	Vice-Rector	441	F	2869	1,613,167
3	ILPD	Lecturer	350	3.III	1575	781,594
4	ILPD	Director of Administration and Finance	330	3.II	1369	646,807
5	ILPD	Director of Training, Research and Consultancy	330	3.II	1369	646,807
6	ILPD	Academic Registrar	330	2.III	1890	892,962
7	ILPD	Director of Library	330	3.II	1369	646,807
8	ILPD	Director of Planning and ICT	330	3.II	1369	646,807
9	ILPD	Director of students services	330	3.II	1369	646,807
10	ILPD	Director of Quality Assurance	330	3.II	1369	646,807
11	ILPD	Programme Coordinator	300	4.II	1141	485,333
12	ILPD	Human Resources Officer	300	4.II	1141	485,333
13	ILPD	Public Relations and Communication Officer	300	4.II	1141	485,333
14	ILPD	Planning Officer	300	5.II	951	404,515
15	ILPD	System Administrator	300	5.II	951	404,515
16	ILPD	ICT Officer	300	5.II	951	404,515
17	ILPD	Accountant	300	5.II	951	404,515
18	ILPD	Budget Officer	300	5.II	951	404,515
19	ILPD	Procurement Officer	300	5.II	951	404,515
20	ILPD	Internal Auditor	300	5.II	951	404,515
21	ILPD	Estate and Property officer	300	5.II	951	404,515
22	ILPD	Unit Administrator	300	5.II	951	404,515
23	ILPD	Logistics officer	300	5.II	951	404,515
24	ILPD	Administrative assistant to the Rector	300	5.II	951	404,515
25	ILPD	Administrative Assistant to Vice-Rector	300	5.II	951	404,515
26	ILPD	Culture, Sports and Recreation officer	300	6.II	793	337,308
27	ILPD	Exams Officer	300	6.II	793	337,308
28	ILPD	Admission and Registrations Officer	300	6.II	793	337,308
29	ILPD	Alumni Relation Officer	300	6.II	793	337,308
30	ILPD	Quality Assurance Officer	350	6.II	793	393,526

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31	ILPD	Collection Development Librarian Officer	300	6.II	793	337,308
32	ILPD	Reference and Circulation Librarian Officer	300	6.II	793	337,308
33	ILPD	System Librarian Officer	300	6.II	793	337,308
34	ILPD	Librarian	300	6.II	793	337,308
35	ILPD	Records Officer	300	6.II	793	337,308
36	ILPD	Secretary	300	8.II	508	216,081
37	ILPD	Nurse	300	9.II	391	166,315
38	ILPD	Driver	300	10.II	300	127,607

National Law Reform Commission (NLRC)

N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	NLRC	Chairperson	500	E	3156	2,011,950
2	NLRC	Vice-Chairperson	441	F	2869	1,613,167
3	NLRC	Commissionner Secretary	441	F	2869	1,613,167
4	NLRC	Commissionners	400	1.IV	2608	1,330,080
5	NLRC	Director of Administration and Finance	400	3.II	1369	784,008
6	NLRC	Advisor to the Chairperson	400	3.II	1369	784,008
7	NLRC	Legal Expert	400	4.III	1313	744,659
8	NLRC	Public Relations and Communication Officer	400	4.II	1141	647,110
9	NLRC	Human Resources Officer	400	4.II	1141	647,110
10	NLRC	Planner	400	5.II	951	539,353
11	NLRC	ICT Officer	400	5.II	951	539,353
12	NLRC	Accountant	400	5.II	951	539,353
13	NLRC	Budget Officer	400	5.II	951	539,353
14	NLRC	Internal Auditor	400	5.II	951	539,353
15	NLRC	Procurement Officer	400	5.II	951	539,353
16	NLRC	Administrative Assistant to the Chairperson and vice Chairperson	400	5.II	951	539,353
17	NLRC	Administrative Assistant to the Secretary of Commissionners	400	5.II	951	539,353
18	NLRC	Documentalist	400	6.II	793	449,744
19	NLRC	Head of Central Secretary	400	7.II	660	374,314

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National Commission for Human Rights (NCHR)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	NCHR	Chairperson	500	E	3156	2,011,950
2	NCHR	Vice Chairperson of NHRC	441	F	2869	1,613,167
3	NCHR	Secretary General	441	F	2869	1,613,167
4	NCHR	Commissionners	400	1.IV	2608	1,330,080
5	NCHR	Advisor to Chairperson of NHRC	400	3.II	1369	784,008
6	NCHR	Director of Legislation and Human Rights Unit	400	3.II	1369	784,008
7	NCHR	Director of Education, Planning and Research Unit	400	3.II	1369	784,008
8	NCHR	Director of Administration & Finance	400	3.II	1369	784,008
9	NCHR	Human Resources Officer	400	4.II	1141	647,110
10	NCHR	Research, Publication and Statistics Officer	400	4.II	1141	647,110
11	NCHR	Public Relations and Communication Officer	400	4.II	1141	647,110
12	NCHR	Planning and, Resources Mobilization Officer	400	5.II	951	539,353
13	NCHR	Human Rights Promotion Officer	400	5.II	951	539,353
14	NCHR	Rapporteur of Council of Commissioners	400	5.II	951	539,353
15	NCHR	Protection and Monitoring of Human Rights Officer	400	5.II	951	539,353
16	NCHR	Education and Sensitisation Officer	400	5.II	951	539,353
17	NCHR	Legislation & Compliance Officer	400	5.II	951	539,353
18	NCHR	Observatory of Children's Rights Officer	400	5.II	951	539,353
19	NCHR	Network Administrator	400	5.II	951	539,353
20	NCHR	Software and User Support Officer	400	5.II	951	539,353
21	NCHR	Population Claims Officer	400	5.II	951	539,353
22	NCHR	Internal Auditor	400	5.II	951	539,353
23	NCHR	Procurement Officer	400	5.II	951	539,353
24	NCHR	Budget Officer	400	5.II	951	539,353
25	NCHR	Accountant	400	5.II	951	539,353
26	NCHR	Logistics Officer	400	5.II	951	539,353
27	NCHR	Administrative Assistant to the Chairperson	400	5.II	951	539,353
28	NCHR	Administrative Assistant to the Vice Chairperson	400	5.II	951	539,353

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29	NCHR	Administrative Assistant to the SG	400	5.II	951	539,353
30	NCHR	Documentalist	400	6.II	793	449,744
31	NCHR	Head of Central Secretariat	400	7.II	660	374,314
32	NCHR	Secretary	400	8.II	508	288,109
Ministry of Education (MINEDUC)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	MINEDUC	Permanent Secretary	441	F	2869	1,613,167
2	MINEDUC	Director General of Science, Technology and Research	330	2.III	1890	892,962
3	MINEDUC	Director General of Education Planning	330	2.III	1890	892,962
4	MINEDUC	Advisor to the Minister	330	2.III	1890	892,962
5	MINEDUC	Director of Policy, M & E	330	3.II	1369	646,807
6	MINEDUC	Director of Cross Cutting Programs	330	3.II	1369	646,807
7	MINEDUC	Director of Planning Unit	330	3.II	1369	646,807
8	MINEDUC	Director of Finance and Administration	330	3.II	1369	646,807
9	MINEDUC	Director of International Cooperation	330	3.II	1369	646,807
10	MINEDUC	Director of Science, Technology and Innovation	330	3.II	1369	646,807
11	MINEDUC	Director of Research and Development	330	3.II	1369	646,807
12	MINEDUC	Director of ICT	330	3.II	1369	646,807
13	MINEDUC	Legal Advisor	330	3.II	1369	646,807
14	MINEDUC	Professional in charge of Institutional Change & Capacity Building	300	4.II	1141	485,333
15	MINEDUC	Professional in charge of Sector Planning and Budgeting	300	4.II	1141	485,333
16	MINEDUC	Professional in Charge of EMIS & Education Statistics	300	4.II	1141	485,333
17	MINEDUC	Professional in Charge of Foreign Universities Cooperation	300	4.II	1141	485,333
18	MINEDUC	Professional in Charge of NGOs & Internat. Organization partnership	300	4.II	1141	485,333
19	MINEDUC	Rwanda Students abroad	300	4.II	1141	485,333
20	MINEDUC	Professional in Charge Adult Education/Literacy	300	4.II	1141	485,333
21	MINEDUC	Professional in Charge of Pre Primary Education	300	4.II	1141	485,333
22	MINEDUC	Professional in Charge of Primary Education	300	4.II	1141	485,333
23	MINEDUC	Professional in Charge of Girl's Education	300	4.II	1141	485,333
24	MINEDUC	Professional in Charge of Health, Hygiene & Nutrition in Education	300	4.II	1141	485,333

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25	MINEDUC	Professional in Charge of Sport & Culture in Education	300	4.II	1141	485,333
26	MINEDUC	Professional in charge of Health and HIV/AIDS250	300	4.II	1141	485,333
27	MINEDUC	Professional in Charge of Special Education Needs	300	4.II	1141	485,333
28	MINEDUC	Professional in charge of Lower Secondary	300	4.II	1141	485,333
29	MINEDUC	Professional in Charge of TVET	300	4.II	1141	485,333
30	MINEDUC	Professional in Charge of Upper Secondary Education	300	4.II	1141	485,333
31	MINEDUC	Professional in Charge of Higher Education	300	4.II	1141	485,333
32	MINEDUC	Professional in STR data management	300	4.II	1141	485,333
33	MINEDUC	Senior Professional in Policy	300	4.II	1141	485,333
34	MINEDUC	Senior Professional in Monitoring and Evaluation	300	4.II	1141	485,333
35	MINEDUC	Senior Professional Research Program Coordination	300	4.II	1141	485,333
36	MINEDUC	Network Administrator	300	4.II	1141	485,333
37	MINEDUC	System Administrator	300	4.II	1141	485,333
38	MINEDUC	GIS Officer	300	4.II	1141	485,333
39	MINEDUC	database and Application Administrator	300	4.II	1141	485,333
40	MINEDUC	IT Policy and Project Manager	300	4.II	1141	485,333
41	MINEDUC	IT Monitoring and Evaluation, in Primary, Secondary and Tertiary	300	4.II	1141	485,333
42	MINEDUC	ICT Officer	300	4.II	1141	485,333
43	MINEDUC	Human Resources Officer	300	4.II	1141	485,333
44	MINEDUC	Public Relations and Communication Officer	300	4.II	1141	485,333
45	MINEDUC	Procurement Officer	300	5.II	951	404,515
46	MINEDUC	Internal Auditor	300	5.II	951	404,515
47	MINEDUC	Budget Officer	300	5.II	951	404,515
48	MINEDUC	Accountant	300	5.II	951	404,515
49	MINEDUC	Logistics Officer	300	5.II	951	404,515
50	MINEDUC	Administrative Assistant to the Minister	300	5.II	951	404,515
51	MINEDUC	Administrative Assistant to the PS	300	5.II	951	404,515
52	MINEDUC	Customer Care Officer	300	6.II	793	337,308
53	MINEDUC	Documentalist	300	6.II	793	337,308
54	MINEDUC	Administrative Assistant to the DG	300	7.II	660	280,736

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55	MINEDUC	Head of Central Secretariat	300	7.II	660	280,736
56	MINEDUC	Secretary	300	8.II	508	216,081
57	MINEDUC	Secretary	300	8.II	508	216,081
58	MINEDUC	Secretary	300	8.II	508	216,081
Rwanda Education Board (REB)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	REB	Director General	500	E	3156	2,011,950
2	REB	Head of Department of Curricula & Material Production & Distribution	400	1.IV	2608	1,330,080
3	REB	Head of Department : Teacher Education, Management and Professionalisation	400	1.IV	2608	1,330,080
4	REB	Head of Department : Education Quality and Standards	400	1.IV	2608	1,330,080
5	REB	Head of Department : ICT in Education and Open Distance e-Learning (ODeL)	400	1.IV	2608	1,330,080
6	REB	Head of Department of Examination and Accreditation	400	1.IV	2608	1,330,080
7	REB	Head of Department of Higher Education Student Loan	400	1.IV	2608	1,330,080
8	REB	Head of Corporate Services Division	400	2.III	1890	1,082,378
9	REB	Senior Advisor	400	2.III	1890	1,082,378
10	REB	Director of Teacher Management and staffing Unit	400	3.II	1369	784,008
11	REB	Director of Teacher Development and Training Unit	400	3.II	1369	784,008
12	REB	Director of Examinations Management Unit	400	3.II	1369	784,008
13	REB	Director of Examination Question Data Bank Unity	400	3.II	1369	784,008
14	REB	Director of Selection Orientation and Accreditation	400	3.II	1369	784,008
15	REB	Director of Examinations Data base Unit	400	3.II	1369	784,008
16	REB	Director of Loan Bursery Application and Disbusment Unit	400	3.II	1369	784,008
17	REB	Director of Loan repayment and recovery Unit	400	3.II	1369	784,008
18	REB	Director of Student Academy and Welfare Monitoring Unit	400	3.II	1369	784,008
19	REB	Director Science Curricula Dev,t	400	3.II	1369	784,008
20	REB	Director Pedagical Material Production and Distribution	400	3.II	1369	784,008
21	REB	Director of Human Resource Management	400	3.II	1369	784,008
22	REB	Director of Finance and Logistics	400	3.II	1369	784,008
23	REB	Director Procurement	400	3.II	1369	784,008
24	REB	Director of Planning and Research Unit	400	3.II	1369	784,008
25	REB	Director of ICT	400	3.II	1369	784,008

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26	REB	Director Language and Humanities Curricula Unit	400	3.II	1369	784,008
27	REB	Director of School Management and Leadership Unit	400	3.II	1369	784,008
28	REB	Director of Teacher Socio-Economic Welfare and Development Unit	400	3.II	1369	784,008
29	REB	Director of Inspectors for school construction Unit	400	3.II	1369	784,008
30	REB	Director of Infrastructure & Technical support Unit	400	3.II	1369	784,008
31	REB	Director of Content dvlpt and ODeL Unit	400	3.II	1369	784,008
32	REB	Director of Capacity Development & Training Unit	400	3.II	1369	784,008
33	REB	Regional Inspectors	400	3.II	1369	784,008
34	REB	Legal Affairs	400	4.III	1313	744,659
35	REB	Public Relations and Communication Officer	400	4.II	1141	647,110
36	REB	Human Resources Officer	400	4.II	1141	647,110
37	REB	Networking administrator	400	5.II	951	539,353
38	REB	System Administrator	400	5.II	951	539,353
39	REB	Webmaster	400	5.II	951	539,353
40	REB	Application Security Administrator	400	5.II	951	539,353
41	REB	Senior Data and Application Administrator	400	5.II	951	539,353
42	REB	Database and application administrator	400	5.II	951	539,353
43	REB	ICT Officer	400	5.II	951	539,353
44	REB	Maths Specialist	400	5.II	951	539,353
45	REB	Physics Specialist	400	5.II	951	539,353
46	REB	Chemistry Specialist	400	5.II	951	539,353
47	REB	Biology Specialist	400	5.II	951	539,353
48	REB	EST Specialist	400	5.II	951	539,353
49	REB	Computer Science Specialist	400	5.II	951	539,353
50	REB	Physical Education Specialist	400	5.II	951	539,353
51	REB	Art Specialist	400	5.II	951	539,353
52	REB	Music Specialist	400	5.II	951	539,353
53	REB	Pedagogical Norms Specialist	400	5.II	951	539,353
54	REB	English Specialist	400	5.II	951	539,353
55	REB	Literature in English Specialist	400	5.II	951	539,353
56	REB	French Specialist	400	5.II	951	539,353

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57	REB	Kinyarwanda Specialist	400	5.II	951	539,353
58	REB	Kiswahili Specialist	400	5.II	951	539,353
59	REB	Geography Specialist	400	5.II	951	539,353
60	REB	History Specialist	400	5.II	951	539,353
61	REB	Economics Specialist	400	5.II	951	539,353
62	REB	Entrepreneurship Specialist	400	5.II	951	539,353
63	REB	Social Studies Specialist	400	5.II	951	539,353
64	REB	Career Guidance and Counselling Specialist	400	5.II	951	539,353
65	REB	Moral, Religion & Civic Education Specialist	400	5.II	951	539,353
66	REB	Pedagogical norms	400	5.II	951	539,353
67	REB	Pedagogical Printed Material Officer	400	5.II	951	539,353
68	REB	Pedagogical Non-printed Material Officer	400	5.II	951	539,353
69	REB	Teacher Training Science Officer:	400	5.II	951	539,353
70	REB	Teacher Training Mathematics Officer	400	5.II	951	539,353
71	REB	Teacher Training Languages Officer	400	5.II	951	539,353
72	REB	Teacher Training Social Sciences and Humanities Officer	400	5.II	951	539,353
73	REB	Teacher Training Pre-service teacher Education & Education institutions liaison Officer	400	5.II	951	539,353
74	REB	Teacher Training In Service Teacher Education Officer	400	5.II	951	539,353
75	REB	Teacher Training Career Guidance and Counselling Officer	400	5.II	951	539,353
76	REB	School management training officer	400	5.II	951	539,353
77	REB	ICT in School management Training officer	400	5.II	951	539,353
78	REB	In-Service School management and leadership officer	400	5.II	951	539,353
79	REB	School Management & Leadership Planning, Monitoring & Evaluation Officer	400	5.II	951	539,353
80	REB	Peer SM Learning Officer	400	5.II	951	539,353
81	REB	Teacher Professional Conduct Officer	400	5.II	951	539,353
82	REB	Teacher Data Analyst	400	5.II	951	539,353
83	REB	Teacher Management and Placement Officer	400	5.II	951	539,353
84	REB	Teacher Registration, Evaluation & Licensing Officer	400	5.II	951	539,353
85	REB	Teacher Management Information System Officer	400	5.II	951	539,353
86	REB	Teacher Socio-Economic & Welfare Support Officer	400	5.II	951	539,353
87	REB	Teacher Salaries and Social Security Contributions Officer	400	5.II	951	539,353

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88	REB	Teacher National Service Officer	400	5.II	951	539,353
89	REB	Pedagogical Inspector of Matchs and Physics	400	5.II	951	539,353
90	REB	Pedagogical Inspector of Chemistry and Biology	400	5.II	951	539,353
91	REB	Pedagogical Inspector of English	400	5.II	951	539,353
92	REB	Pedagogical Inspector of French, Kinyarwanda and Swahili	400	5.II	951	539,353
93	REB	Pedagogical Inspector of Geo, Hist and Economics	400	5.II	951	539,353
94	REB	Inspectors of School Construction	400	5.II	951	539,353
95	REB	Electrical technicians	400	5.II	951	539,353
96	REB	Digital Content Specialist	400	5.II	951	539,353
97	REB	Instructional technology Specialist	400	5.II	951	539,353
98	REB	Quality Assurance Specialist	400	5.II	951	539,353
99	REB	Registration and Follow-up primary school candidates	400	5.II	951	539,353
100	REB	Registration and Follow-up O'Level candidates	400	5.II	951	539,353
101	REB	Registration and Follow-up A'Level candidates	400	5.II	951	539,353
102	REB	Registration and Follow-up Private Candidates	400	5.II	951	539,353
103	REB	Examinations Specifications and Syllabus	400	5.II	951	539,353
104	REB	Organisation and Administration of Examinations	400	5.II	951	539,353
105	REB	Monitoring Officer	400	5.II	951	539,353
106	REB	Examinations Psychometrician Officer	400	5.II	951	539,353
107	REB	Statistics Officer	400	5.II	951	539,353
108	REB	Biology Specialist	400	5.II	951	539,353
109	REB	Chemistry Specialist	400	5.II	951	539,353
110	REB	Physics Specialist	400	5.II	951	539,353
111	REB	Maths Specialist	400	5.II	951	539,353
112	REB	Computer Science Specialist	400	5.II	951	539,353
113	REB	Integrated Science Specialist	400	5.II	951	539,353
114	REB	Kinyarwanda Specialist	400	5.II	951	539,353
115	REB	English Specialist	400	5.II	951	539,353
116	REB	French Specialist	400	5.II	951	539,353
117	REB	Swahili Specialist	400	5.II	951	539,353
118	REB	Literature Specialist	400	5.II	951	539,353

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119	REB	Economics Specialist	400	5.II	951	539,353
120	REB	History Specialist	400	5.II	951	539,353
121	REB	Geography Specialist	400	5.II	951	539,353
122	REB	Social Studies Specialist	400	5.II	951	539,353
123	REB	Entrepreneurship Officer	400	5.II	951	539,353
124	REB	Selection and Orientation officer 'O' Level	400	5.II	951	539,353
125	REB	Selection and Orientation officer 'A' Level	400	5.II	951	539,353
126	REB	School Assessment Officer	400	5.II	951	539,353
127	REB	Equivalence and Accreditation Officer	400	5.II	951	539,353
128	REB	Certification Officer	400	5.II	951	539,353
129	REB	Editor and Translator	400	5.II	951	539,353
130	REB	Data integration Officer Primary	400	5.II	951	539,353
131	REB	Data integration Officer 'O' Level	400	5.II	951	539,353
132	REB	Data integration Officer 'A' Level	400	5.II	951	539,353
133	REB	Data integration Officer Private	400	5.II	951	539,353
134	REB	Bursary Loan Officer (Foreign)	400	5.II	951	539,353
135	REB	Bursary Loan Officer (Local)	400	5.II	951	539,353
136	REB	Database Officer/Bursery Loan	400	5.II	951	539,353
137	REB	Loan Recovery Inspector	400	5.II	951	539,353
138	REB	Statistician (Loan Recovery)	400	5.II	951	539,353
139	REB	Loan Verification Officer	400	5.II	951	539,353
140	REB	Loan Repayment Officer	400	5.II	951	539,353
141	REB	Accountant	400	5.II	951	539,353
142	REB	Gifted and Talented Officer	400	5.II	951	539,353
143	REB	Cooperation Scholarship Officer	400	5.II	951	539,353
144	REB	Institutions Liaison Administrator	400	5.II	951	539,353
145	REB	Planning Officer	400	5.II	951	539,353
146	REB	Research Officer	400	5.II	951	539,353
147	REB	Monitoring Officer	400	5.II	951	539,353
148	REB	Budget Officer	400	5.II	951	539,353
149	REB	Procurement Officer	400	5.II	951	539,353

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150	REB	Accountant	400	5.II	951	539,353
151	REB	Internal Auditor	400	5.II	951	539,353
152	REB	Examinations Logistics Officer	400	5.II	951	539,353
153	REB	Administrative Assistant to the DG of REB	400	5.II	951	539,353
154	REB	Credit Manager	400	5.II	951	539,353
155	REB	Logistics Officer	400	5.II	951	539,353
156	REB	Librarian	400	6.II	793	449,744
157	REB	Documentalist	400	6.II	793	449,744
158	REB	Documentalist/Bursery Loan	400	6.II	793	449,744
159	REB	Documentalist	400	6.II	793	449,744
160	REB	Customer Care Officer	400	6.II	793	449,744
161	REB	Pre-press operator	400	7.II	660	374,314
162	REB	Press Operator	400	7.II	660	374,314
163	REB	Desk Top Publisher	400	7.II	660	374,314
164	REB	Stock management Officer	400	7.II	660	374,314
165	REB	Head of Central Secretariat	400	7.II	660	374,314
166	REB	Administrative assistant Head of Departement and Division	400	7.II	660	374,314
167	REB	Storekeeper	400	7.II	660	374,314
168	REB	Screen print	400	8.II	508	288,109
169	REB	Finishing operator	400	8.II	508	288,109
170	REB	Audio Visual	400	8.II	508	288,109
171	REB	Data entry clerks	400	8.II	508	288,109
172	REB	Secretary	400	8.II	508	288,109
Rwanda National Commission for UNESCO (RNCU)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	RNCU	Secretary General	330	G	2608	1,097,316
2	RNCU	Director of Communication, Information and Documentation	330	3.II	1369	646,807
3	RNCU	Director of Culture, Social and Human Sciences	330	3.II	1369	646,807
4	RNCU	Director of Education, Associated Schools, UNESCO Clubs and Youth	330	3.II	1369	646,807
5	RNCU	Director of Service, Science and Technology	330	3.II	1369	646,807
6	RNCU	ICT Officer	300	5.II	951	404,515

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7	RNCU	Budget Officer	300	5.II	951	404,515
8	RNCU	Accountant	300	5.II	951	404,515
9	RNCU	Librarian	300	6.II	793	337,308
10	RNCU	Administrative Assistant to SG	300	7.II	660	280,736
11	RNCU	Head of Central Secretary	300	7.II	660	280,736
National University of Rwanda (NUR)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	NUR	Rector	500	E	3156	2,011,950
2	NUR	Vice-Rector	441	F	2869	1,613,167
3	NUR	Full Professor	441	F	2869	1,793,914
4	NUR	Associate Professor	350	1.IV	2608	1,294,220
5	NUR	Senior Lecturer	350	2.III	1890	937,913
6	NUR	Academic Registrar	330	2.III	1890	892,962
7	NUR	Lecturer	350	3.III	1575	781,594
8	NUR	Library Director	330	3.II	1369	646,807
9	NUR	Director of EPLM	350	3.II	1369	686,007
10	NUR	Director of University Extension	330	3.II	1369	646,807
11	NUR	Director of Marketing and Production Unit	330	3.II	1369	646,807
12	NUR	Director of ICT	330	3.II	1369	646,807
13	NUR	Director of Planning and Development Unit	330	3.II	1369	646,807
14	NUR	Director of Student Service Unit	330	3.II	1369	646,807
15	NUR	Director of Finance	330	3.II	1369	646,807
16	NUR	Director Continuous Training Unit	350	3.II	1369	686,007
17	NUR	Director Radio Salus	330	3.II	1369	646,807
18	NUR	Director Human Resources Mgt Administration Unit	330	3.II	1369	646,807
19	NUR	Permanent Secretary to the Secretariat of NUR branches	330	3.II	1369	646,807
20	NUR	Personal Assistant to the Rector	330	3.II	1369	646,807
21	NUR	Assistant Lecturer	350	4.III	1313	651,576
22	NUR	Head of Internal Audit	300	4.II	1141	485,333
23	NUR	Human Resources Officer	300	4.II	1141	485,333
24	NUR	Human Resources Officer	300	4.II	1141	485,333

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25	NUR	Tutorial Assistant	350	4.II	1141	566,221
26	NUR	Public Relations and Communication Officer	300	4.II	1141	485,333
27	NUR	Medical Doctor	300	4.II	1141	485,333
28	NUR	Laboratory Technician	350	4.II	1141	566,221
29	NUR	Chief Accountant	300	5.III	1094	465,341
30	NUR	Website Manager	300	5.II	951	404,515
31	NUR	Planning Officer	300	5.II	951	404,515
32	NUR	Statistician	300	5.II	951	404,515
33	NUR	Procurement Officer	300	5.II	951	404,515
34	NUR	Accountant	300	5.II	951	404,515
35	NUR	Internal Auditor	300	5.II	951	404,515
36	NUR	Procurement Officer	300	5.II	951	404,515
37	NUR	Administrative Attache	300	5.II	951	404,515
38	NUR	Estate Officer	300	5.II	951	404,515
39	NUR	Transfer of Technology Officer	300	5.II	951	404,515
40	NUR	In Charge of Works, Maintenance and Repair	300	5.II	951	404,515
41	NUR	In Charge of LHEDA	300	5.II	951	404,515
42	NUR	In Charge of Language Center and Multimedia	300	5.II	951	404,515
43	NUR	In Charge of University Arts Center	300	5.II	951	404,515
44	NUR	Veterinary Officer	300	5.II	951	404,515
45	NUR	Implementation Stations Manager	300	5.II	951	404,515
46	NUR	IT Professional	300	5.II	951	404,515
47	NUR	In Charge of Litigation	300	5.II	951	404,515
48	NUR	Logistics Officer	300	5.II	951	404,515
49	NUR	Salaries Officer	300	5.II	951	404,515
50	NUR	Librarian	300	6.II	793	337,308
51	NUR	Librarian Computer Documentalist	300	6.II	793	337,308
52	NUR	Journalists Radio Salus	300	6.II	793	337,308
53	NUR	Permanent Secretary to the Research Commission	300	6.II	793	337,308
54	NUR	LUCS Permanent Secretary	300	6.II	793	337,308
55	NUR	In Charge of Liaison Office	300	6.II	793	337,308

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56	NUR	In Charge of Rwanda Bibliography Center	300	6.II	793	337,308
57	NUR	In Charge of PU	300	6.II	793	337,308
58	NUR	In Charge of SEEP	300	6.II	793	337,308
59	NUR	In Charge of Sports	300	6.II	793	337,308
60	NUR	In charge of Admissions and Registration	300	6.II	793	337,308
61	NUR	Exams Officer	300	6.II	793	337,308
62	NUR	In Charge of Computer Equipments	300	6.II	793	337,308
63	NUR	Grants Unit Manager	300	6.II	793	337,308
64	NUR	In Charge of Academic Archives and Documentation	300	6.II	793	337,308
65	NUR	In Charge of Academic Quality	350	6.II	793	393,526
66	NUR	In Charge of Culture	300	6.II	793	337,308
67	NUR	Research Unit Officer	300	6.II	793	337,308
68	NUR	In charge of Consultancy	300	6.II	793	337,308
69	NUR	In Charge of Marketing	300	6.II	793	337,308
70	NUR	Production Officer	300	6.II	793	337,308
71	NUR	Scholarship Officer	300	6.II	793	337,308
72	NUR	Counseling and Voluntary Testing Officer	300	6.II	793	337,308
73	NUR	Programs Development Officer	300	6.II	793	337,308
74	NUR	Guidance and Counseling Officer	300	6.II	793	337,308
75	NUR	Cooperation and Partnership Officer	300	6.II	793	337,308
76	NUR	Faculty Academic Assistant	300	6.II	793	337,308
77	NUR	Faculty Administrative Assistant	300	6.II	793	337,308
78	NUR	Librarian	300	6.II	793	337,308
79	NUR	Documentalist	300	6.II	793	337,308
80	NUR	Agronomist Assistant	300	7.II	660	280,736
81	NUR	Veterinary Assistant	300	7.II	660	280,736
82	NUR	In Charge of Microbiological Work	300	7.II	660	280,736
83	NUR	In Charge Of Physical Chemistry Work	300	7.II	660	280,736
84	NUR	In Charge of Visiting Lecturers	300	7.II	660	280,736
85	NUR	In Charge of Training in ICT Unit	300	7.II	660	280,736
86	NUR	Laboratory Technician	350	7.II	660	327,525

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87	NUR	Nurses	300	7.II	660	280,736
88	NUR	Electrician	300	7.II	660	280,736
89	NUR	Administrative Assistant	300	7.II	660	280,736
Higher Institute of Agriculture and Animal (ISAE)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	ISAE	Rector	500	E	3156	2,011,950
2	ISAE	Vice-Rector	441	F	2869	1,613,167
3	ISAE	Full Professor Faculty of Agriculture	350	F	2869	1,423,741
4	ISAE	Full Professor Faculty of Veterinary Medecine	350	F	2869	1,423,741
5	ISAE	Academic Registrar	350	2.III	1890	947,080
5	ISAE	Associate Professor Faculty of Agriculture	350	1.IV	2608	1,294,220
6	ISAE	Associate Professor Faculty of Veterinary Medecine	350	1.IV	2608	1,294,220
7	ISAE	Dean Faculty of Agriculture	350	2.III	1890	937,913
8	ISAE	Dean Faculty of Veterinary Medecine	350	2.III	1890	937,913
9	ISAE	Senior Lecturer Faculty of Agriculture	350	2.III	1890	937,913
10	ISAE	Senior Lecturer Faculty of Veterinary Medecine	350	2.III	1890	937,913
11	ISAE	Vice-Dean Faculty of Agriculture	350	3.III	1575	781,594
12	ISAE	Vice-Dean Faculty of Veterinary Medecine	350	3.III	1575	781,594
13	ISAE	Advisor to the Rector	330	3.III	1575	744,135
14	ISAE	Lecturer Faculty of Agriculture	350	3.III	1575	781,594
15	ISAE	Lecturer Faculty of Veterinary Medecine	350	3.III	1575	781,594
16	ISAE	Head of Department faculty of Agriculture	350	3.II	1369	679,366
17	ISAE	Head of Department faculty of Veterinary Medecine	350	3.II	1369	679,366
18	ISAE	Director of the Library	330	3.II	1369	646,807
19	ISAE	Director of ICT Unit	330	3.II	1369	646,807
20	ISAE	Director of Technology Transfert and Consultancy	350	3.II	1369	686,007
21	ISAE	Director of Production Services	330	3.II	1369	646,807
22	ISAE	Director of Finance	330	3.II	1369	646,807
23	ISAE	Director Administration and Human Resource Mgt Unit	330	3.II	1369	646,807
24	ISAE	Director of Planning and Development Unit	330	3.II	1369	646,807

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25	ISAE	Director of Continuing Education Services	350	3.II	1369	686,007
26	ISAE	Director of Students Service Unit	330	3.II	1369	646,807
27	ISAE	Director of Research Unit	350	3.II	1369	686,007
28	ISAE	Director of Quality Assurance	350	3.II	1369	686,007
29	ISAE	Director of Estate	330	3.II	1369	646,807
30	ISAE	Director of Rubirizi Campus	330	3.II	1369	646,807
31	ISAE	Permanent Language Lecturer	350	3.II	1369	679,366
32	ISAE	Head Continuing Training Centres	350	3.II	1369	679,366
33	ISAE	Head Language Centre	350	3.II	1369	679,366
34	ISAE	Deputy Head Language Centre	350	4.III	1313	651,576
35	ISAE	Legal Affairs	300	4.III	1313	558,494
36	ISAE	Assistant Lecturer Faculty of Agriculture	350	4.III	1313	651,576
37	ISAE	Assistant Lecturer Faculty of Veterinary Medicine	350	4.III	1313	651,576
38	ISAE	Public Relations and Communication Officer	300	4.II	1141	485,333
39	ISAE	Human Resources Officer	300	4.II	1141	485,333
40	ISAE	Human Resources Officer	300	4.II	1141	485,333
41	ISAE	Tutorial Assistant faculty of Agriculture	350	4.II	1141	566,221
42	ISAE	Tutorial Assistant faculty of Veterinary Medicine	350	4.II	1141	566,221
43	ISAE	Medical Doctor	300	4.II	1141	485,333
44	ISAE	Training Officer	350	4.II	1141	566,221
45	ISAE	Chief Accountant	300	5.III	1094	465,341
46	ISAE	Head of Laboratories	300	5.II	951	404,515
47	ISAE	Quality and Module Assessment Officer	300	5.II	951	404,515
48	ISAE	Carpenter	300	7.II	660	280,736
49	ISAE	Storekeeper	300	8.II	508	216,081
50	ISAE	Administrative Assistant to the Faculties	300	7.II	660	280,736
51	ISAE	Research Officer	300	5.II	951	404,515
52	ISAE	Veterinary Technician	300	7.II	508	216,081
53	ISAE	Planning officer	300	5.II	951	404,515
54	ISAE	Statistician	300	5.II	951	404,515
55	ISAE	Accountant	300	5.II	951	404,515

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56	ISAE	Procurement Officer	300	5.II	951	404,515
57	ISAE	Internal Auditor	300	5.II	951	404,515
58	ISAE	Budget Officer	300	5.II	951	404,515
59	ISAE	Website Designer	300	5.II	951	404,515
60	ISAE	Network Administrator	300	5.II	951	404,515
61	ISAE	Designer Software	300	5.II	951	404,515
62	ISAE	Hardware and Troubleshooting Specialist	300	5.II	951	404,515
63	ISAE	Computer and Electronic Equipment Specialist	300	5.II	951	404,515
64	ISAE	Data processing Specialist	300	5.II	951	404,515
65	ISAE	Secretary of Department	300	5.II	951	404,515
66	ISAE	Estate Officer	300	5.II	951	404,515
67	ISAE	Implementation Station Manager	300	5.II	951	404,515
68	ISAE	Agronomist	300	5.II	951	404,515
69	ISAE	Attaché to Vice Rector	300	5.II	951	404,515
70	ISAE	Registrar	300	5.II	951	404,515
71	ISAE	Administrative assistant to the Rector	300	5.II	951	404,515
72	ISAE	In charge of Consultancy	300	5.II	951	404,515
73	ISAE	Academic Archives and Documentation Officer	300	6.II	793	337,308
74	ISAE	Bursary Officer	300	6.II	793	337,308
75	ISAE	Guidance and Counseling Officer	300	6.II	793	337,308
76	ISAE	In charge of Sports	300	6.II	793	337,308
77	ISAE	Inscription and Admissions Officer	300	6.II	793	337,308
78	ISAE	Librarian	300	6.II	793	337,308
79	ISAE	Assistant Librarian	300	7.II	660	280,736
80	ISAE	In Charge of Reprography	300	7.II	660	280,736
81	ISAE	Electrician	300	7.II	660	280,736
82	ISAE	Builder	300	7.II	660	280,736
83	ISAE	Nurse	300	7.II	660	280,736
84	ISAE	Electronician	300	7.II	660	280,736
85	ISAE	Mecanician	300	7.II	660	280,736
86	ISAE	Plumber	300	7.II	660	280,736

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87	ISAE	Technician Laboratory	350	7.II	660	327,525
88	ISAE	Technician Topography	300	7.II	660	280,736
89	ISAE	Technician Meteorologist	300	7.II	660	280,736
90	ISAE	Head Central Secretariat	300	7.II	660	280,736
91	ISAE	Administrative Assistant	300	7.II	660	280,736
92	ISAE	Cashier	300	8.II	508	216,081
93	ISAE	Secretary	300	8.II	508	216,081
94	ISAE	In Charge of Hostel Management	300	9.II	391	166,315
95	ISAE	Switchboard operator	300	10.II	300	127,607
96	ISAE	Driver	300	10.II	300	127,607
KIGALI INSTITUTE OF EDUCATION (KIE)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	KIE	Rector	500	E	3156	2,011,950
2	KIE	Vice-Rector	441	F	2869	1,613,167
3	KIE	Full Professor	441	F	2869	1,793,914
4	KIE	Associate Professor	350	1.IV	2608	1,294,220
5	KIE	Senior Lecturer	350	2.III	1890	937,913
6	KIE	Academic Registrar	330	2.III	1890	892,962
7	KIE	Lecturer	350	3.III	1575	781,594
8	KIE	Director of Library	330	3.II	1369	646,807
9	KIE	Director of ICT Unit	330	3.II	1369	646,807
10	KIE	Director of Finances	330	3.II	1369	646,807
11	KIE	Director of Continuous Training Unit	350	3.II	1369	686,007
12	KIE	Director Administration and Human Resources Mgt Unit	330	3.II	1369	646,807
13	KIE	Director of Planning and Cooperation	330	3.II	1369	646,807
14	KIE	Director of Students' Service Unit	330	3.II	1369	646,807
15	KIE	Personal Assistant to the Rector	330	3.II	1369	646,807
16	KIE	Assistant Lecturer	350	4.III	1313	651,576
17	KIE	Legal Advisor	300	4.III	1313	558,494
18	KIE	Medical Doctor	300	4.II	1141	485,333

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19	KIE	Human Resources Officer	300	4.II	1141	485,333
20	KIE	Tutorial Assistant	350	4.II	1141	566,221
21	KIE	Public Relations and Communication Officer	350	4.II	1141	566,221
22	KIE	Chief Accountant	300	5.III	1094	465,341
23	KIE	Chief Registrar	300	5.III	1094	465,341
24	KIE	Course Coordinator DTP	350	5.III	1094	542,898
25	KIE	Planning Officer	300	5.II	951	404,515
26	KIE	Statistician	300	5.II	951	404,515
27	KIE	Procurement Officer	300	5.II	951	404,515
28	KIE	Accountant	300	5.II	951	404,515
29	KIE	Internal Auditor	300	5.II	951	404,515
30	KIE	Budget Officer	300	5.II	951	404,515
31	KIE	Chief Librarian	300	5.II	951	404,515
32	KIE	IT Professional (Faculties)	300	5.II	951	404,515
33	KIE	IT Lab Technician	300	5.II	951	404,515
34	KIE	IT Professional TTC & Colleges	300	5.II	951	404,515
35	KIE	Estate Manager	300	5.II	951	404,515
36	KIE	Laboratory Technicians	350	5.II	951	471,934
37	KIE	Administrative Attache	300	5.II	951	404,515
38	KIE	Administrative assistant	300	5.II	951	404,515
39	KIE	International Programs Officer	300	5.II	951	404,515
40	KIE	In Charge of Grant Unit	300	5.II	951	404,515
41	KIE	Institute Development Officer	300	5.II	951	404,515
42	KIE	In Charge of Academic Archives and Documentation	300	5.II	951	404,515
43	KIE	Scholarship Officer	300	5.II	951	404,515
44	KIE	Program Development Officer	350	5.II	951	471,934
45	KIE	Consultancy Officer	300	5.II	951	404,515
46	KIE	Guidance and Counseling Officer	300	5.II	951	404,515
47	KIE	Academic Quality Officer	350	5.II	951	471,934
48	KIE	Academic Quality Officer in charge of TTC's	350	5.II	951	471,934
49	KIE	Research Unit officer	350	5.II	951	471,934

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50	KIE	Culture, Sports & Recreation Officer	300	5.II	951	404,515
51	KIE	Admission and Registration Officer	300	5.II	951	404,515
52	KIE	Faculty Academic Assistant	300	5.II	951	404,515
53	KIE	Faculty Administrative Assistant	300	5.II	951	404,515
54	KIE	Regional ICT manager DTP	300	5.II	951	404,515
55	KIE	Internship Officer	300	5.II	951	404,515
56	KIE	Distance Education Officer	300	5.II	951	404,515
57	KIE	Regional Center Coordinator	300	5.II	951	404,515
58	KIE	Career Advisory Services Counselor	300	5.II	951	404,515
59	KIE	Logistics and Supply Officer	300	5.II	951	404,515
60	KIE	Health & Safety Officer	300	5.II	951	404,515
61	KIE	Exams Officer	300	5.II	951	404,515
62	KIE	Affiliation Officer	300	6.II	793	337,308
63	KIE	Braille Officer	300	6.II	793	337,308
64	KIE	Assistant Librarians	300	7.II	660	280,736
65	KIE	Nurse	300	7.II	660	280,736
66	KIE	Medical Laboratory Technicians	300	7.II	660	280,736
67	KIE	Student support and Administration	300	7.II	660	280,736
68	KIE	Production assistants of modules DTP	350	7.II	660	327,525
69	KIE	Liaison officer DTP	300	8.II	508	216,081
70	KIE	Electrician	300	8.II	508	216,081
71	KIE	Graphic Designer	300	8.II	508	216,081
72	KIE	Cashier	300	8.II	508	216,081
73	KIE	Builder	300	8.II	508	216,081
74	KIE	Secretary	300	8.II	508	216,081
75	KIE	Warden	300	9.II	391	166,315
76	KIE	Machine and Pump Operator	300	9.II	391	166,315
77	KIE	Plumber	300	9.II	391	166,315
78	KIE	Swichboard Operator	300	10.II	300	127,607
79	KIE	Driver	300	10.II	300	127,607

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Kigali Institute of Science and Technology (KIST)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	KIST	Rector	500	E	3156	2,011,950
2	KIST	Vice-Rector	441	F	2869	1,613,167
3	KIST	Full Professor	441	F	2869	1,793,914
4	KIST	Associate Professor	350	1.IV	2608	1,294,220
5	KIST	Senior Lecturer	350	2.III	1890	937,913
6	KIST	Academic Registrar	330	2.III	1890	892,962
7	KIST	Lecturer	350	3.III	1575	781,594
8	KIST	Director Research and Publication	350	3.II	1369	679,366
9	KIST	Director of Library	330	3.II	1369	646,807
10	KIST	Director CITT Unit	330	3.II	1369	646,807
11	KIST	Director ICT Unit	330	3.II	1369	646,807
12	KIST	Director of Finance	330	3.II	1369	646,807
13	KIST	Director Continuous Training and Languages Unit	350	3.II	1369	686,007
14	KIST	Director of Estate	330	3.II	1369	646,807
15	KIST	Director of Post Graduate Studies	350	3.II	1369	686,007
16	KIST	Director of Quality Assurance	350	3.II	1369	686,007
17	KIST	Director Administration and Human Resources Mgt Unit	330	3.II	1369	646,807
18	KIST	Director of Students' Service Unit	330	3.II	1369	646,807
19	KIST	Director Planning and Development Unit	330	3.II	1369	646,807
20	KIST	Director of Marketing and Production Unit	330	3.II	1369	646,807
20	KIST	Advisor to the Rector	330	3.II	1369	646,807
21	KIST	Principal Academic Quality Assurance	350	4.III	1313	651,576
22	KIST	Assistant Lecturer	350	4.III	1313	651,576
23	KIST	Legal Affairs	300	4.III	1313	558,494
24	KIST	Head Human Resources Mgt Officer	300	4.III	1313	558,494
25	KIST	Post Graduate Academic in charge	350	4.II	1141	566,221
26	KIST	in charge of TBIF	350	4.II	1141	566,221
27	KIST	Research Officer	350	4.II	1141	566,221

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28	KIST	Human Resources Officer	300	4.II	1141	485,333
29	KIST	Human Resources Officer	300	4.II	1141	485,333
30	KIST	Public Relations and Communication Officer	300	4.II	1141	485,333
31	KIST	Website Manager	300	4.II	1141	485,333
32	KIST	Tutorial Assistant	350	4.II	1141	566,221
33	KIST	Chief Accountant	300	5.III	1094	465,341
34	KIST	Head of Internal Audit	300	5.III	1094	465,341
35	KIST	Head Exams Unit	300	5.III	1094	465,341
36	KIST	Research and Innovation Officer	300	5.II	951	404,515
37	KIST	Research Technology Transfer	300	5.II	951	404,515
38	KIST	Planning Officer	300	5.II	951	404,515
39	KIST	Statistician	300	5.II	951	404,515
40	KIST	Accountant	300	5.II	951	404,515
41	KIST	Procurement Officer	300	5.II	951	404,515
42	KIST	Internal Auditor	300	5.II	951	404,515
43	KIST	In Charge of Medical Clinic	300	5.II	951	404,515
44	KIST	Head Continuous Training Center	350	5.II	951	471,934
45	KIST	Public Private Partnership Officer	300	5.II	951	404,515
46	KIST	IT Professional	300	5.II	951	404,515
47	KIST	Engineer	300	5.II	951	404,515
48	KIST	Head Instructor	350	5.II	951	471,934
49	KIST	E-Documentation Specialist	300	5.II	951	404,515
50	KIST	Health & Safety Officer	300	5.II	951	404,515
51	KIST	Communication Officer	300	5.II	951	404,515
52	KIST	In Charge of Academic Archives and Documentation	300	5.II	951	404,515
53	KIST	Community Service Officer	300	5.II	951	404,515
54	KIST	Salaries & Benefits Officers	300	5.II	951	404,515
55	KIST	Exams Officer	300	5.II	951	404,515
56	KIST	Marketing Officer	300	5.II	951	404,515
57	KIST	Part Time Learning Officer	350	5.II	951	471,934
58	KIST	Administrative Officers (QA, PRC, PGS)	300	5.II	951	404,515

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59	KIST	Distance Learning Officer	350	5.II	951	471,934
60	KIST	Satellite Center Manager	300	5.II	951	404,515
61	KIST	Project Management Officer	300	5.II	951	404,515
62	KIST	Incubation Officer	300	5.II	951	404,515
63	KIST	MPPP Officer	300	5.II	951	404,515
64	KIST	Sports and Culture Officer	300	5.II	951	404,515
65	KIST	In Charge of logistics and Timetable	300	5.II	951	404,515
66	KIST	Admissions and Registration Officer	300	5.II	951	404,515
67	KIST	Guidance , Counseling and Special Needs Education Officer	300	5.II	951	404,515
68	KIST	Administrative Attache to the Vice-Rector	300	5.II	951	404,515
69	KIST	Faculty Academic Officer	300	5.II	951	404,515
70	KIST	Administrative assistant to the Rector	300	5.II	951	404,515
71	KIST	Academic Quality Assurance Officer	300	5.II	951	404,515
72	KIST	Faculty Administrative Assistants	300	5.II	951	404,515
73	KIST	Administrative Assistant to Vice-Rector	300	5.II	951	404,515
74	KIST	Librarian	300	6.II	793	337,308
75	KIST	Customer Care and Currier services Officers	300	6.II	793	337,308
76	KIST	Archives & Documention Officers	300	6.II	793	337,308
77	KIST	Faculty Administrative Officer	300	7.II	660	280,736
78	KIST	Administrative Assistant	300	7.II	660	280,736
79	KIST	Librarian Assistant	300	7.II	660	280,736
80	KIST	Nurse	300	7.II	660	280,736
81	KIST	Instructor	350	7.II	660	327,525
82	KIST	Laboratory Technician	350	7.II	660	327,525
83	KIST	Storekeeper	300	8.II	508	216,081
84	KIST	Warden	300	8.II	508	216,081
85	KIST	Transport Officer	300	8.II	508	216,081
86	KIST	Nutritionist	300	8.II	508	216,081
87	KIST	Electromechanical	300	8.II	508	216,081
88	KIST	Electrician	300	8.II	508	216,081
89	KIST	Guest House Management Officer	300	8.II	508	216,081

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90	KIST	Plumber	300	8.II	508	216,081
91	KIST	Hospitality Officers	300	10.II	300	127,607
92	KIST	Driver	300	10.II	300	127,607
93	KIST	Technician A2	300	9.II	391	166,315
RUKARA Teacher College (RTC)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	RTC	Principal	441	F	2869	1,613,167
2	RTC	Vice Principal of Academic	350	G	2608	1,163,820
3	RTC	Vice Principal of Administration and Finance	350	G	2608	1,163,820
4	RTC	Lecturers	350	3.III	1575	789,234
5	RTC	Personal Assistant to the Principal	330	3.II	1369	646,807
6	RTC	Director of Planning and Cooperation Unit	330	3.II	1369	646,807
7	RTC	Director of Academic and Support Services Unit	330	3.II	1369	646,807
8	RTC	Director of Student Affairs	330	3.II	1369	646,807
9	RTC	Director of Administration and Finance	330	3.II	1369	646,807
10	RTC	Director of Library	330	3.II	1369	646,807
11	RTC	Assistant Lecturers	350	4.III	1313	651,576
12	RTC	Legal Affairs	300	4.III	1313	558,494
13	RTC	Tutorial Assistant	350	4.II	1141	566,221
14	RTC	Human Resources Officer	300	4.II	1141	485,333
15	RTC	Protocol and Public Relations & Communication Officer	300	4.II	1141	485,333
16	RTC	Quality Assurance Officer	300	5.II	951	404,515
17	RTC	Timetables and Examinations Officer	300	5.II	951	404,515
18	RTC	Admission and Registration Officer	300	5.II	951	404,515
19	RTC	Academic Records Officer	300	5.II	951	404,515
20	RTC	Transcripts and certification Officer	300	5.II	951	404,515
21	RTC	ICT Officer	300	5.II	951	404,515
22	RTC	Internal Auditor	300	5.II	951	404,515
23	RTC	Procurement Officer	300	5.II	951	404,515
24	RTC	Budget Officer	300	5.II	951	404,515

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25	RTC	Accountant	300	5.II	951	404,515
26	RTC	Library& Academic Resources	300	5.II	951	404,515
27	RTC	Guidance & Councelling	300	5.II	951	404,515
28	RTC	Accommodation and Catering Officer	300	5.II	951	404,515
29	RTC	Sport and Culture Officer	300	5.II	951	404,515
30	RTC	Logistics and Store Officer	300	5.II	951	404,515
31	RTC	Estate Officer	300	5.II	951	404,515
32	RTC	Nurse	300	7.II	660	280,736
33	RTC	Administrative Assistant of the Vice Principal	300	7.II	660	280,736
34	RTC	Assistant Librarian	300	7.II	660	280,736
35	RTC	College Cashier	300	8.II	508	216,081
36	RTC	Secretary	300	8.II	508	216,081
37	RTC	Electrician	300	8.II	508	216,081
38	RTC	Plumber	300	8.II	508	216,081
39	RTC	Driver	300	10.II	300	127,607

School of Finance and Banking (SFB)

N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	SFB	Rector	500	E	3156	2,011,950
2	SFB	Vice-Rector	441	F	2869	1,613,167
3	SFB	Senior Lecturer	350	2.III	1890	937,913
4	SFB	Academic Registrar	330	2.III	1890	892,962
5	SFB	Lecturer	350	3.III	1575	781,594
6	SFB	Director of Research and Consultancy	350	3.II	1369	686,007
7	SFB	Director of Library	330	3.II	1369	646,807
8	SFB	Director of ICT Unit	330	3.II	1369	646,807
9	SFB	Director of Finance	330	3.II	1369	646,807
10	SFB	Director Administration and Human Resources Mgt Unit	330	3.II	1369	646,807
11	SFB	Personal Assistant to the Rector	330	3.II	1369	646,807
12	SFB	Director of Marketing Unit	330	3.II	1369	646,807
13	SFB	Director of Students' Service Unit	330	3.II	1369	646,807
14	SFB	Assistant lecturer	350	4.III	1313	651,576

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15	SFB	Legal Affairs	300	4.III	1313	558,494
16	SFB	Human Resources Officer	300	4.II	1141	485,333
17	SFB	Public Relations and Communication Officer	300	4.II	1141	485,333
18	SFB	Tutorial Assistant	350	4.II	1141	566,221
19	SFB	Medical Doctor	300	4.II	1141	485,333
20	SFB	Salaries Officer	300	4.II	1141	485,333
21	SFB	Chief Accountant	300	5.III	1094	465,341
22	SFB	Head of Internal Auditor Unit	300	5.III	1094	465,341
23	SFB	Planning Officer	300	5.II	951	404,515
24	SFB	Statistician	300	5.II	951	404,515
25	SFB	Accountant	300	5.II	951	404,515
26	SFB	Internal Auditor	300	5.II	951	404,515
27	SFB	Procurement Officer	300	5.II	951	404,515
28	SFB	Procurement Officer	300	5.II	951	404,515
29	SFB	Estate Officer	300	5.II	951	404,515
30	SFB	IT Professionnal	300	5.II	951	404,515
31	SFB	Administrative Attache	300	5.II	951	404,515
32	SFB	Administrative Assistant	300	5.II	951	404,515
33	SFB	Exams Officer	300	5.II	951	404,515
34	SFB	In Charge of Restaurant and Housing	300	6.II	793	337,308
35	SFB	Faculty Academic Assistant	300	6.II	793	337,308
36	SFB	Faculty Administrative Assistant	300	6.II	793	337,308
37	SFB	Culture Officer	300	6.II	793	337,308
38	SFB	Programs Management Officer	300	6.II	793	337,308
39	SFB	Academic Quality Officer	350	6.II	793	393,526
40	SFB	Research Officer	350	6.II	793	393,526
41	SFB	Autofinancing and Recovery Officer	300	6.II	793	337,308
42	SFB	Sports Officer	300	6.II	793	337,308
43	SFB	Admissions and Registration Officer	300	6.II	793	337,308
44	SFB	Librarian	300	6.II	793	337,308
45	SFB	Scholarship Officer	300	6.II	793	337,308

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46	SFB	Maintenance Technician	300	7.II	660	280,736
47	SFB	Medical Laboratory Technician	300	7.II	660	280,736
48	SFB	Nurse	300	7.II	660	280,736
49	SFB	Librarian Assistant	300	7.II	660	280,736
50	SFB	Head of Central Secretariat	300	7.II	660	280,736
51	SFB	Secretary	300	8.II	508	216,081
52	SFB	Storekeeper	300	8.II	508	216,081
53	SFB	Cashier	300	8.II	508	216,081
54	SFB	Hygiene Officer	300	9.II	391	166,315
55	SFB	Switch Board Operator	300	10.II	300	127,607
56	SFB	Driver	300	10.II	300	127,607

UMUTARA Polytechnic University

N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	UMUTARA POLY	Rector	500	E	3156	2,011,950
2	UMUTARA POLY	Vice-Rector	441	F	2869	1,613,167
3	UMUTARA POLY	Full Professor	441	F	2869	1,793,914
4	UMUTARA POLY	Associate Professor	350	1.IV	2608	1,294,220
5	UMUTARA POLY	Senior Lecturer	350	2.III	1890	937,913
6	UMUTARA POLY	Academic Registrar	330	2.III	1890	892,962
7	UMUTARA POLY	Lecturer	350	3.III	1575	781,594
8	UMUTARA POLY	Director of Library	330	3.II	1369	646,807
9	UMUTARA POLY	Director of ICT	330	3.II	1369	646,807
10	UMUTARA POLY	Director of Planning and Development Unit	330	3.II	1369	646,807
11	UMUTARA POLY	Director of Student Service Unit	330	3.II	1369	646,807
12	UMUTARA POLY	Director of Finance	330	3.II	1369	646,807
13	UMUTARA POLY	Director Centre for Continuous Education	350	3.II	1369	686,007
14	UMUTARA POLY	Director of Research and Consultancy	350	3.II	1369	686,007
15	UMUTARA POLY	Director Administration and Human Resource	330	3.II	1369	646,807
16	UMUTARA POLY	Personal Assistant to the Rector	330	3.II	1369	646,807
17	UMUTARA POLY	Assistant Lecturer	350	4.III	1313	651,576
18	UMUTARA POLY	Legal Affairs	300	4.III	1313	558,494

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19	UMUTARA POLY	Career Advisory Manager	300	4.II	1141	485,333
20	UMUTARA POLY	Human Resources Officer	300	4.II	1141	485,333
21	UMUTARA POLY	Website Master	300	4.II	1141	485,333
22	UMUTARA POLY	Tutorial Assistant	350	4.II	1141	566,221
23	UMUTARA POLY	Public Relations and Communication Officer	300	4.II	1141	485,333
24	UMUTARA POLY	Chief Accountant	300	5.III	1094	465,341
25	UMUTARA POLY	Planning Officer	300	5.II	951	404,515
26	UMUTARA POLY	Procurement Officer	300	5.II	951	404,515
27	UMUTARA POLY	Accountant	300	5.II	951	404,515
28	UMUTARA POLY	Internal Auditor	300	5.II	951	404,515
29	UMUTARA POLY	Laboratory Technician	300	5.II	951	404,515
30	UMUTARA POLY	Estate Officer	300	5.II	951	404,515
31	UMUTARA POLY	Logistics Officer	300	5.II	951	404,515
32	UMUTARA POLY	Salaries Officer	300	5.II	951	404,515
33	UMUTARA POLY	Administrative Assistants to the Rector	300	5.II	951	404,515
34	UMUTARA POLY	Administrative Assistants to the V/Rector	300	5.II	951	404,515
35	UMUTARA POLY	Librarian	300	6.II	793	337,308
36	UMUTARA POLY	In Charge of Sports	300	6.II	793	337,308
37	UMUTARA POLY	Career Advisory Deputy Manager	300	6.II	793	337,308
38	UMUTARA POLY	Career Guidance Advisor	300	6.II	793	337,308
39	UMUTARA POLY	In charge of Admissions and Registration	300	6.II	793	337,308
40	UMUTARA POLY	Exams Officer	300	6.II	793	337,308
41	UMUTARA POLY	In Charge of Academic Archives and Documentation	300	6.II	793	337,308
42	UMUTARA POLY	Academic Quality Assurance Administrator	350	6.II	793	393,526
43	UMUTARA POLY	Research and consultancy Officer	300	6.II	793	337,308
44	UMUTARA POLY	Guidance and Counseling Officer	300	6.II	793	337,308
45	UMUTARA POLY	Cooperation and Partnership Officer	300	6.II	793	337,308
46	UMUTARA POLY	Faculty Academic Assistant	300	6.II	793	337,308
47	UMUTARA POLY	Administrative Assistants to Faculty	300	7.II	660	280,736
48	UMUTARA POLY	Computer Lab Assistant	300	7.II	660	280,736
49	UMUTARA POLY	Maintainance Technician	300	7.II	660	280,736

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50	UMUTARA POLY	Nurses	300	7.II	660	280,736
51	UMUTARA POLY	Electrician	300	7.II	660	280,736
52	UMUTARA POLY	Secretary	300	8.II	508	216,081
53	UMUTARA POLY	Storekeeper	300	8.II	508	216,081
54	UMUTARA POLY	Drivers	300	10.II	300	127,607
High Education Council (HEC)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	HEC	Executive Director	500	E	3156	2,011,950
2	HEC	Head of Departement of Policy and Research	400	1.IV	2608	1,330,080
3	HEC	Head of Departement of Academic Quality	400	1.IV	2608	1,330,080
4	HEC	Director of Administration and Finance	400	3.II	1369	784,008
5	HEC	Advisor to the Executive Director	400	3.II	1369	784,008
6	HEC	Principal Policy and Planning	400	4.III	1313	744,659
7	HEC	Principal and Enhancement	400	4.III	1313	744,659
8	HEC	Principal foreign Credentials Officer	400	4.III	1313	744,659
9	HEC	Research & Development	400	4.II	1141	647,110
10	HEC	Quality Development	400	4.II	1141	647,110
11	HEC	Human Resources Officer	400	4.II	1141	647,110
12	HEC	Legal Officer	400	5.II	951	539,353
13	HEC	ICT & Web Manager	400	5.II	951	539,353
14	HEC	Statistician	400	5.II	951	539,353
15	HEC	Accountant	400	5.II	951	539,353
16	HEC	Procurement Officer	400	5.II	951	539,353
17	HEC	Finance & Budgeting Officer	400	5.II	951	539,353
18	HEC	Logistics Officer	400	5.II	951	539,353
19	HEC	Administrative Assistant to ES	400	5.II	951	539,353
20	HEC	Documentalist	400	6.II	793	449,744
21	HEC	Head of Central Secretariat	400	7.II	660	374,314
22	HEC	Secretary	400	8.II	508	288,109
23	HEC	Secretary	400	8.II	508	288,109

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Workforce Development Authority (WDA)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	WDA HQ	Director General	441	F	2869	1,613,167
2	WDA HQ	Deputy Director General	400	G	2608	1,330,080
3	WDA HQ	Director of TVET Training Unit	400	3.II	1369	784,008
4	WDA HQ	Director of TVET Schools Development Unit	400	3.II	1369	784,008
5	WDA HQ	Director of TVET Accreditation & Quality Assurance Unit	400	3.II	1369	784,008
6	WDA HQ	Director of Project Mgt & Planning Unit	400	3.II	1369	784,008
7	WDA HQ	Director of Partnership Building Unit	400	3.II	1369	784,008
8	WDA HQ	Director of Finance Unit	400	3.II	1369	784,008
9	WDA HQ	Director of Administration Unit	400	3.II	1369	784,008
10	WDA HQ	Director of ICT Unit	400	3.II	1369	784,008
11	WDA HQ	Legal Affairs	400	4.III	1313	744,659
12	WDA HQ	Senior Officer in charge of Examination & Certification	400	4.II	1141	647,110
13	WDA HQ	Senior Officer in charge of Curriculum Development	400	4.II	1141	647,110
14	WDA HQ	Senior Officer in charge of Training of Trainers	400	4.II	1141	647,110
15	WDA HQ	Senior Internal Auditor	400	4.II	1141	647,110
16	WDA HQ	Human Resources Officer	400	4.II	1141	647,110
17	WDA HQ	Public Relations and Communication Officer	400	4.II	1141	647,110
18	WDA HQ	Chief Accountant	400	5.III	1094	620,454
19	WDA HQ	Planning Officer	400	5.II	951	539,353
20	WDA HQ	ICT & Database Management Officer	400	5.II	951	539,353
21	WDA HQ	Web Master	400	5.II	951	539,353
22	WDA HQ	Statistician	400	5.II	951	539,353
23	WDA HQ	Internal Auditor	400	5.II	951	539,353
24	WDA HQ	Procurement Officer	400	5.II	951	539,353
25	WDA HQ	Budget Officer	400	5.II	951	539,353
26	WDA HQ	Accountant	400	5.II	951	539,353
27	WDA HQ	Accreditation Officer	400	5.II	951	539,353
28	WDA HQ	Quality Assurance Officer	400	5.II	951	539,353

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29	WDA HQ	Trainer of Trainers Officer	400	5.II	951	539,353
30	WDA HQ	Examination & Certification Officer	400	5.II	951	539,353
31	WDA HQ	Curriculum Development Officer	400	5.II	951	539,353
32	WDA HQ	Physical Planning & Design Officer	400	5.II	951	539,353
33	WDA HQ	Quantity Survey Officer	400	5.II	951	539,353
34	WDA HQ	Civil Engineer Officer	400	5.II	951	539,353
35	WDA HQ	Equipment Management & Maintenance Officer	400	5.II	951	539,353
36	WDA HQ	Private Sector Partnership Expert	400	5.II	951	539,353
37	WDA HQ	Entrepreneurship Development Expert	400	5.II	951	539,353
38	WDA HQ	Civil Society & Public Institutions Partnership Officer	400	5.II	951	539,353
39	WDA HQ	TVET Jobs and Career guidance Officer	400	5.II	951	539,353
40	WDA HQ	Industry Commercial Collaboration, Innovation & Research Officer	400	5.II	951	539,353
41	WDA HQ	Performance M & E Officer	400	5.II	951	539,353
42	WDA HQ	Project Proposals & Funding Officer	400	5.II	951	539,353
43	WDA HQ	TVT Information System Manager	400	5.II	951	539,353
44	WDA HQ	Estates Manager	400	5.II	951	539,353
45	WDA HQ	Logistics Officer	400	5.II	951	539,353
46	WDA HQ	Administrative Assistant to the DG	400	5.II	951	539,353
47	WDA HQ	Customer Care	400	6.II	793	449,744
48	WDA HQ	Documentalist	400	6.II	793	449,744
49	WDA HQ	Archivist	400	6.II	793	449,744
50	WDA HQ	Administrative Assistant to the Deputy DG	400	7.II	660	374,314
51	WDA HQ	Head of Central Secretariat	400	7.II	660	374,314
52	WDA HQ	Secretary	400	8.II	508	288,109
53	WDA HQ	Unit Secretary	400	8.II	508	288,109

Integrated Polytechnic Regional Centre (IPRC/KIGALI)

N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	IPRC	Principal	441	F	2869	1,613,167
2	IPRC	Vice Principal	350	G	2608	1,163,820
2	IPRC	Senior Lecturer	350	2.III	1890	947,080

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3	IPRC	Lecturer	350	3.III	1575	789,234
4	IPRC	Director of Academic Services	350	3.II	1369	686,007
5	IPRC	Director of Library & Academic Resources	350	3.II	1369	686,007
6	IPRC	Director Quality Assurance and Technical Teachers Training	350	3.II	1369	686,007
7	IPRC	Director Technical School & Vocational Training Center	350	3.II	1369	686,007
8	IPRC	Coordinator R&D Consultancy, Production and Entrepreneurship	350	3.II	1369	686,007
9	IPRC	Director of Students Affairs	350	3.II	1369	686,007
10	IPRC	Director of Administration	330	3.II	1369	646,807
11	IPRC	Director of Finance	330	3.II	1369	646,807
12	IPRC	Legal Affairs	300	4.III	1313	558,494
13	IPRC	Assistant Lecturer	350	4.III	1313	651,576
14	IPRC	Tutorial Assistant	350	4.II	1141	566,221
15	IPRC	Human Resources Officer	300	4.II	1141	485,333
16	IPRC	Public Relations and Communication Officer	300	4.II	1141	485,333
17	IPRC	Civil Engineer Draughtsman	300	4.II	1141	485,333
18	IPRC	Engineer	300	4.II	1141	485,333
19	IPRC	Welders, Fabricators & Machinists	300	4.II	1141	485,333
20	IPRC	Building Design Architector	300	4.II	1141	485,333
21	IPRC	Building Design Quantity Surveyer	300	4.II	1141	485,333
22	IPRC	Schools Administration Monitor	350	5.II	951	471,934
23	IPRC	Schools Pedagogy Monitor	350	5.II	951	471,934
24	IPRC	Schools Methodology Monitor	350	5.II	951	471,934
25	IPRC	Instructor	350	5.II	951	471,934
26	IPRC	Training of Trainers Officer	350	5.II	951	471,934
27	IPRC	Admissions & Registration Officer	350	5.II	951	471,934
28	IPRC	Timetables & Examinations Officer	350	5.II	951	471,934
29	IPRC	Academic Records Officer	350	5.II	951	471,934
30	IPRC	Quality Assurance Officer	350	5.II	951	471,934
31	IPRC	Accreditation Officer	350	5.II	951	471,934
32	IPRC	Student Welfare Officer	350	5.II	951	471,934
33	IPRC	Entrepreneurship Devpt Officer	350	5.II	951	471,934

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34	IPRC	Marketing & Sales Officer	350	5.II	951	471,934
35	IPRC	Academic Affairs Officer	300	5.II	951	404,515
36	IPRC	Planning Officer	300	5.II	951	404,515
37	IPRC	Budget Officer	300	5.II	951	404,515
38	IPRC	Accountant	300	5.II	951	404,515
39	IPRC	Procurement Officer	300	5.II	951	404,515
40	IPRC	Internal Auditor	300	5.II	951	404,515
41	IPRC	Building Maintenance Engineer	300	5.II	951	404,515
42	IPRC	Equipment Maintenance Engineer	300	5.II	951	404,515
43	IPRC	Logistics Officer	300	5.II	951	404,515
44	IPRC	Production & Manufacturing Technician	300	6.II	793	337,308
45	IPRC	Archectural Draughtsman	300	6.II	793	337,308
46	IPRC	Mechanical Engineering Draughtsman	300	6.II	793	337,308
47	IPRC	Librarian	300	6.II	793	337,308
48	IPRC	Games & Sports Manager	300	6.II	793	337,308
49	IPRC	Warden	300	6.II	793	337,308
50	IPRC	Medical Assistant	300	6.II	793	337,308
51	IPRC	Laboratory Technician	350	6.II	793	393,526
52	IPRC	Matron	300	7.II	660	280,736
53	IPRC	Admin Assistant to the Principal	300	7.II	660	280,736
54	IPRC	Admin Assistant to the Vice Principal	300	7.II	660	280,736
55	IPRC	Quantity Surveyer Assistant	300	7.II	660	280,736
56	IPRC	Workshop Assistant	350	7.II	660	327,525
57	IPRC	Assistant Librarian	300	7.II	660	280,736
58	IPRC	Head of Central Secretariat	300	7.II	660	280,736
59	IPRC	Maintenance Technician	300	7.II	660	280,736
60	IPRC	Cashier	300	8.II	508	216,081
61	IPRC	Storekeeper	300	8.II	508	216,081
62	IPRC	Secretary	300	8.II	508	216,081
63	IPRC	Unit Secretary	300	8.II	508	216,081

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TUMBA COLLEGE OF TECHNOLOGY/IPRC							
N°	INSTITUTION	POST	I.V	Level	Index	GROSS	
1	IPRC	Principal	441	F	2869	1,613,167	
2	IPRC	Vice Principal	350	G	2608	1,163,820	
3	IPRC	Lecturer	350	3.III	1575	789,234	
4	IPRC	Director of Academic Services	330	3.II	1369	646,807	
5	IPRC	Director of Library & Academic Resources	330	3.II	1369	646,807	
6	IPRC	Director Quality Assurance and Technical Teachers Training	330	3.II	1369	646,807	
7	IPRC	Coordinator R&D Consultancy, Production and Entrepreneurship	330	3.II	1369	646,807	
8	IPRC	Director of Students Affairs	330	3.II	1369	646,807	
9	IPRC	Director of E-learning	330	3.II	1369	646,807	
10	IPRC	Director of planning	330	3.II	1369	646,807	
11	IPRC	Director of Administration	330	3.II	1369	646,807	
12	IPRC	Director of Finance	330	3.II	1369	646,807	
13	IPRC	Legal Affairs	300	4.III	1313	558,494	
14	IPRC	Assistant Lecturer	350	4.III	1313	651,576	
15	IPRC	Human Resources Officer	300	4.II	1141	485,333	
16	IPRC	Public Relations and Communication Officer	300	4.II	1141	485,333	
17	IPRC	Planning Officer	300	5.II	951	404,515	
18	IPRC	Budget Officer	300	5.II	951	404,515	
19	IPRC	Accountant	300	5.II	951	404,515	
20	IPRC	Procurement Officer	300	5.II	951	404,515	
21	IPRC	Internal Auditor	300	5.II	951	404,515	
22	IPRC	Estate Manager	300	5.II	951	404,515	
23	IPRC	Instructor (A1)	350	7.II	660	327,525	
24	IPRC	Admissions & Registration Officer	300	5.II	951	404,515	
25	IPRC	Timetables & Examinations Officer	300	5.II	951	404,515	
26	IPRC	Academic Records officer	300	5.II	951	404,515	
27	IPRC	Quality Assurance Officer	300	5.II	951	404,515	
28	IPRC	Student Welfare Officer	300	5.II	951	404,515	
29	IPRC	Entrepreneurship Devpt Officer	300	5.II	951	404,515	

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30	IPRC	Industries Relations Officer	300	5.II	951	404,515
31	IPRC	Carreer Guidance Advisor	300	5.II	951	404,515
32	IPRC	Accademic Affaires Officer	300	5.II	951	404,515
33	IPRC	Logistics Officer	300	5.II	951	404,515
34	IPRC	Games & Sports Manager	300	5.II	951	404,515
35	IPRC	Librarian	300	6.II	793	337,308
36	IPRC	Matron	300	6.II	793	337,308
37	IPRC	Nurse	300	6.II	793	337,308
38	IPRC	Admin Assistant to the Principal	300	6.II	793	337,308
39	IPRC	Admin Assistant to the Vice Principal	300	6.II	793	337,308
40	IPRC	Laboratory Technician	300	6.II	793	337,308
41	IPRC	Assistant Librarian	300	7.II	660	280,736
42	IPRC	Head of Central Secretariat	300	7.II	660	280,736
43	IPRC	Maintenance Technician	300	7.II	660	280,736
44	IPRC	Secretary	300	8.II	508	216,081
45	IPRC	Cashier	300	8.II	508	216,081
46	IPRC	Storekeeper	300	8.II	508	216,081
47	IPRC	Driver	300	10.II	300	127,607

IPRC-SOUTH/KAVUMU

N°	INSTITUTION	POST	I.V	Level	Index	Gross Budgeted
1	IPRC	Principal	441	F	2,869	1,613,167
2	IPRC	Vice Principal	350	G	2,608	1,163,820
3	IPRC	Lecturer	350	3.III	1,575	781,594
4	IPRC	Director of Academic Services	330	3.II	1,369	646,807
5	IPRC	Director of TSS & VTCs	330	3.II	1,369	646,807
6	IPRC	Director of Library & Academic Resources	330	3.II	1,369	646,807
7	IPRC	Director Quality Assurance and Technical Teachers Training	330	3.II	1,369	646,807
8	IPRC	Coordinator R&D Consultancy, Production and Entrepreneurship	330	3.II	1,369	646,807
9	IPRC	Director of Students Affairs	330	3.II	1,369	646,807

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10	IPRC	Director of planning	330	3.II	1,369	646,807
11	IPRC	Director of Administration & Human Resources	330	3.II	1,369	646,807
12	IPRC	Director of Finance	330	3.II	1,369	646,807
13	IPRC	Legal Affairs	300	4.III	1,313	558,494
14	IPRC	Assistant Lecturer	350	4.III	1,313	651,576
15	IPRC	Human Resources Officer	300	4.II	1,141	485,333
16	IPRC	Public Relations and Communication Officer	300	4.II	1,141	485,333
24	IPRC	Planning Officer	300	5.II	951	404,515
17	IPRC	Budget Officer	300	5.II	951	404,515
18	IPRC	Accountant	300	5.II	951	404,515
19	IPRC	Procurement Officer	300	5.II	951	404,515
20	IPRC	Internal Auditor	300	5.II	951	404,515
21	IPRC	Civil Engineer Draughtsman	300	5.II	951	404,515
22	IPRC	Equipment Maintenance Engineer	300	5.II	951	404,515
23	IPRC	Admissions & Registration Officer	300	5.II	951	404,515
25	IPRC	Timetables & Examinations Officer	300	5.II	951	404,515
26	IPRC	Academic Records officer	300	5.II	951	404,515
27	IPRC	Quality Assurance Officer	300	5.II	951	404,515
28	IPRC	Schools Administration Monitor	300	5.II	951	404,515
29	IPRC	Schools Pedagogy Monitor	300	5.II	951	404,515
30	IPRC	Schools Methodology Monitor	300	5.II	951	404,515
31	IPRC	Training of trainers Officer	350	5.II	951	471,934
32	IPRC	Accreditation Officer	300	5.II	951	404,515
33	IPRC	Student Welfare Officer	300	5.II	951	404,515
34	IPRC	Entrepreneurship Devpt Officer	300	5.II	951	404,515
35	IPRC	Industries Relations Officer	300	5.II	951	404,515
36	IPRC	Carreer Guidance Advisor	300	5.II	951	404,515
37	IPRC	Accademic Affaires Officer	300	5.II	951	404,515
38	IPRC	Production & Manufacturing Officer	300	5.II	951	404,515
39	IPRC	Driver Trainers	350	7.II	660	327,525
40	IPRC	Logistics Officer	300	5.II	951	404,515

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41	IPRC	Games & Sports Manager	300	5.II	951	404,515
42	IPRC	Admin Assistant to the Principal	300	5.II	951	404,515
46	IPRC	Librarian	300	6.II	793	337,308
43	IPRC	Matron	300	6.II	793	337,308
44	IPRC	Medical Assistant	300	6.II	793	337,308
45	IPRC	Warden	300	6.II	793	337,308
45	IPRC	Admin Assistant to the Vice Principal	300	6.II	793	337,308
47	IPRC	Workshop Assistants	350	6.II	793	393,526
48	IPRC	Instructors (A1)	350	7.II	660	327,525
49	IPRC	Assistant Librarian	300	7.II	660	280,736
50	IPRC	Head of Central Secretariat	300	7.II	660	280,736
51	IPRC	Maintenance Technician	300	7.II	660	280,736
52	IPRC	Secretary	300	8.II	508	216,081
53	IPRC	Storekeeper	300	8.II	508	216,081
54	IPRC	Driver	300	10.II	300	127,607

Ministry of Sport and Cultural (MINISPOC)

N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	MINISPOC	Permanent Secretary	441	F	2869	1,613,167
2	MINISPOC	Advisor to the Minister	330	2.III	1890	892,962
3	MINISPOC	Director of Sport Development and Culture Promotion Unit	330	3.II	1369	646,807
4	MINISPOC	Director of Culture Promotion Unit	330	3.II	1369	646,807
5	MINISPOC	Director of Finance and Administration Unit	330	3.II	1369	646,807
6	MINISPOC	Director of Planning, Monitoring and Evaluation	330	3.II	1369	646,807
7	MINISPOC	Legal Advisor	330	3.II	1369	646,807
8	MINISPOC	Legal Officer	300	4.II	1141	485,333
9	MINISPOC	Professional in charge of Planning	300	4.II	1141	485,333
10	MINISPOC	Monitoring and Evaluation Officer	300	4.II	1141	485,333
11	MINISPOC	ICT Officer	300	4.II	1141	485,333
12	MINISPOC	System Administrator	300	4.II	1141	485,333
13	MINISPOC	Professional in charge of Mass Sport and Leisure Development	300	4.II	1141	485,333
14	MINISPOC	Professional in charge of National Teams	300	4.II	1141	485,333
15	MINISPOC	Professional in charge of Federations	300	4.II	1141	485,333

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16	MINISPOC	Professional in charge of Sports Infrastructure Management	300	4.II	1141	485,333
17	MINISPOC	Talent Detection Officer	300	4.II	1141	485,333
18	MINISPOC	Professional in charge of Arts and culture Development	300	4.II	1141	485,333
19	MINISPOC	Professional in charge of Arts Promotion	300	4.II	1141	485,333
20	MINISPOC	Professional in charge Cultural Tourism	300	4.II	1141	485,333
21	MINISPOC	Professional in charge of National Ballet	300	4.II	1141	485,333
22	MINISPOC	Professional in charge of Cultural Associations	300	4.II	1141	485,333
23	MINISPOC	Professional in charge of Event Management	300	4.II	1141	485,333
24	MINISPOC	Public Relations & Communication Officer	300	4.II	1141	485,333
25	MINISPOC	Human Resources Officer	300	4.II	1141	485,333
26	MINISPOC	Procurement officer	300	5.II	951	404,515
27	MINISPOC	Internal Auditor	300	5.II	951	404,515
28	MINISPOC	Accountant	300	5.II	951	404,515
29	MINISPOC	Budget Officer	300	5.II	951	404,515
30	MINISPOC	Logistics Officer	300	5.II	951	404,515
31	MINISPOC	Administrative Assistant to Minister	300	5.II	951	404,515
32	MINISPOC	Administrative Assistant to PS	300	5.II	951	404,515
33	MINISPOC	Head of Central Secretariat	300	7.II	660	280,736
34	MINISPOC	Secretary in Central Secretariat	300	8.II	508	216,081
35	MINISPOC	Secretaries of Units	300	8.II	508	216,081

National Commission for the Fight Against Genocide (CNLG)

N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	CNLG	Executive Secretary	500	E	3156	2,011,950
2	CNLG	Director General of Research, Documentation & Dissemination Centre on Genocide	400	1.IV	2608	1,330,080
3	CNLG	Principal Legal Services Advisor	400	1.IV	2608	1,330,080
4	CNLG	Research Fellow	400	3.III	1575	901,981
5	CNLG	Advisor to ES	400	3.II	1369	784,008
6	CNLG	Director of Memory and Prevention of Genocide Unit	400	3.II	1369	784,008
7	CNLG	Director of Genocide Survivors Advocacy Unit	400	3.II	1369	784,008
8	CNLG	Director of Planning Unit	400	3.II	1369	784,008

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9	CNLG	Director of Finance & Administration	400	3.II	1369	784,008
10	CNLG	Research Assistant	400	4.III	1313	744,659
11	CNLG	Human Resources Officer	400	4.II	1141	647,110
12	CNLG	Public Relations and Communication Officer	400	4.II	1141	647,110
13	CNLG	Genocide Proofs & Testimonies Conservation Officer	400	5.II	951	539,353
14	CNLG	Publication & Dissemination Officer	400	5.II	951	539,353
15	CNLG	Anti Negationism Desk Officer	400	5.II	951	539,353
16	CNLG	Audio Visual Production Officer	400	5.II	951	539,353
17	CNLG	Memory & Genocide Commemoration Officer	400	5.II	951	539,353
18	CNLG	Education & Genocide Prevention Programs Officer	400	5.II	951	539,353
19	CNLG	Maintenance of Genocide Memorials Officer	400	5.II	951	539,353
20	CNLG	Genocide Memorials Mgt	400	5.II	951	539,353
21	CNLG	Genocide Survivors Advocacy Officer	400	5.II	951	539,353
22	CNLG	Counselling & Health of Genocide Survivors Officer	400	5.II	951	539,353
23	CNLG	Advocacy for Compensation Officer	400	5.II	951	539,353
24	CNLG	Resources Mobilization & Partnership	400	5.II	951	539,353
25	CNLG	Planning, M & E Officer	400	5.II	951	539,353
26	CNLG	ICT Officer	400	5.II	951	539,353
27	CNLG	Accountant	400	5.II	951	539,353
28	CNLG	Budget Officer	400	5.II	951	539,353
29	CNLG	Internal Auditor	400	5.II	951	539,353
30	CNLG	Procurement Officer	400	5.II	951	539,353
31	CNLG	Logistics Officer	400	5.II	951	539,353
32	CNLG	Administrative Assistant to ES	400	5.II	951	539,353
33	CNLG	Customer Care Officer	400	6.II	793	449,744
34	CNLG	Librarian	400	6.II	793	449,744
35	CNLG	Administrative Assistant to DG	400	7.II	660	374,314
36	CNLG	Head of Central Secretariat	400	7.II	660	374,314
37	CNLG	Secretary	400	8.II	508	288,109
38	CNLG	Driver	400	10.II	300	170,143

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Chancellor of Heroes and National Orders (CHNO)							
N°	INSTITUTION	POST	I.V	Level	Index	GROSS	
1	CHENO	Executive Secretary	330	G	2608	1,097,316	
2	CHENO	Director of Heroism and Decoration of Honour	330	3.II	1369	646,807	
3	CHENO	Director of Administration and Finance	330	3.II	1369	646,807	
4	CHENO	Legal Affairs	300	4.III	1313	558,494	
5	CHENO	Information, Education and Communication Officer	300	4.II	1141	485,333	
6	CHENO	Researcher on National Heroes, Heroism and Society	300	4.II	1141	485,333	
7	CHENO	Human Resources & Logistics Officer	300	4.II	1141	485,333	
8	CHENO	Documentation, Publication, Dissemination & Preservation of Heroism Values	300	5.II	951	404,515	
9	CHENO	National Orders and Decorations of Honour Officer	300	5.II	951	404,515	
10	CHENO	Heroes Mausoleum Management	300	5.II	951	404,515	
11	CHENO	Planning, and Monitoring and Evaluation Officer	300	5.II	951	404,515	
12	CHENO	Procurement Officer	300	5.II	951	404,515	
13	CHENO	Accountant	300	5.II	951	404,515	
14	CHENO	Budget Officer	300	5.II	951	404,515	
15	CHENO	ICT Officer	300	5.II	951	404,515	
16	CHENO	Administrative Assistant to the ES	300	7.II	660	280,736	
Rwanda Institute of National Museums (INMR)							
N°	INSTITUTION	POST	I.V	Level	Index	GROSS	
1	INMR	Director General of INMR	441	F	2869	1,613,167	
2	INMR	Director of Research & Publication (Research Fellow)	400	3.III	1575	901,981	
3	INMR	Director of Cultural Tourism Promotion Unit	400	3.II	1369	784,008	
4	INMR	Director of Museum Management Unit	400	3.II	1369	784,008	
5	INMR	Director of Finance and Administration Unit	400	3.II	1369	784,008	
6	INMR	Associate Research Fellow	400	3.II	1369	776,419	
7	INMR	Museum Manager	400	4.III	1313	744,659	
8	INMR	Public Relations and Communication Officer	400	4.II	1141	647,110	
9	INMR	Human Resources Officer	400	4.II	1141	647,110	
10	INMR	Historical Sites Protection Officer	400	5.II	951	539,353	
11	INMR	Outreach Museum Program Officer	400	5.II	951	539,353	

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12	INMR	Arts and Culture Innovations Promotion Officer	400	5.II	951	539,353
13	INMR	Traditional Crafts Promotion Officer	400	5.II	951	539,353
14	INMR	Cultural Tourism Dev't Officer	400	5.II	951	539,353
15	INMR	Curator	400	5.II	951	539,353
16	INMR	Tourist Guides	400	5.II	951	539,353
17	INMR	Planning, M & E Officer	400	5.II	951	539,353
18	INMR	ICT Officer	400	5.II	951	539,353
19	INMR	Estate Manager	400	5.II	951	539,353
20	INMR	Legal Officer	400	5.II	951	539,353
21	INMR	Exhibition Designer	400	5.II	951	539,353
22	INMR	Accountant	400	5.II	951	539,353
23	INMR	Budget Officer	400	5.II	951	539,353
24	INMR	Internal Auditor	400	5.II	951	539,353
25	INMR	Procurement Officer	400	5.II	951	539,353
26	INMR	Web Master	400	5.II	951	539,353
27	INMR	Logistics Officer	400	5.II	951	539,353
28	INMR	Administrative Assistant to DG	400	5.II	951	539,353
29	INMR	Revenues Collection Officer	400	6.II	793	449,744
30	INMR	Customer Care Services Officer	400	6.II	793	449,744
31	INMR	Librarian	400	6.II	793	449,744
32	INMR	Lab-technicians in charge of Treatment of Museum Collections	400	6.II	793	449,744
33	INMR	Shop Attendant	400	7.II	660	374,314
34	INMR	Head of Central Secretariat	400	8.II	508	288,109
35	INMR	Secretary in Central Secretariat	400	9.II	391	221,753
36	INMR	Receptionist	400	9.II	391	221,753
Rwanda Academy of Language and Culture (RALC)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	RALC	Executive Secretary	330	G	2608	1,097,316
2	RALC	Director of Language: Research, Protection and Promotion Unit	330	3.II	1369	646,807
3	RALC	Director of Finance and Administration	330	3.II	1369	646,807
4	RALC	Director of Culture: Research, Protection and Promotion Unit	330	3.II	1369	646,807

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5	RALC	Legal Affairs	300	4.III	1313	558,494
6	RALC	Public Relations and Communication officer	300	4.II	1141	485,333
7	RALC	Culture Research & Standards Analyst	300	4.II	1141	485,333
8	RALC	Cinema & Theatre Art Specialist	300	4.II	1141	485,333
9	RALC	Music & Dance Art Specailist	300	4.II	1141	485,333
10	RALC	Plastic Arts Specialist	300	4.II	1141	485,333
11	RALC	Video & Audio Culture Specialist	300	4.II	1141	485,333
12	RALC	Written Press & Internet Culture Specialist	300	4.II	1141	485,333
13	RALC	Oral Literature Specialist	300	4.II	1141	485,333
14	RALC	Written Literature Specialist	300	4.II	1141	485,333
15	RALC	Lexicography Specialist	300	4.II	1141	485,333
16	RALC	Internet Linguistics Specialist	300	4.II	1141	485,333
17	RALC	Sociolinguistics and Sociology of Language & Anthropological linguistics and linguistic anthropology Specialist	300	4.II	1141	485,333
18	RALC	Linguistic description and Linguistic prescription Linguistic adjustment and Language Management Specialist	300	4.II	1141	485,333
19	RALC	Internal Auditor	300	5.II	951	404,515
20	RALC	Planning, M & E officer	300	5.II	951	404,515
21	RALC	Procurement Officer	300	5.II	951	404,515
22	RALC	Translation and Interpretation & Creative Writing Specialist	300	5.II	951	404,515
23	RALC	Budget Officer	300	5.II	951	404,515
24	RALC	Accountant	300	5.II	951	404,515
25	RALC	ICT Officer	300	5.II	951	404,515
26	RALC	System Database and Application Adminstrator	300	5.II	951	404,515
27	RALC	HR Officer	300	5.II	951	404,515
27	RALC	Administrative Assistant	300	7.II	660	280,736
28	RALC	Secretariat	300	8.II	508	216,081

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Ministry of Youth and Information Technology (MYICT)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	MYICT	Permanent Secretary	441	F	2869	1,613,167
2	MYICT	Director General of ICT	330	2.III	1890	892,962
3	MYICT	Advisor to the Minister	330	2.III	1890	892,962
4	MYICT	Principal Senior Technologist, ICT Private Sector Development	330	2.III	1890	892,962
5	MYICT	Principal Senior Engineer, IT Security	330	2.III	1890	892,962
6	MYICT	Senior Technologist, eGovernment Services Coordination	330	3.II	1369	646,807
7	MYICT	Senior Technologist, ICT Policy & Strategy	330	3.II	1369	646,807
8	MYICT	Senior Engineer, ICT Infrastructure Development	330	3.II	1369	646,807
9	MYICT	Senior Technologist, ICT Applications & Content Development	330	3.II	1369	646,807
10	MYICT	Senior Technologist, ICT Skills Development	330	3.II	1369	646,807
11	MYICT	Legal Advisor	330	3.II	1369	646,807
12	MYICT	Director of Empowerment & Programs Coordination Unit	330	3.II	1369	646,807
13	MYICT	Director of Planning & Product Development Unit	330	3.II	1369	646,807
14	MYICT	Director of Finance and Administration	330	3.II	1369	646,807
15	MYICT	Technologist, ICT for Community Development	300	4.II	1141	485,333
16	MYICT	Public Relations & Communication Officer	300	4.II	1141	485,333
17	MYICT	Professional in Charge of Youth Entrepreneurship Development	300	4.II	1141	485,333
18	MYICT	Professional in charge of Youth Friendly Center Programs	300	4.II	1141	485,333
19	MYICT	Professional in Charge of Youth Mobilization	300	4.II	1141	485,333
20	MYICT	Professional in Charge of Education and Skills Development	300	4.II	1141	485,333
21	MYICT	Professional in Charge of Access to Finance & Markets	300	4.II	1141	485,333
22	MYICT	Planning, M&E Officer	300	4.II	1141	485,333
23	MYICT	Professional in charge of Paternship and Cooperation	300	4.II	1141	485,333
24	MYICT	Statistician	300	4.II	1141	485,333

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25	MYICT	Webmaster	300	4.II	1141	485,333
26	MYICT	ICT Officer	300	4.II	1141	485,333
27	MYICT	System Administrator	300	4.II	1141	485,333
28	MYICT	Human Resources Officer	300	4.II	1141	485,333
29	MYICT	Administrative Assistant	300	5.II	951	404,515
30	MYICT	Internal Auditor	300	5.II	951	404,515
31	MYICT	Public Procurement Officer	300	5.II	951	404,515
32	MYICT	Accountant	300	5.II	951	404,515
33	MYICT	Budget Officer	300	5.II	951	404,515
34	MYICT	Logistics Officer	300	5.II	951	404,515
35	MYICT	Administrative Assistant to DG	300	7.II	660	280,736
36	MYICT	Head of Central Secretariat	300	7.II	660	280,736
37	MYICT	Secretary of Unit	300	8.II	508	216,081
Rwanda National Youth Council (RNYC)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	RNYC	Executive Secretary of National Youth Council	330	G	2608	1,097,316
2	RNYC	Director of Youth Social - Economic Empowerment Unit	330	3.II	1369	646,807
3	RNYC	Director of Finance & Administration Unit	330	3.II	1369	646,807
4	RNYC	Legal Affairs	300	4.III	1313	558,494
5	RNYC	Human Resources & Logistics Officer	300	4.II	1141	485,333
6	RNYC	Information, Education and Communication Officer	300	4.II	1141	485,333
7	RNYC	Database and ICT Officer	300	5.II	951	404,515
8	RNYC	Programme Officers	300	5.II	951	404,515
9	RNYC	Youth Entrepreneurship Officer	300	5.II	951	404,515
10	RNYC	Partnerships & Cooperation Officer	300	5.II	951	404,515
11	RNYC	Monitoring and Evaluation Officer	300	5.II	951	404,515

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12	RNYC	Planning & Resource Mobilisation Officer	300	5.II	951	404,515
13	RNYC	Budget Officer	300	5.II	951	404,515
14	RNYC	Internal Auditor	300	5.II	951	404,515
15	RNYC	Accountant	300	5.II	951	404,515
16	RNYC	Procurement Officer	300	5.II	951	404,515
17	RNYC	Administrative Assistant	300	7.II	660	280,736
18	RNYC	Head Central Secretariat	300	7.II	660	280,736
Rehabilitation & Vocational Skills Development Center (RSDC)/IWAWA						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	RSDC/IWAWA	Director General	330	2.III	1890	892,962
2	RSDC/IWAWA	Director in charge of Training	330	3.II	1369	646,807
3	RSDC/IWAWA	Director in charge of Finance and Administration	330	3.II	1369	646,807
4	RSDC/IWAWA	Senior Trainer	350	4.II	1141	566,221
5	RSDC/IWAWA	Human Resources Officer	300	4.II	1141	485,333
6	RSDC/IWAWA	Internal Auditor	300	5.II	951	404,515
7	RSDC/IWAWA	ICT Officer	300	5.II	951	404,515
8	RSDC/IWAWA	Procurement Officer	300	5.II	951	404,515
9	RSDC/IWAWA	Accountant	300	5.II	951	404,515
10	RSDC/IWAWA	Trainer	350	5.II	951	471,934
11	RSDC/IWAWA	Counselling Officer	300	5.II	951	404,515
12	RSDC/IWAWA	Production Manager	300	5.II	951	404,515
13	RSDC/IWAWA	Logistics Officer	300	5.II	951	404,515
14	RSDC/IWAWA	Assistant Trainer	350	6.II	793	393,526
15	RSDC/IWAWA	Liaison Officer	300	6.II	793	337,308
16	RSDC/IWAWA	Animator	300	6.II	793	337,308
17	RSDC/IWAWA	Laboratory Technician	300	6.II	793	337,308

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18	RSDC/IWAWA	Workshop Attendant	350	7.II	660	327,525
19	RSDC/IWAWA	Nurse A1	300	7.II	660	280,736
20	RSDC/IWAWA	Administrative Assistant	300	7.II	660	280,736
21	RSDC/IWAWA	Nurse A2	300	8.II	508	216,081
Ministry of Health (MINISANTE)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	MINISANTE	Permanent Secretary	441	F	2869	1,613,167
2	MINISANTE	Director General of Clinical Services	330	2.III	1890	892,962
3	MINISANTE	Director General of Planning & Health Information System	330	2.III	1890	892,962
4	MINISANTE	Advisor to the Minister	330	2.III	1890	892,962
5	MINISANTE	Director of Nursing, Maternal and Child Health	330	3.II	1369	646,807
6	MINISANTE	Director of Health Financing	330	3.II	1369	646,807
7	MINISANTE	Director of Finance	330	3.II	1369	646,807
8	MINISANTE	Director of Administration	330	3.II	1369	646,807
9	MINISANTE	Director of ICT	330	3.II	1369	646,807
10	MINISANTE	Legal Advisor	330	3.II	1369	646,807
11	MINISANTE	Professional in charge of Pharmacies Policy	300	4.II	1141	485,333
12	MINISANTE	Professional in charge of Medical Education and Research	300	4.II	1141	485,333
13	MINISANTE	Professional in charge of Public Health Facilities Policy	300	4.II	1141	485,333
14	MINISANTE	Professional in charge of Private Health Facilities Policy	300	4.II	1141	485,333
15	MINISANTE	Professional in Charge of Health Information System	300	4.II	1141	485,333
16	MINISANTE	Professional in Charge of Health System Analyst	300	4.II	1141	485,333
17	MINISANTE	Professional in Charge of Communicable & Non Communicable Diseases Policy	300	4.II	1141	485,333
18	MINISANTE	Professional in Charge of E-Health	300	4.II	1141	485,333
19	MINISANTE	Professional in Charge of Health Sector Partners	300	4.II	1141	485,333
20	MINISANTE	Human Resources and Institutional Development	300	4.II	1141	485,333
21	MINISANTE	Professional in Charge of Governmental and Sectoral Reports	300	4.II	1141	485,333
22	MINISANTE	Professional in Charge of Nursing	300	4.II	1141	485,333
23	MINISANTE	Professional in Charge of Health Economics	300	4.II	1141	485,333
24	MINISANTE	Professional in Charge of Health Insurances Policy	300	4.II	1141	485,333

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25	MINISANTE	Professional in Charge of Performance based Financing	300	4.II	1141	485,333
26	MINISANTE	Professional in Charge of Community Health	300	4.II	1141	485,333
27	MINISANTE	Professional in Charge of Environmental Health	300	4.II	1141	485,333
28	MINISANTE	Professional in Charge of Maternal and Child Health	300	4.II	1141	485,333
29	MINISANTE	Professional in Charge of Family Planning	300	4.II	1141	485,333
30	MINISANTE	Professional in Charge of Nutrition	300	4.II	1141	485,333
31	MINISANTE	Professional in Charge of Planning, Monitoring and Evaluation	300	4.II	1141	485,333
32	MINISANTE	Network Administrator	300	4.II	1141	485,333
33	MINISANTE	Database and application Administrator	300	4.II	1141	485,333
34	MINISANTE	System Administrator	300	4.II	1141	485,333
35	MINISANTE	ICT Officer	300	4.II	1141	485,333
36	MINISANTE	Human Resources Officer	300	4.II	1141	485,333
37	MINISANTE	Professional in Charge of Health Staff Management	300	4.II	1141	485,333
38	MINISANTE	Public Relations and Communication Officer	300	4.II	1141	485,333
39	MINISANTE	Procurement Officer	300	5.II	951	404,515
40	MINISANTE	Internal Auditor	300	5.II	951	404,515
41	MINISANTE	Budget Officer	300	5.II	951	404,515
42	MINISANTE	Accountant	300	5.II	951	404,515
43	MINISANTE	Professional in Charge of Logistics	300	5.II	951	404,515
44	MINISANTE	Administrative Assistant to the Minister	300	5.II	951	404,515
45	MINISANTE	Administrative Assistant to the PS	300	5.II	951	404,515
46	MINISANTE	Documentalist	300	6.II	793	337,308
47	MINISANTE	Administrative Assistant to the DG	300	7.II	660	280,736
48	MINISANTE	Head of Central Secretariat	300	7.II	660	280,736
49	MINISANTE	Secretary	300	8.II	508	216,081
Rwanda Biomedical Centre (RBC)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	RBC	Director General	500	E	3156	2,011,950
2	RBC	Rector /Deputy DG	500	E	3156	2,011,950
3	RBC	Head of KING Faysal Hospital/Kigali Departement/DDG	441	F	2869	1,613,167

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4	RBC	Head of IHDPC/DDG	441	F	2869	1,613,167
5	RBC	Head Medical Production and Procurement Departement/DDG	441	F	2869	1,613,167
6	RBC	Vice-Rector	441	F	2869	1,613,167
7	RBC	Head of Maintenance Centre Division	400	2.III	1890	1,082,378
8	RBC	Head of Division of HIV/AIDS and STIs Division	400	2.III	1890	1,082,378
9	RBC	Head of Corporate Divsion	400	2.III	1890	1,082,378
10	RBC	Head of Medical Reseach Division	400	2.III	1890	1,082,378
11	RBC	Head of Operations Support Services Division	400	2.III	1890	1,082,378
12	RBC	Head of Quality Assurance Division	400	2.III	1890	1,082,378
13	RBC	Head of non Communicable Desease Division	400	2.III	1890	1,082,378
14	RBC	Head of Program Planning and M&E Coordination Division	400	2.III	1890	1,082,378
15	RBC	Head of Malaria and other Parasitic diseases Division	400	2.III	1890	1,082,378
16	RBC	Head of Mental Health Division	400	2.III	1890	1,082,378
17	RBC	Head of CNTS Division	400	2.III	1890	1,082,378
18	RBC	Head of National Reference Laboratory Division	400	2.III	1890	1,082,378
19	RBC	Head of Division of Rwanda Health Communication Center Division	400	2.III	1890	1,082,378
20	RBC	Head of TB and other Respiratory Communicable diseases Division	400	2.III	1890	1,082,378
21	RBC	Head of Division of Nursing Service	400	2.III	1890	1,082,378
22	RBC	Head of Vaccine Preventable Diseases Division	400	2.III	1890	1,082,378
23	RBC	Head of Medical Production Division	400	2.III	1890	1,082,378
24	RBC	Head of other Epidemic Infections Diseases and Response Division	400	2.III	1890	1,082,378
25	RBC	Head of Procurement and Distribution Division	400	2.III	1890	1,082,378
26	RBC	Head of Specialiesd Medical and Allied Services Division	400	2.III	1890	1,082,378
27	RBC	Deans	400	2.III	1890	1,082,378
28	RBC	Senior Medical Advisor	400	2.III	1890	1,082,378
29	RBC	Director of Academic of Academic Affairs	400	2.III	1890	1,082,378
30	RBC	Specialised Medical Doctors	400	3.III	1575	901,981
31	RBC	Anesthesist Technologist Specialist	400	3.II	1369	784,008
32	RBC	Medical Advisor	400	3.II	1369	784,008

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33	RBC	Director of Specialised Units	400	3.II	1369	784,008
34	RBC	Director of Business Development Unit	400	3.II	1369	784,008
35	RBC	Director of Planning Unit	400	3.II	1369	784,008
36	RBC	Director of Monitoring and Evaluation Unit	400	3.II	1369	784,008
37	RBC	Director of behaviour Change Communication Unit	400	3.II	1369	784,008
38	RBC	Director of Printery Unit	400	3.II	1369	784,008
39	RBC	Director of Infrastructure Unit	400	3.II	1369	784,008
40	RBC	Director of Medical Engineering Unit	400	3.II	1369	784,008
41	RBC	Director of Medical Electromechanical Unit	400	3.II	1369	784,008
42	RBC	Director of Quality Assurance Lab Unit	400	3.II	1369	784,008
43	RBC	Director of Quality Improvement Unit	400	3.II	1369	784,008
44	RBC	Director of Quality Monitoring and Evaluation Unit	400	3.II	1369	784,008
45	RBC	Director of Sterilisation Unit	400	3.II	1369	784,008
46	RBC	Director of Laboratory Unit	400	3.II	1369	784,008
47	RBC	Director of Physiotherapy Unit	400	3.II	1369	784,008
48	RBC	Director of Pharmacy Unit	400	3.II	1369	784,008
49	RBC	Director of Billing and Invoicing Unit	400	3.II	1369	784,008
50	RBC	Director of Credit Control Unit	400	3.II	1369	784,008
51	RBC	Director of Impact Social Mitigation Unit	400	3.II	1369	784,008
52	RBC	Director of Clinical Prevention Unit	400	3.II	1369	784,008
53	RBC	Director of HIV/AIDS and STIs Care & Treatment Unit	400	3.II	1369	784,008
54	RBC	Director of STIs Unit	400	3.II	1369	784,008
55	RBC	Director of Blood Borne Infections Unit	400	3.II	1369	784,008
56	RBC	Director of Vector Control Unit	400	3.II	1369	784,008
57	RBC	Director of Case Management Unit	400	3.II	1369	784,008
58	RBC	Director of Prevention Unit	400	3.II	1369	784,008
59	RBC	Director of NTD and Other Parasitic Diseases Unit	400	3.II	1369	784,008
60	RBC	Director of MDR Unit	400	3.II	1369	784,008
61	RBC	Director of TB and other Respiratory Communicable Diseases Care and Treatment Unit	400	3.II	1369	784,008

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62	RBC	Director of TB Infection Control Unit	400	3.II	1369	784,008
63	RBC	Director of Immunization System and Safty Unit	400	3.II	1369	784,008
64	RBC	Director of Diseases Surveillace Unit	400	3.II	1369	784,008
65	RBC	Director of Food and Water Borne Diseases Unit	400	3.II	1369	784,008
66	RBC	Director of Avian Flu and other Highly Pathogenic Diseases Unit	400	3.II	1369	784,008
67	RBC	Director of Outbreak Preparedness and Response Unit	400	3.II	1369	784,008
68	RBC	Director of Cardiovascular and Pulmonary Desorders Diseases Unit	400	3.II	1369	784,008
69	RBC	Director of Cancer Diseases Unit	400	3.II	1369	784,008
70	RBC	Director of Diabetes and Other Metabolic Diseases Unit	400	3.II	1369	784,008
71	RBC	Director of Injuries and Disabilities Unit	400	3.II	1369	784,008
72	RBC	Director of Immuno-Virology Unit	400	3.II	1369	784,008
73	RBC	Director of Microbiology Unit	400	3.II	1369	784,008
74	RBC	Director of Medical Entomology Unit	400	3.II	1369	784,008
75	RBC	Director of Clinical Pathology Unit	400	3.II	1369	784,008
76	RBC	Director of Production Unit	400	3.II	1369	784,008
77	RBC	Director of Lab Network Unit	400	3.II	1369	784,008
78	RBC	Director of Quality Assurance and Control Product Unit	400	3.II	1369	784,008
79	RBC	Director of Sales and Marketing Unit	400	3.II	1369	784,008
80	RBC	Director of Academic Quality Unit	400	3.II	1369	784,008
81	RBC	Director of External Quality Assurance and Control Unit	400	3.II	1369	784,008
82	RBC	Director of Warehousing and Distribution Unit	400	3.II	1369	784,008
83	RBC	Director of Quantification Unit	400	3.II	1369	784,008
84	RBC	Director of Regional Centre for Blood Transfusion Kigali Unit	400	3.II	1369	784,008
85	RBC	Director Centre for Bood Transfusion Butare of Unit	400	3.II	1369	784,008
86	RBC	Director Centre for Bood Transfusion Ruhengeri Unit	400	3.II	1369	784,008
87	RBC	Director of Quality Assurance and Control Local Product Unit	400	3.II	1369	784,008
88	RBC	Director of Maintenance Unit	400	3.II	1369	784,008
89	RBC	Director of Students Affairs	400	3.II	1369	784,008
90	RBC	Director of Procurement Unit	400	3.II	1369	784,008

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91	RBC	Director of other Respiratory Diseases Unit	400	3.II	1369	784,008
92	RBC	Director of Internal Auditor Unit	400	3.II	1369	784,008
93	RBC	Director of ICT Unit	400	3.II	1369	784,008
94	RBC	Director Hospital ICT Unit	400	3.II	1369	784,008
95	RBC	Director of Academic ICT	400	3.II	1369	784,008
96	RBC	Director of Finance Unit	400	3.II	1369	784,008
97	RBC	Director of Administration	400	3.II	1369	784,008
98	RBC	Director of Human Resource Development Unit	400	3.II	1369	784,008
99	RBC	Advisor to the DG	400	3.II	1369	784,008
100	RBC	Adviser to the Rector	400	3.II	1369	784,008
101	RBC	Legal Affairs	400	4.III	1313	744,659
102	RBC	Public Relations and Communication Officer	400	4.II	1141	647,110
103	RBC	Behavior Change Communication Officer	400	4.II	1141	647,110
104	RBC	Media Relations and Information Officers	400	4.II	1141	647,110
105	RBC	Printery Engineers	400	4.II	1141	647,110
106	RBC	Data Base Manager	400	4.II	1141	647,110
107	RBC	Civil Engineers	400	4.II	1141	647,110
108	RBC	Medical Equipment Engineers	400	4.II	1141	647,110
109	RBC	STIs Care and Treatment Specialist	400	4.II	1141	647,110
110	RBC	STIs Prevention Specialist	400	4.II	1141	647,110
111	RBC	HIV/AIDS and Blood borne infections	400	4.II	1141	647,110
112	RBC	Marketing and Public Relations Officer	400	4.II	1141	647,110
113	RBC	Public Relations and Communication Officer	400	4.II	1141	647,110
114	RBC	Public Relations and Communication Officer	400	4.II	1141	647,110
115	RBC	PMTCT Specialist	400	4.II	1141	647,110
116	RBC	Strategic Advisors	400	4.II	1141	647,110
117	RBC	Advisor HIV/AIDS in Disease Prevention, Care and Treatment	400	4.II	1141	647,110
118	RBC	Officer in charge of non Clinical Prevention	400	4.II	1141	647,110
119	RBC	Officer in charge of the Public, Private and Community Sector	400	4.II	1141	647,110

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120	RBC	HIV Epidemiology Specialist	400	4.II	1141	647,110
121	RBC	Other prevention Specialist/Clinical Prevention Unit	400	4.II	1141	647,110
122	RBC	VCT Specialist	400	4.II	1141	647,110
123	RBC	Admission Manager	400	4.II	1141	647,110
124	RBC	Business Specialist	400	4.II	1141	647,110
125	RBC	Grant Officer/Medical Research Division	400	4.II	1141	647,110
126	RBC	Research Regulator	400	4.II	1141	647,110
127	RBC	Monitoring Reasearch	400	4.II	1141	647,110
128	RBC	Research Statistitian	400	4.II	1141	647,110
129	RBC	Research Officer	400	4.II	1141	647,110
130	RBC	Laboratory Specialists	400	4.II	1141	647,110
131	RBC	Vector Control Supervisor	400	4.II	1141	647,110
132	RBC	Malaria Epidemiology Specialist	400	4.II	1141	647,110
133	RBC	Community Case Management Specialist	400	4.II	1141	647,110
134	RBC	TB Epidemiology Specialist	400	4.II	1141	647,110
135	RBC	ITN Specialist	400	4.II	1141	647,110
136	RBC	NTD Research Specialist	400	4.II	1141	647,110
137	RBC	Care and Treatment Specialist	400	4.II	1141	647,110
138	RBC	Leprosy Specialist	400	4.II	1141	647,110
139	RBC	Pediatrics Specialist	400	4.II	1141	647,110
140	RBC	Psychosocial Care Specialist	400	4.II	1141	647,110
141	RBC	Adult care and treatment Specialist	400	4.II	1141	647,110
142	RBC	Vaccine Preventable Diseases Surveilance Officer	400	4.II	1141	647,110
143	RBC	Vaccine Preventable Disease Epidemiology Specialist	400	4.II	1141	647,110
144	RBC	HIDSR Document Production Specialist	400	4.II	1141	647,110
145	RBC	IDSR Quality Assurance Officer	400	4.II	1141	647,110
146	RBC	Food and Water Borne Diseases Specialist	400	4.II	1141	647,110
147	RBC	Avian Flu and Highly Pathogenic Diseases Specialist	400	4.II	1141	647,110
148	RBC	Field Epidemiology and Laboratory Program Specialist	400	4.II	1141	647,110

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149	RBC	NCD Statistician	400	4.II	1141	647,110
150	RBC	Cancer Diseases Specialist	400	4.II	1141	647,110
151	RBC	Metabolic Diseases Specialist	400	4.II	1141	647,110
152	RBC	Pulmonary Disorders Specialist	400	4.II	1141	647,110
153	RBC	Cancer Diseases Specialist	400	4.II	1141	647,110
154	RBC	Injuries and Disabilities Officer	400	4.II	1141	647,110
155	RBC	Mental Health Development Specialist	400	4.II	1141	647,110
156	RBC	Prevention and Treatment of Substance use Disorders Specialist	400	4.II	1141	647,110
157	RBC	Mental Health Promotion & Community Interventions Specialist	400	4.II	1141	647,110
158	RBC	Immunology Specialist	400	4.II	1141	647,110
159	RBC	Lab Biotechnologists for CD4	400	5.II	951	539,353
160	RBC	Serology Specialist	400	4.II	1141	647,110
161	RBC	Chief Accountant	400	5.III	1094	620,454
161	RBC	Lab Biotechnologists for Serology	400	5.II	951	539,353
162	RBC	Molecular Biology Specialist	400	4.II	1141	647,110
163	RBC	Lab Biotechnologists for Molecular Biology	400	5.II	951	539,353
164	RBC	Lab Systems Coordinator	400	4.II	1141	647,110
165	RBC	Parasitology Specialist	400	4.II	1141	647,110
166	RBC	Lab Biotechnologists for Parasitology	400	5.II	951	539,353
167	RBC	Bacteriology Specialist	400	4.II	1141	647,110
168	RBC	Lab Biotechnologists for Bacteriology	400	5.II	951	539,353
169	RBC	Food and Water Microbiology Specialist	400	4.II	1141	647,110
170	RBC	Lab Biotechnologists for Food and Water Microbiology	400	5.II	951	539,353
171	RBC	Mycology Specialist	400	4.II	1141	647,110
172	RBC	Lab Biotechnologist for Mycology	400	5.II	951	539,353
173	RBC	Mycobacteriology Specialist	400	4.II	1141	647,110
174	RBC	Lab Biotechnologists for Mycobacteriology	400	5.II	951	539,353
175	RBC	Lab Biotechnologists for Entomology	400	5.II	951	539,353
176	RBC	Hematology Specialist	400	4.II	951	539,353

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177	RBC	Lab Biotechnologist for Hematology	400	5.II	1141	647,110
178	RBC	Biochemistry Specialist	400	4.II	1141	647,110
179	RBC	Lab Biotechnologists for Biochemistry	400	5.II	951	539,353
180	RBC	Toxicology Specialist	400	4.II	1141	647,110
181	RBC	Lab Biotechnologist for Toxicology	400	5.II	951	539,353
182	RBC	Credit Control Officers/KFH Kigali	400	4.II	1141	647,110
183	RBC	Clinical Case Management Specialist	400	4.II	1141	647,110
184	RBC	Lab Biotechnologists for External Quality Assurance and Control Unit	400	5.II	951	539,353
185	RBC	Lab Network Specialist	400	4.II	1141	647,110
186	RBC	Lab Biotechnologists	400	5.II	951	539,353
187	RBC	Information Management Specialist	400	4.II	1141	647,110
188	RBC	Advisors	400	4.II	1141	647,110
189	RBC	Quality Assurance and Control Product Officers	400	4.II	1141	647,110
190	RBC	Laboratory Glassware Product Officers	400	9.II	391	221,753
191	RBC	Laboratory Glassware Local Product Officers	400	9.II	391	221,753
192	RBC	Purchasing Drugs Specialists	400	4.II	1141	647,110
193	RBC	Purchasing of Lab Products and Medical Equipments Specialists	400	4.II	1141	647,110
194	RBC	Tracking and Clearing Orders Specialists	400	4.II	1141	647,110
195	RBC	Warehouse Operations Officer	400	4.II	1141	647,110
196	RBC	Inventory Specialist	400	4.II	1141	647,110
197	RBC	Drugs Quantification Specialists	400	4.II	1141	647,110
198	RBC	Lab Quantification Specialists	400	4.II	1141	647,110
199	RBC	Data Management Specialists	400	4.II	1141	647,110
200	RBC	Pricing Officer	400	5.II	951	539,353
201	RBC	Immuno-Hematology Specialist CNTS Regional Centres	400	4.II	1141	647,110
202	RBC	Blood Donor Mobilisation and Selection Specialist	400	4.II	1141	647,110
203	RBC	Serology Specialist	400	4.II	1141	647,110
204	RBC	Platelets Production Specialist	400	4.II	1141	647,110
205	RBC	Sterile Production Specialist	400	4.II	1141	647,110

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206	RBC	Non Sterile Production Specialist	400	4.II	1141	647,110
207	RBC	Quality Assurance and control Local Products	400	4.II	1141	647,110
208	RBC	ICT Project Manager	400	4.II	1141	647,110
209	RBC	Senior System Administrator	400	4.II	1141	647,110
210	RBC	Business Analysts	400	4.II	1141	647,110
211	RBC	Academic Senior Network Administrator	400	4.II	1141	647,110
212	RBC	Academic Senior System Administrator	400	4.II	1141	647,110
213	RBC	Academic Senior Database and Application Administrator	400	4.II	1141	647,110
214	RBC	Pharmacist	400	4.II	1141	647,110
215	RBC	Human Resources Officer	400	4.II	1141	647,110
216	RBC	Career development Officer	400	4.II	1141	647,110
217	RBC	Training and Capacity Building Officers	400	4.II	1141	647,110
218	RBC	Senior Network Administrator	400	5.III	1094	620,454
219	RBC	Senior Database and Application Administrator	400	5.III	1094	620,454
220	RBC	Network Security Administrator	400	5.II	951	539,353
221	RBC	Academic Network Administrators	400	5.II	951	539,353
222	RBC	Academic System Administrators	400	5.II	951	539,353
223	RBC	Academic Database and Application Administrators	400	5.II	951	539,353
224	RBC	Academic Webmaster	400	5.II	951	539,353
225	RBC	Academic ICT Officers	400	5.II	951	539,353
226	RBC	Complaints Manager	400	6.II	793	449,744
227	RBC	Academic Registrar	400	5.II	951	539,353
228	RBC	Internal Auditor	400	5.II	951	539,353
229	RBC	Planning Officers	400	5.II	951	539,353
230	RBC	M&E Officers	400	5.II	951	539,353
231	RBC	Database Administrator	400	5.II	951	539,353
232	RBC	Systems Administrator	400	5.II	951	539,353
233	RBC	Clearing Officer	400	5.II	951	539,353
234	RBC	Sales Officer	400	4.II	1141	647,110

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235	RBC	Tenders and Pro Forma Invoices Officer	400	7.II	660	374,314
236	RBC	Marketing Officer	400	4.II	1141	647,110
237	RBC	System Administrator	400	5.II	951	539,353
238	RBC	Database and Application Administrators	400	5.II	951	539,353
239	RBC	Application Security Administrator	400	5.II	951	539,353
240	RBC	ICT Officers	400	5.II	951	539,353
241	RBC	Webmaster	400	5.II	951	539,353
242	RBC	Hospital Network Administrator	400	5.II	951	539,353
243	RBC	Hospital System Administration	400	5.II	951	539,353
244	RBC	Hospital Database and Application Administrators	400	5.II	951	539,353
245	RBC	Hospital ICT Officer	400	5.II	951	539,353
246	RBC	Accountant	400	5.II	951	539,353
247	RBC	Procurement Officer	400	5.II	951	539,353
248	RBC	Budget Officer	400	5.II	951	539,353
249	RBC	Pharmacy Dispenser	400	5.II	951	539,353
250	RBC	School Administrative Assistant	400	5.II	951	539,353
251	RBC	School academic Assistant	400	5.II	951	539,353
252	RBC	Deputy Academic Registrar	400	5.II	951	539,353
253	RBC	Exams officer	400	5.II	951	539,353
254	RBC	Admission inscription and orientation officer	400	5.II	951	539,353
255	RBC	Curriculum officer	400	5.II	951	539,353
256	RBC	Chief Librarian	400	5.II	951	539,353
257	RBC	Assistant librarian	400	5.II	951	539,353
258	RBC	In charge of Bursary	400	5.II	951	539,353
259	RBC	In Charge of Sport	400	5.II	951	539,353
260	RBC	In Charge of culture	400	5.II	951	539,353
261	RBC	Counsellor	400	5.II	951	539,353
262	RBC	Treasury	400	5.II	951	539,353
263	RBC	Logistics Officer	400	5.II	951	539,353

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264	RBC	Estate Officer	400	5.II	951	539,353
265	RBC	Administrative Attaché to the Rector	400	5.II	951	539,353
266	RBC	Administrative Assistant to the DG	400	5.II	951	539,353
267	RBC	Administrative assistant to the Rector	400	5.II	951	539,353
268	RBC	Administrative Attaché to Vice-Rectors	400	5.II	951	539,353
269	RBC	Administrative Assistant to Deputy DG	400	5.II	951	539,353
270	RBC	Administrative Assistant to Vice-Rector	400	5.II	951	539,353
271	RBC	Customer Care Officer/Quality Assurance Division	400	6.II	793	449,744
272	RBC	Documentlist University	400	6.II	793	449,744
273	RBC	Documentlist Printary Unit	400	6.II	793	449,744
274	RBC	Administrative Assistant to Head of Division	400	7.II	660	374,314
275	RBC	Technician/Maintainance Centre Division	400	7.II	660	374,314
276	RBC	Quality Improvement Assistants	400	7.II	660	374,314
277	RBC	Quality Improvement M&E Assistants	400	7.II	660	374,314
278	RBC	Medical Referral Board Secretary/KFH Kigali	400	7.II	660	374,314
279	RBC	Labolatory Technician/Medical and Allied Services	400	7.II	660	374,314
280	RBC	Laboratory Technician CNTS	400	7.II	660	374,314
281	RBC	Physiotherapy Technician/Medical and Allied Services	400	7.II	660	374,314
282	RBC	Distribution Officer	400	4.II	1141	647,110
283	RBC	Validation Officers	400	5.II	951	539,353
284	RBC	Customer care Officer/Ware House Distribution	400	6.II	793	449,744
285	RBC	Lab biotechnologist for Quality Assurance Lab Assistants	400	5.II	951	539,353
286	RBC	Receiving Specialist	400	5.II	951	539,353
287	RBC	Order Processing Specialist	400	5.II	951	539,353
288	RBC	Picking Specialists	400	5.II	951	539,353
289	RBC	Replenishment Specialist	400	5.II	951	539,353
290	RBC	Checking Officer	400	5.II	951	539,353
291	RBC	Dispatching Officer	400	5.II	951	539,353
292	RBC	Immuno-Hematology Technicians CNTS	400	7.II	660	374,314

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293	RBC	Platelets Production Technicians	400	7.II	660	374,314
294	RBC	Blood Mobilisation and Selection Technician CNTS	400	7.II	660	374,314
295	RBC	Serology Technicians CNTS	400	7.II	660	374,314
296	RBC	Sterilisation Assistants	400	7.II	660	374,314
297	RBC	Nurses in charge of Blood Donor Selection	400	7.II	660	374,314
298	RBC	Blood donor recorders	400	7.II	660	374,314
299	RBC	Clinical Nurse	400	7.II	660	374,314
300	RBC	Billing and invoicing Officer/KFH	400	8.II	508	288,109
301	RBC	Admission Officers /Cachiers	400	8.II	508	288,109
302	RBC	Production officer	400	7.II	660	374,314
303	RBC	Central Secretariat/Corporate Services	400	8.II	508	288,109
304	RBC	Central Secretariat/RUMHS	400	8.II	508	288,109
305	RBC	Receiving staff	400	9.II	391	221,753
306	RBC	Pickers Staff	400	9.II	391	221,753
307	RBC	Replenishment Staff	400	9.II	391	221,753
308	RBC	Inventory Staff	400	9.II	391	221,753
309	RBC	Checkers	400	9.II	391	221,753
310	RBC	Dispatching Staff	400	9.II	391	221,753
311	RBC	Order Processing Staff	400	9.II	391	221,753
312	RBC	Machine operator	400	9.II	391	221,753
313	RBC	Daily Technical Operations Officer	400	9.II	391	221,753
314	RBC	Preparation Officer	400	7.II	660	374,314
315	RBC	Filling Staff	400	9.II	391	221,753
316	RBC	Mechanist Officers	400	9.II	391	221,753
317	RBC	Machinist Officers	400	9.II	391	221,753
318	RBC	Powders and capsules, production officers	400	9.II	391	221,753
319	RBC	In charge of packaging	400	9.II	300	170,143

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Centre Hospital Universitaire de Butare (CHUB)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	CHUB	Director of CHUB	500	E	3156	2,011,950
2	CHUB	Senior Consultant Doctor	441	F	2869	1,613,167
3	CHUB	Consultant Doctor	441	F	2869	1,613,167
4	CHUB	Director of Clinical services	330	1.IV	2608	1,097,316
5	CHUB	Junior Consultant Doctor	330	1.IV	2608	1,097,316
6	CHUB	Senior Consultant / Pharmacist	330	1.IV	2608	1,097,316
7	CHUB	Senior Consultant / Dentist	330	1.IV	2608	1,097,316
8	CHUB	Senior Consultant / NURSE	330	1.IV	2608	1,097,316
9	CHUB	Director of NURSING	330	2.III	1890	892,962
10	CHUB	Junior Consultant Dentist	330	2.III	1890	892,962
11	CHUB	Junior Consultant/Phamacist	330	2.III	1890	892,962
12	CHUB	Junior Consultant/Nurse	330	2.III	1890	892,962
13	CHUB	Senior Dentist	330	3.III	1575	744,135
14	CHUB	Senior Phamacist	330	3.III	1575	744,135
15	CHUB	Senior Nurse/Paramedic	330	3.III	1575	744,135
16	CHUB	Registrar (Resident)	330	3.III	1575	744,135
17	CHUB	Directeur Administratif	330	3.II	1369	646,807
18	CHUB	Directeur Financier	330	3.II	1369	646,807
19	CHUB	Head of Department Academic	330	3.II	1369	646,807
20	CHUB	Head of Department Clinic	350	3.II	1369	686,007
21	CHUB	Junior Nurse Consultant/Paramedic	330	3.II	1369	646,807
22	CHUB	Junior/Dentiste	330	3.II	1369	646,807
23	CHUB	Junior Phamacien	330	3.II	1369	646,807
24	CHUB	Medical Officer	300	4.III	1313	558,494
25	CHUB	Gestionnaire de Ressources Humaines	300	4.II	1141	485,333
26	CHUB	Dentiste	300	4.II	1141	485,333
27	CHUB	Phamacien	300	4.II	1141	485,333
28	CHUB	Junior Specialists Nurse/ Paramedic	300	4.II	1141	485,333

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29	CHUB	Conseiller Juridique	300	4.II	1141	485,333
30	CHUB	Infirmier/Paramédical A0	300	4.II	1141	485,333
31	CHUB	Planificateur	300	5.II	951	404,515
32	CHUB	Statisticien	300	5.II	951	404,515
33	CHUB	Chargé du finances et budget	300	5.II	951	404,515
34	CHUB	Infirmier(ère) Chef(Matron)	300	5.II	951	404,515
35	CHUB	Programmeur et Gestionnaire de Webside et S.I.	300	5.II	951	404,515
36	CHUB	Programmeur et Administrateur du réseau	300	5.II	951	404,515
37	CHUB	Chargé de la maintenance informatique	300	5.II	951	404,515
38	CHUB	Maintenance Général	300	5.II	951	404,515
39	CHUB	Chef comptable	300	5.II	951	404,515
40	CHUB	Auditeur Interne	300	5.II	951	404,515
41	CHUB	Gestionnaire des Approvisionnements	300	5.II	951	404,515
42	CHUB	Chargé de l' administration du personnel	300	5.II	951	404,515
43	CHUB	Chargé de la gestion des immobiliers et de stocks	300	5.II	951	404,515
44	CHUB	Facturation et recouvrement	300	5.II	951	404,515
45	CHUB	Chargé des Approvisionnements	300	6.II	793	337,308
46	CHUB	Chargé de Relations Publiques et communication	300	6.II	793	337,308
47	CHUB	Infirmier/Paramédical Responsable	300	6.II	793	337,308
48	CHUB	Chargé de la Bibliothèque	300	6.II	793	337,308
49	CHUB	Archivistes	300	6.II	793	337,308
50	CHUB	Infirmier/Paramédical A1	300	7.II	660	280,736
51	CHUB	Chargé des rémunérations et avantages sociaux	300	7.II	660	280,736
52	CHUB	Chargé de la Maintenance Générale	300	7.II	660	280,736
53	CHUB	Assistant Administratif	300	7.II	660	280,736
54	CHUB	Assistant Accountant	300	8.II	508	216,081
55	CHUB	Chargé de recouvrement	300	8.II	508	216,081
56	CHUB	Secretary	300	8.II	508	216,081
57	CHUB	Receptionistes	300	8.II	508	216,081
58	CHUB	Infirmier/Paramédical A2	300	8.II	508	216,081
59	CHUB	Chargé de la production	300	9.II	391	166,315

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60	CHUB	Gestionnaires de stocks	300	9.II	391	166,315
61	CHUB	Caissier principal	300	9.II	391	166,315
62	CHUB	Agents de guichets	300	9.II	391	166,315
63	CHUB	Transport Officer	300	9.II	391	166,315
64	CHUB	Standardistes	300	10.II	300	127,607
65	CHUB	Chargé de la securite	300	10.II	300	127,607
66	CHUB	Plombier	300	10.II	300	127,607
67	CHUB	Chauffeurs	300	10.II	300	127,607
Centre Hospital Universitaire de Kigali (CHUK)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	CHUK	Director of CHUK	500	E	3156	2,011,950
2	CHUK	Senior Consultant Doctor/director of medical and allied services	441	F	2869	1,613,167
3	CHUK	Consultant Doctor/ Head of Clinical/Academic Departement	441	F	2869	1,613,167
4	CHUK	Senior Consultant pharmacist/dentist	350	1.IV	2608	1,163,820
5	CHUK	Director of Clinical services	350	1.IV	2608	1,163,820
6	CHUK	Junior Consultant Doctor	350	1.IV	2608	1,306,871
7	CHUK	Senior Consultant nurse/Paramedical/Director of nursing	350	1.IV	2608	1,306,871
8	CHUK	Director on Nursing	350	2.III	1890	947,080
9	CHUK	Junior Consultant pharmacist/dentist	350	2.III	1890	947,080
10	CHUK	Consultant nurse/ Paramedical	350	2.III	1890	947,080
11	CHUK	Head of Department clinic/ Academic	350	2.III	1890	947,080
12	CHUK	Senior pharماسist	350	3.III	1575	789,234
13	CHUK	Senior Dentist	350	3.III	1575	789,234
14	CHUK	Director of Administration	330	3.II	1369	646,807
15	CHUK	Director of Finance	330	3.II	1369	646,807
16	CHUK	Junior consultant nurse/ Paramedical	350	3.II	1369	679,366
17	CHUK	Quality assurance manager	350	3.II	1369	679,366
18	CHUK	Matron	350	3.II	1369	704,522
19	CHUK	Legal Affairs	300	4.III	1313	558,494
20	CHUK	Medical Officer	350	4.III	1313	651,576

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21	CHUK	Pharmacist A0	350	4.III	1313	651,576
22	CHUK	Chief Human Resource Manager	300	4.III	1313	558,494
23	CHUK	Public Relations and Communication Officer	300	4.II	1141	485,333
24	CHUK	Dentist	350	4.II	1141	566,221
25	CHUK	Nurse/Allied Services A0	350	4.II	1141	566,221
26	CHUK	Human Resources in charge of Remuneration & Benefits	300	4.II	1141	485,333
27	CHUK	Human Resources in charge of Staff Administration	300	4.II	1141	485,333
28	CHUK	Chief IT & program manager	300	5.III	1094	465,341
29	CHUK	Chief Statistician	300	5.III	1094	465,341
30	CHUK	Hard facilities service chief	300	5.III	1094	465,341
31	CHUK	Chief Accountant	300	5.III	1094	465,341
32	CHUK	Chief Procurement	300	5.III	1094	465,341
33	CHUK	Network administration officer	300	5.II	951	404,515
34	CHUK	ICT Maintenance	300	5.II	951	404,515
35	CHUK	Statistician	300	5.II	951	404,515
36	CHUK	Internal Auditor	300	5.II	951	404,515
37	CHUK	Procurement Officer	300	5.II	951	404,515
38	CHUK	Budget Officer	300	5.II	951	404,515
39	CHUK	Accountant	300	5.II	951	404,515
40	CHUK	General maintenance	300	5.II	951	404,515
41	CHUK	Planning Officer	300	5.II	951	404,515
42	CHUK	Asset management	300	5.II	951	404,515
43	CHUK	In Charge of Revenue collection A0	300	5.II	951	404,515
44	CHUK	Filling Management	300	5.II	951	404,515
45	CHUK	Customer Care Office	300	6.II	793	337,308
46	CHUK	Duty and holidays coordinator	350	6.II	793	393,526
47	CHUK	Librarian	300	6.II	793	337,308
48	CHUK	Nurse/Allied Services A1	300	7.II	660	280,736
49	CHUK	Nurse/Allied Services A2	300	7.II	660	280,736
49	CHUK	General maintenance Assistant	300	7.II	660	280,736
50	CHUK	Waste management	300	7.II	660	280,736

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51	CHUK	Administrative Assistant	300	7.II	660	280,736
52	CHUK	Principle cashier	300	7.II	660	280,736
53	CHUK	Secretary	300	8.II	508	216,081
54	CHUK	Cashier	300	8.II	508	216,081
55	CHUK	Receptionist	300	8.II	508	216,081
56	CHUK	In Charge of Billing & invoicing	300	8.II	508	216,081
57	CHUK	Stock management	300	8.II	508	216,081
58	CHUK	Production officer	300	8.II	508	216,081
59	CHUK	In Charge of Medical Records	300	8.II	508	216,081
60	CHUK	Transport manager	300	9.II	391	166,315
61	CHUK	Switch Board operator	300	10.II	300	127,607
62	CHUK	Security officer	300	10.II	300	127,607
63	CHUK	Plumber	300	10.II	300	127,607
64	CHUK	Driver	300	10.II	300	127,607

District Hospital and Health Center

		POST	I.V	Level	Index	GROSS
1	Hospital/Health Center	Medical Senior Specialist	330	3.III	1575	736,931
2	Hospital/Health Center	Hospital Director	330	3.II	1369	646,807
3	Hospital/Health Center	Pharmacist Senior Specialist	300	4.III	1313	558,494
4	Hospital/Health Center	Medical Junior Specialist	300	4.III	1313	558,494
5	Hospital/Health Center	Pharmacist Junior Specialist	300	4.II	1141	485,333
6	Hospital/Health Center	Medecal Chef of Staff	300	4.II	1141	485,333
7	Hospital/Health Center	In Charge of Public Relations and Communication A0	300	4.II	1141	485,333
8	Hospital/Health Center	Medical Officer/General Practionner	300	5.III	1094	465,341
9	Hospital/Health Center	Hospital Administrator A0	300	5.III	1094	465,341
10	Hospital/Health Center	Chef of Nursing AO	300	5.II	951	404,515
11	Hospital/Health Center	Pharmacist	300	5.II	951	404,515

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12	Hospital/Health Center	Nurse, Midwife, Social Worker and Other Health Technician A0	300	5.II	951	404,515
13	Hospital/Health Center	Statistician , M&E A0	300	5.II	951	404,515
14	Hospital/Health Center	Human Resource Manager	300	5.II	951	404,515
15	Hospital/Health Center	Chef Accountant A0	300	5.II	951	404,515
16	Hospital/Health Center	Procurement Officer A0	300	5.II	951	404,515
17	Hospital/Health Center	Head of Health Center A0	300	5.II	951	404,515
18	Hospital/Health Center	Others A0	300	6.II	793	337,308
19	Hospital/Health Center	Head of Health Center A1	300	7.III	759	322,846
20	Hospital/Health Center	Chef Nursing A1	300	7.III	759	322,846
21	Hospital/Health Center	Nurse, Midwife A1 responsible of service	300	7.III	759	322,846
22	Hospital/Health Center	Nurse, Midwife, Social Worker and Other Health Technician A1	300	7.II	660	280,736
23	Hospital/Health Center	Others A1	300	7.II	660	280,736
24	Hospital/Health Center	Head of Health Center A2	300	9.III	450	191,411
25	Hospital/Health Center	Nurse A2 responsible of service	300	9.III	450	191,411
26	Hospital/Health Center	Nurse, Social Worker, Maintenance, other Health Technician A2	300	9.II	391	166,315
27	Hospital/Health Center	Others A2	300	9.II	391	166,315
28	Hospital/Health Center	Others A3	300	11.II	231	98,258
29	Hospital/Health Center	Driver	300	11.II	231	98,258
30	Hospital/Health Center	Health Auxiliary A4	300	12.II	177	75,288

Ministry of Infrastructure (MININFRA)

N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	MININFRA	Permanent Secretary	441	F	2869	1,613,167
2	MININFRA	Head of Department of Policy, Planning, Monitoring and Evaluation.	330	1.IV	2608	1,097,316
3	MININFRA	Principal Senior Engineer in Energy, Water & Sanitation	330	2.IV	2173	914,290

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4	MININFRA	Principal Senior Engineer in Transport	330	2.IV	2173	914,290
5	MININFRA	Principal Senior Urban Engineer	330	2.IV	2173	914,290
6	MININFRA	Principal Senior Meteorologist	330	2.IV	2173	914,290
7	MININFRA	Advisor to the Ministry	330	2.III	1890	892,962
8	MININFRA	Advisor to the Minister of State	330	2.III	1890	892,962
9	MININFRA	Senior Engineer, Energy	330	2.III	1890	892,962
10	MININFRA	Senior Engineer, WATSAN	330	2.III	1890	892,962
11	MININFRA	Senior Engineer, Road Safety	330	2.III	1890	892,962
12	MININFRA	Senior Engineer, Road & Railway Infrastructure	330	2.III	1890	892,962
13	MININFRA	Senior Engineer, Air Transport	330	2.III	1890	892,962
14	MININFRA	Senior Engineer, Water Transport	330	2.III	1890	892,962
15	MININFRA	Senior Transport Economist	330	2.III	1890	892,962
16	MININFRA	Senior Engineer, Government fleet & Co- owned Vehicles	330	2.III	1890	892,962
17	MININFRA	Senior urban Engineer	330	2.III	1890	892,962
18	MININFRA	Senior Meteorologist	330	2.III	1890	892,962
19	MININFRA	Director of ICT	330	3.II	1369	646,807
20	MININFRA	Director of Administration & Finance	330	3.II	1369	646,807
21	MININFRA	Legal Advisor	330	3.II	1369	646,807
22	MININFRA	Planing, M & E Officer	300	4.II	1141	485,333
23	MININFRA	Public Relations and Communication Officer	300	4.II	1141	485,333
24	MININFRA	Legal Officer in charge of Energy, Water and Sanitation	300	4.II	1141	485,333
25	MININFRA	Legal Officer in charge of Urban, Housing Dvpt	300	4.II	1141	485,333
26	MININFRA	Legal Officer in charge of Transport	300	4.II	1141	485,333
27	MININFRA	Human Resources Officer	300	4.II	1141	485,333
28	MININFRA	Statistics & DB	300	4.II	1141	485,333

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29	MININFRA	System Administrator	300	4.II	1141	485,333
30	MININFRA	Webmaster	300	4.II	1141	485,333
31	MININFRA	Database & Application Admin	300	4.II	1141	485,333
32	MININFRA	ICT Officer)	300	4.II	1141	485,333
33	MININFRA	Chief Accountant	300	5.III	1094	465,341
34	MININFRA	Procurement Officer	300	5.II	951	404,515
35	MININFRA	Internal Auditor	300	5.II	951	404,515
36	MININFRA	Budget Officer	300	5.II	951	404,515
37	MININFRA	Accountant	300	5.II	951	404,515
38	MININFRA	Logistics Officer	300	5.II	951	404,515
39	MININFRA	Administrative Assistant to the Minister	300	5.II	951	404,515
40	MININFRA	Administrative Assistant to the MOS	300	5.II	951	404,515
41	MININFRA	Administrative Assistant to the PS	300	5.II	951	404,515
42	MININFRA	Documentalist	300	6.II	793	337,308
43	MININFRA	Administrative Assistant to the Head of Department	300	7.II	660	280,736
44	MININFRA	Head of Central Secretariat	300	7.II	660	280,736
45	MININFRA	Secretary in Central Secretariat	300	8.II	508	216,081
46	MININFRA	Secretary	300	8.II	508	216,081
Rwanda Transport Development Authority (RTDA)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	RTDA	Director General	500	E	3156	2,011,950
2	RTDA	Head of Roads Planning Division	400	2.III	1890	1,082,378
3	RTDA	Head of Roads Development Division	400	2.III	1890	1,082,378
4	RTDA	Head of Roads Maintenance Division	400	2.III	1890	1,082,378
5	RTDA	Head of Corporate Services Division	400	2.III	1890	1,082,378

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6	RTDA	Director of Air, Rail and Marine Transport Unit	400	3.II	1369	784,008
7	RTDA	Director of Roads Network Planning Unit	400	3.II	1369	784,008
8	RTDA	Director of Roads Safety & Environment Unit	400	3.II	1369	784,008
9	RTDA	Director of Bridges Unit	400	3.II	1369	784,008
10	RTDA	Director of Roads Surveys and Design Unit	400	3.II	1369	784,008
11	RTDA	Director of Pavement and Materials Unit	400	3.II	1369	784,008
12	RTDA	Director of Contract Mgt Unit	400	3.II	1369	784,008
13	RTDA	Director of Roads Maintenance Programming Unit	400	3.II	1369	784,008
14	RTDA	Director of Maintenance Operations Unit	400	3.II	1369	784,008
15	RTDA	Director of District Roads Support Unit	400	3.II	1369	784,008
16	RTDA	Director of Roads Inspection and Emergency	400	3.II	1369	784,008
17	RTDA	Director of Procurement Unit	400	3.II	1369	784,008
18	RTDA	Director ICT Unit	400	3.II	1369	784,008
19	RTDA	Director of Finance Unit	400	3.II	1369	784,008
20	RTDA	Director of RH & Administration Unit	400	3.II	1369	784,008
21	RTDA	Transport Advisor	400	4.III	1313	744,659
22	RTDA	Legal Affairs	400	4.III	1313	744,659
23	RTDA	GIS Officer	400	4.II	1141	647,110
24	RTDA	Senior High Way Traffic Engineer	400	4.II	1141	647,110
25	RTDA	Roads Safety Engineer	400	4.II	1141	647,110
26	RTDA	Senior Transport Engineer	400	4.II	1141	647,110
27	RTDA	MIS Support Engineer	400	4.II	1141	647,110
28	RTDA	Environmental Specialist	400	4.II	1141	647,110
29	RTDA	Social Scientist	400	4.II	1141	647,110
30	RTDA	Valuator	400	4.II	1141	647,110

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31	RTDA	Senior Survey and Design Engineer	400	4.II	1141	647,110
32	RTDA	Bridges Design Engineer	400	4.II	1141	647,110
33	RTDA	Bridges Maintenance Engineer	400	4.II	1141	647,110
34	RTDA	Design Engineers	400	4.II	1141	647,110
35	RTDA	Senior Geotechnical Engineer	400	4.II	1141	647,110
36	RTDA	Geodetic Engineer	400	4.II	1141	647,110
37	RTDA	Senior Engineer Soils, Aggregate and Concrete	400	4.II	1141	647,110
38	RTDA	Materials Engineer	400	4.II	1141	647,110
39	RTDA	Senior Bituminous Products Engineer	400	4.II	1141	647,110
40	RTDA	Bituminous Products Engineer	400	4.II	1141	647,110
41	RTDA	Senior Pavement Engineer	400	4.II	1141	647,110
42	RTDA	Pavement Engineer	400	4.II	1141	647,110
43	RTDA	Senior Geotechnical Engineer	400	4.II	1141	647,110
44	RTDA	Geotechnical Engineer	400	4.II	1141	647,110
45	RTDA	Roads Works Quantification Engineer	400	4.II	1141	647,110
46	RTDA	Roads Maintenance Engineer	400	4.II	1141	647,110
47	RTDA	Roads Construction Engineer	400	4.II	1141	647,110
48	RTDA	Roads Maintenance Programming Engineer	400	4.II	1141	647,110
49	RTDA	District Roads Support Engineer	400	4.II	1141	647,110
50	RTDA	Zonal Inspector and Emergency Engineer	400	4.II	1141	647,110
51	RTDA	Zonal Maintenance Engineer	400	4.II	1141	647,110
52	RTDA	Air Transport Infrastructures Engineer	400	4.II	1141	647,110
53	RTDA	Axle Load Control Engineer	400	4.II	1141	647,110
54	RTDA	Rail Transport Engineer	400	4.II	1141	647,110
55	RTDA	Marine Transport Engineer	400	4.II	1141	647,110

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56	RTDA	Human Resources Officer	400	4.II	1141	647,110
57	RTDA	Public Relations and Communication Officer	400	4.II	1141	647,110
58	RTDA	Chief Internal Auditor	400	5.III	1094	620,454
59	RTDA	Legal Affairs	400	5.II	951	539,353
60	RTDA	Database & Application Administrator	400	5.II	951	539,353
61	RTDA	System Administrator	400	5.II	951	539,353
62	RTDA	ICT Officer	400	5.II	951	539,353
63	RTDA	Procurement Officer	400	5.II	951	539,353
64	RTDA	Accountant	400	5.II	951	539,353
65	RTDA	Budget Officer	400	5.II	951	539,353
66	RTDA	Internal Auditor	400	5.II	951	539,353
67	RTDA	Logistics Officer	400	5.II	951	539,353
68	RTDA	Administrative Assistant to DG	400	5.II	951	539,353
69	RTDA	Librarian	400	6.II	793	449,744
70	RTDA	Administrative Assistant to Head of Division	400	7.II	660	374,314
71	RTDA	Registry Clerk	400	7.II	660	374,314
72	RTDA	Head of Central Secretariat	400	7.II	660	374,314
73	RTDA	Secretary	400	8.II	508	288,109
74	RTDA	Zonal Inspection Drivers	400	10.II	300	170,143

Rwanda Housing Authority (RHA)

N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	RHA	Director General	441	F	2869	1,613,167
2	RHA	Head of Construction and Legislation Division	400	2.III	1890	1,082,378
3	RHA	Head of Government Asset Division	400	2.III	1890	1,082,378
4	RHA	Head of Corporate Services Division	400	2.III	1890	1,082,378
5	RHA	Head of Housing Planning and Development Division	400	2.III	1890	1,082,378

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6	RHA	Director of Regulatory & Standards Unit	400	3.II	1369	784,008
7	RHA	Director of Design & Construction Unit	400	3.II	1369	784,008
8	RHA	Director of Housing Inspection Unit	400	3.II	1369	784,008
9	RHA	Director of Housing Development Unit	400	3.II	1369	784,008
10	RHA	Director of GIS & Housing Database Unit	400	3.II	1369	784,008
11	RHA	Director of Fixed Property Unit	400	3.II	1369	784,008
12	RHA	Director of Non Fixed Property Unit	400	3.II	1369	784,008
13	RHA	Director of Rural Housing and Socio Economic Infrastructures Unit	400	3.II	1369	784,008
14	RHA	Director of Housing Planning Unit	400	3.II	1369	784,008
15	RHA	Director of Housing Development Unit	400	3.II	1369	784,008
16	RHA	Director of Finance	400	3.II	1369	784,008
17	RHA	Director of ICT Unit	400	3.II	1369	784,008
18	RHA	Director of Human Resource & Administration Unit	400	3.II	1369	784,008
19	RHA	Legal Affairs	400	4.III	1313	744,659
20	RHA	Design Conformity & Constructions Standards Engineer	400	4.II	1141	647,110
21	RHA	Regulation & Policy Design Engineer	400	4.II	1141	647,110
22	RHA	Supervision and Technical Support Housing Engineer	400	4.II	1141	647,110
23	RHA	Supervision of Gov't Building Construction Engineer	400	4.II	1141	647,110
24	RHA	Housing Inspection & Control Engineer	400	4.II	1141	647,110
25	RHA	Facilities and Security Construction Engineer	400	4.II	1141	647,110
26	RHA	Urban Planing &Tools Development Engineer	400	4.II	1141	647,110
27	RHA	Physical Developement Engineer	400	4.II	1141	647,110
28	RHA	Resettlement Action Plan Engineer	400	4.II	1141	647,110
29	RHA	Informal Settlnent Restructuring Engineer	400	4.II	1141	647,110
30	RHA	Housing Programs & Project Engineer	400	4.II	1141	647,110
31	RHA	Photo Interpretation and Remote Sensing Specialist	400	4.II	1141	647,110
32	RHA	GIS Data Dissemination and Monitoring Specialist	400	4.II	1141	647,110
33	RHA	Urban Infrastructures Management Engineer	400	4.II	1141	647,110
34	RHA	Mgt, Organization and Exploitation Engineer	400	4.II	1141	647,110
35	RHA	Inspection ,Programs Planification and Maintenance, Works Engineer	400	4.II	1141	647,110
36	RHA	Refurbishment of Public Building Engineer	400	4.II	1141	647,110

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37	RHA	Assets Acquisition and Disposal Specialist	400	4.II	1141	647,110
38	RHA	Assets Mgt and Maintenance Specialist	400	4.II	1141	647,110
39	RHA	Asbestos Removal Engineer	400	4.II	1141	647,110
40	RHA	Application Scrutiny Engineer	400	4.II	1141	647,110
41	RHA	Construction Materials Promotion Engineer	400	4.II	1141	647,110
42	RHA	Public Relations and Communication Officer	400	4.II	1141	647,110
43	RHA	Human Resources Officer	400	4.II	1141	647,110
44	RHA	Municipal Devt and Financial Cooperation Officer	400	5.II	951	539,353
45	RHA	Rural Settlement Sustainability Officer	400	5.II	951	539,353
46	RHA	Cartography & Topography Officer	400	5.II	951	539,353
47	RHA	Database & Application Administrator	400	5.II	951	539,353
48	RHA	Technical Assistant	400	5.II	951	539,353
49	RHA	Network Administrator	400	5.II	951	539,353
50	RHA	System Administrator	400	5.II	951	539,353
51	RHA	Monitoring & Evaluation Officer	400	5.II	951	539,353
52	RHA	ICT Officer	400	5.II	951	539,353
53	RHA	Accountant	400	5.II	951	539,353
54	RHA	Budget Officer	400	5.II	951	539,353
55	RHA	Internal Auditor	400	5.II	951	539,353
56	RHA	Procurement Officer	400	5.II	951	539,353
57	RHA	Logistics Officer	400	5.II	951	539,353
58	RHA	Administrative Assistant to DG	400	5.II	951	539,353
59	RHA	Librarian	400	6.II	793	449,744
60	RHA	Administrative Assistant to Head of Division	400	7.II	660	374,314
61	RHA	Head of Central Secretariat	400	7.II	660	374,314
62	RHA	Secretary	400	8.II	508	288,109
63	RHA	Secretary	400	8.II	508	288,109
64	RHA	Driver	400	10.II	300	170,143

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Road Maintenance Fund (RMF)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	RMF	Director	500	G	2608	1,662,600
2	RMF	Director Administration and Finance	500	3.II	1369	980,010
3	RMF	Human Resources & Logistics Officer	500	4.II	1141	808,888
4	RMF	Monitoring and Evaluation Engineer	500	5.II	951	674,191
5	RMF	ICT Officer	500	5.II	951	674,191
6	RMF	Internal Auditor	500	5.II	951	674,191
7	RMF	Procurement Officer	500	5.II	951	674,191
8	RMF	Accountant	500	5.II	951	674,191
9	RMF	Legal Officer	500	5.II	951	674,191
10	RMF	Administrative Assistant	500	7.II	660	467,893
Rwanda Public Transport Authority (ONATRACOM)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	ONATRACOM	Director	500	F	2,869	1,828,988
2	ONATRACOM	Director Garage Unit	500	3.II	1,369	980,010
3	ONATRACOM	Director Common Transport Unit	500	3.II	1,369	980,010
4	ONATRACOM	Director Finance and Administration Unit	500	3.II	1,369	980,010
5	ONATRACOM	Human Resources Management and Legal Officer	500	4.II	1,141	808,888
6	ONATRACOM	IT Professional	500	5.II	951	674,191
7	ONATRACOM	Accountant	500	5.II	951	674,191
8	ONATRACOM	In charge of Transport Operation	500	5.II	951	674,191
9	ONATRACOM	In charge of General Services	500	5.II	951	674,191
10	ONATRACOM	Marketing Officer	500	5.II	951	674,191
11	ONATRACOM	Internal Auditor	500	5.II	951	674,191

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12	ONATRACOM	In charge of Fleet Management	500	5.II	951	674,191
13	ONATRACOM	Administrative Assistant	500	5.II	951	674,191
14	ONATRACOM	Branch Manager	500	6.II	793	562,180
15	ONATRACOM	Chief Mechanics	500	7.II	660	467,893
16	ONATRACOM	Fuel and Tyres Manager	500	8.II	508	360,136
17	ONATRACOM	In Charge of Inspection	500	8.II	508	360,136
18	ONATRACOM	Assistant Accountant	500	8.II	508	360,136
19	ONATRACOM	Cashier	500	10.II	300	212,679
20	ONATRACOM	In charge of Tickets	500	10.II	300	212,679
21	ONATRACOM	Inspector	500	10.II	300	212,679
22	ONATRACOM	Switch Board Operator	500	10.II	300	212,679
23	ONATRACOM	Storekeeper	500	10.II	300	212,679
24	ONATRACOM	Mechanics	500	10.II	300	212,679
25	ONATRACOM	Bus Driver	500	10.II	300	212,679
26	ONATRACOM	Small Vehicles Driver	500	11.II	231	163,763
27	ONATRACOM	Assistant Mechanics	500	12.II	177	125,480
28	ONATRACOM	Turn Boy	500	12.II	177	125,480
Energy, Water and Sanitation Authority (EWSA)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	EWSA	Director General	650	E	3156	2,723,234
2	EWSA	Deputy Director General Energy Development Department	650	F	2869	2,534,331
3	EWSA	Deputy Director General Water and Sanitation Development	650	F	2869	2,534,331
4	EWSA	Deputy Director General Corporates Services	650	F	2869	2,534,331
5	EWSA	Head of Electricity Utility Division	500	2.III	1890	1,352,972
6	EWSA	Head of Water and Sewerage Utility Division Unit	500	2.III	1890	1,352,972

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7	EWSA	Head of Energy Development Division	500	2.III	1890	1,352,972
8	EWSA	Head of Water and Sanitation Dev't Division	500	2.III	1890	1,352,972
9	EWSA	Strategic Advisor	500	3.II	1369	980,010
10	EWSA	Director of Electricity Operations & Maintenance Unit	500	3.II	1369	980,010
11	EWSA	Director of Electricity Network Planning, Monitoring & Evaluation Unit	500	3.II	1369	980,010
12	EWSA	Director of Electricity Access Roll out Programs	500	3.II	1369	980,010
13	EWSA	Director Electricity Utility Support Unit	500	3.II	1369	980,010
14	EWSA	Director of Electricity Studies, Research & Dev't	500	3.II	1369	980,010
15	EWSA	Director of Electricity Project & Programs Mgt	500	3.II	1369	980,010
16	EWSA	Director of Renewable Energies	500	3.II	1369	980,010
17	EWSA	Director of Rational Use of Energy & Substitute Energy Unit	500	3.II	1369	980,010
18	EWSA	Director of Electricity Infrastructures & Distribution Unit	500	3.II	1369	980,010
19	EWSA	Director of Petroleum & Methane Gaz	500	3.II	1369	980,010
20	EWSA	Director of Water Supply Operations Unit	500	3.II	1369	980,010
21	EWSA	Director of Water Utility Support Unit	500	3.II	1369	980,010
22	EWSA	Director of Sewerage Operations Unit	500	3.II	1369	980,010
23	EWSA	Director of Water Commercial & Distribution Unit	500	3.II	1369	980,010
24	EWSA	Director of Commercial & Distribution Unit	500	3.II	1369	980,010
25	EWSA	Director of Water Studies, Research & Dev't	500	3.II	1369	980,010
26	EWSA	Director of Water Project & Programs Mgt	500	3.II	1369	980,010
27	EWSA	Director of ICT Unit	500	3.II	1369	980,010
28	EWSA	Director of Strategic Planning Unit	500	3.II	1369	980,010
29	EWSA	Director of Legal & Transactions Unit	500	3.II	1369	980,010
30	EWSA	Director of Internal Auditor	500	3.II	1369	980,010
31	EWSA	Director of Finance & Budgeting Unit	500	3.II	1369	980,010
32	EWSA	Director of HR & Administration Unit	500	3.II	1369	980,010
33	EWSA	Chief Power Plant / Principal Engineer in Charge of Power Plant	500	3.II	1369	970,523

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34	EWSA	Chief Power Plant / Thermal and Gaz Plants	500	3.II	1369	970,523
35	EWSA	Principal Engineer in Charge of National Control Center	500	3.II	1369	970,523
36	EWSA	Principal Engineer Transmission line and Substation Maintenance	500	3.II	1369	970,523
37	EWSA	Regional Coordination/Electricity Utility	500	3.II	1369	970,523
38	EWSA	Regional Coordinator/Sewerage Utility	500	3.II	1369	970,523
39	EWSA	Chief of Distribution/Electricity Utility	500	3.II	1369	970,523
40	EWSA	Principal Engineer in charge of Lake Kivu Monitoring	500	3.II	1369	970,523
41	EWSA	Chief of Commercial	500	4.III	1313	930,823
42	EWSA	Head of Geothermal	500	4.III	1313	930,823
43	EWSA	Head of Biomass	500	4.III	1313	930,823
44	EWSA	Chief Hydropower Dev't Engineer	500	4.III	1313	930,823
45	EWSA	Senior HR	500	4.III	1313	930,823
46	EWSA	Manager of NPME	500	4.II	1141	808,888
47	EWSA	Energy Sector Research & Dev't Officer	500	4.II	1141	808,888
48	EWSA	Water Sector Research & Dev't Officer	500	4.II	1141	808,888
49	EWSA	Carbone Market Officer	500	4.II	1141	808,888
50	EWSA	Hydro Mechanical Engineer	500	4.II	1141	808,888
51	EWSA	Hydro Surveyor , Geologist, Hydrologist	500	4.II	1141	808,888
52	EWSA	Geothermal Dev't Engineer	500	4.II	1141	808,888
53	EWSA	Wind & Solar Engineer	500	4.II	1141	808,888
54	EWSA	Biomass Engineer	500	4.II	1141	808,888
55	EWSA	Electricity Generation Specialist	500	4.II	1141	808,888
56	EWSA	Electricity Transport Specialist	500	4.II	1141	808,888
57	EWSA	Electricity Distribution Specialist	500	4.II	1141	808,888
58	EWSA	Petroleum Exploration Specialist	500	4.II	1141	808,888
59	EWSA	Methane Exploration Specialist	500	4.II	1141	808,888
60	EWSA	Lake Kivu Monitoring Engineer	500	4.II	1141	808,888

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61	EWSA	Water Treatment Plants Officer (Heads and Operations Officer)	500	4.II	1141	808,888
62	EWSA	Water Supply Network Management	500	4.II	1141	808,888
63	EWSA	Water Supply Quality Management	500	4.II	1141	808,888
64	EWSA	District Operations Support Engineer	500	4.II	1141	808,888
65	EWSA	Sewarage Treatment Plant	500	4.II	1141	808,888
66	EWSA	Sewarage Network	500	4.II	1141	808,888
67	EWSA	Water Supply Officer	500	4.II	1141	808,888
68	EWSA	Solid Waste Officers	500	4.II	1141	808,888
69	EWSA	Sanitation Officers	500	4.II	1141	808,888
70	EWSA	District Support Engineer	500	4.II	1141	808,888
71	EWSA	Financial & Legal Transactions Advisor	500	4.II	1141	808,888
72	EWSA	Enviromental Safeguards Advisor	500	4.II	1141	808,888
73	EWSA	Strategic Planning Officer	500	4.II	1141	808,888
74	EWSA	Customer Protection Officer	500	4.II	1141	808,888
75	EWSA	Public Relation & Communication Officer	500	4.II	1141	808,888
76	EWSA	Human Resources Officer	500	4.II	1141	808,888
77	EWSA	Chief EARP Planning	500	5.III	1094	775,568
78	EWSA	Chief Accounant	500	5.III	1094	775,568
79	EWSA	EARP Contract Mgt Specialist	500	5.III	1094	775,568
80	EWSA	EARP Senior Financial Officer	500	5.III	1094	775,568
81	EWSA	EARP Planning Officer	500	5.II	951	674,191
82	EWSA	Industry & Transport Officer	500	5.II	951	674,191
83	EWSA	Tertiasy Sector and Residential Officer	500	5.II	951	674,191
84	EWSA	Substitute Energy Officer	500	5.II	951	674,191
85	EWSA	Strategic and Specific Studies Officer	500	5.II	951	674,191
86	EWSA	Electricity Project Implementation Officer	500	5.II	951	674,191
87	EWSA	Equipment Acquisition Planning Officer	500	5.II	951	674,191

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88	EWSA	Standards and Technical Specifications Officer	500	5.II	951	674,191
89	EWSA	Network Mapping & Data Base	500	5.II	951	674,191
90	EWSA	Energy Information System Mgt Officer	500	5.II	951	674,191
91	EWSA	Energy Sector Monitoring & Evaluation Officer	500	5.II	951	674,191
92	EWSA	Water and Sanitation Information Mgt Officer	500	5.II	951	674,191
93	EWSA	Water Sector Monitoring & Evaluation Officer	500	5.II	951	674,191
94	EWSA	Water Sector Studies and Designs Officer	500	5.II	951	674,191
95	EWSA	ICT (Maintenance, Network) Officer	500	5.II	951	674,191
96	EWSA	Marketing Officers	500	5.II	951	674,191
97	EWSA	Revenue Accounting Officer	500	5.II	951	674,191
98	EWSA	Private Operations Officer	500	5.II	951	674,191
99	EWSA	Billing Officers	500	5.II	951	674,191
100	EWSA	Debt Management Officer	500	5.II	951	674,191
101	EWSA	Distribution Maintenance Officer	500	5.II	951	674,191
102	EWSA	Distribution Line extension Officer	500	5.II	951	674,191
103	EWSA	Distribution Cabins and Switch Gears	500	5.II	951	674,191
104	EWSA	EARP Contract Mgt Officer	500	5.II	951	674,191
105	EWSA	EARP Financial Officer	500	5.II	951	674,191
106	EWSA	EARP Administration & Logistics	500	5.II	951	674,191
107	EWSA	Special Utility Finance Officers /Electricity Utility	500	5.II	951	674,191
108	EWSA	Utility Procurement Officers /Electricity Utility	500	5.II	951	674,191
109	EWSA	Logistics and Management Officers /Electricity Utility	500	5.II	951	674,191
110	EWSA	Special Utility Finance Officers /Sewerage Utility	500	5.II	951	674,191
111	EWSA	Utility Procurement Officers /Sewerage Utility	500	5.II	951	674,191
112	EWSA	Logistics and Stock Management Officers /Sewerage Utility	500	5.II	951	674,191
113	EWSA	Accountant	500	5.II	951	674,191
114	EWSA	Finance Officer	500	5.II	951	674,191

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115	EWSA	Budget Officer	500	5.II	951	674,191
116	EWSA	Internal Auditor	500	5.II	951	674,191
117	EWSA	Procurement Officer	500	5.II	951	674,191
118	EWSA	Administration Officers	500	5.II	951	674,191
119	EWSA	Logistics Officers	500	5.II	951	674,191
120	EWSA	Asset Management Officer	500	5.II	951	674,191
121	EWSA	Administrative Assistant to DG	500	5.II	951	674,191
122	EWSA	Administrative Assistant to DMD	500	5.II	951	674,191
123	EWSA	Customer Services Officer	500	6.II	793	562,180
124	EWSA	Documentation & Archives Officer	500	6.II	793	562,180
125	EWSA	Electricity Operations Officers	500	7.II	660	467,893
126	EWSA	Mechanical Operations Officers	500	7.II	660	467,893
127	EWSA	Electricity Operations Officers / Thermal and Gaz Plant	500	7.II	660	467,893
128	EWSA	Mechanical Operations Officers / Thermal and Gaz Plans	500	7.II	660	467,893
129	EWSA	IPPs Officers	500	7.II	660	467,893
130	EWSA	Substations Operations	500	7.II	660	467,893
131	EWSA	SCADA Operations Technicians	500	7.II	660	467,893
132	EWSA	Substations Maintenance Officers	500	7.II	660	467,893
133	EWSA	Transmission Line maintenance Officer	500	7.II	660	467,893
134	EWSA	Network, Protection and Stability Officers	500	7.II	660	467,893
135	EWSA	Head of Central Secretariat	500	7.II	660	467,893
136	EWSA	Fluel Management/Charroi	500	7.II	660	467,893
137	EWSA	Secretary in Central Secretariat	500	7.II	660	467,893
138	EWSA	Administrative Assistant to the Head of Division	500	7.II	660	467,893
139	EWSA	Secretary of Unit	500	8.II	508	360,136
140	EWSA	Driver	500	10.II	300	212,679

RWANDA CIVIL AVIATION AUTHORITY (RCAA)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	RCAA	Civil Aviation Authority Director General	500	E	3156	2,011,950
2	RCAA	Director of Airports Unit	500	3.II	1369	980,010
3	RCAA	Director of Air Navigation Services Unit	500	3.II	1369	980,010
4	RCAA	Director of Regulatory Services Unit	500	3.II	1369	980,010
5	RCAA	Director Finances Unit	500	3.II	1369	980,010
6	RCAA	Director HR and Administration Unit	500	3.II	1369	980,010
7	RCAA	Legal Affairs	500	4.III	1313	930,823
8	RCAA	Aviation Advisor	500	4.III	1313	930,823
9	RCAA	Head of Aviation Security Service	500	4.III	1313	930,823
10	RCAA	Head of Customer Care Service	500	4.III	1313	930,823
11	RCAA	Head of Commercial and Marketing Service	500	4.III	1313	930,823
12	RCAA	Head of Engineering and Maintenance Service	500	4.III	1313	930,823
13	RCAA	Head of Kamembe International Airport	500	4.III	1313	930,823
14	RCAA	Head of Charge Air Traffic Management	500	4.III	1313	930,823
15	RCAA	Head of Communication, Navigation and Surveillance Service	500	4.III	1313	930,823
16	RCAA	Head of Aeronautical info Service	500	4.III	1313	930,823
17	RCAA	Head of Fire Fighting & Rescue Service	500	4.III	1313	930,823
18	RCAA	Head charge Airworthiness Service	500	4.III	1313	930,823
19	RCAA	Head of Flight Operations Service	500	4.III	1313	930,823
20	RCAA	Head of Aiport Terminal Systems Manager Services	500	4.III	1313	930,823
21	RCAA	Head of Operations Kigali International Airport	500	4.III	1313	930,823
22	RCAA	Head of AIM	500	4.III	1313	930,823
23	RCAA	Manager Aerodrome and ANS Standards	500	4.III	1313	930,823
24	RCAA	Head of Human Resource Management	500	4.III	1313	930,823

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25	RCAA	Manager Area Control Center (ACC)	500	4.III	1313	930,823
26	RCAA	Public Relations & Communication Officer	500	4.II	1141	808,888
27	RCAA	Research and Analysis	500	4.II	1141	808,888
28	RCAA	Fire Supervisors	500	4.II	1141	808,888
29	RCAA	Engineers	500	4.II	1141	808,888
30	RCAA	Airport Operations Officers	500	4.II	1141	808,888
31	RCAA	Avisec Supervisor	500	4.II	1141	808,888
32	RCAA	Civil Engineer	500	4.II	1141	808,888
33	RCAA	Electrical Engineer	500	4.II	1141	808,888
34	RCAA	Mecanical Engineers	500	4.II	1141	808,888
35	RCAA	Aeronautical Information Services Officers	500	4.II	1141	808,888
36	RCAA	Air traffic controllers	500	4.II	1141	808,888
37	RCAA	Meteorological Officer (Forecaster and Observer)	500	4.II	1141	808,888
38	RCAA	Operations Officer at Gisenyi Aerodrome	500	4.II	1141	808,888
39	RCAA	ATC Gisenyi	500	4.II	1141	808,888
40	RCAA	Meteo Gisenyi	500	4.II	1141	808,888
41	RCAA	Air Traffic Controllers(Aerodrome)	500	4.II	1141	808,888
42	RCAA	Air Traffic Controllers(Approach)	500	4.II	1141	808,888
43	RCAA	Air Traffic Controllers(Area)	500	4.II	1141	808,888
44	RCAA	Electronics Ingenieers	500	4.II	1141	808,888
45	RCAA	Fire Control Operation Officers	500	4.II	1141	808,888
46	RCAA	Forecasters	500	4.II	1141	808,888
47	RCAA	Observers	500	4.II	1141	808,888
48	RCAA	Air Transport Officer	500	4.II	1141	808,888
49	RCAA	Personnel Licensing	500	4.II	1141	808,888
50	RCAA	Airworthiness Inspectors	500	4.II	1141	808,888
51	RCAA	Aerodrome Standards Inspector	500	4.II	1141	808,888

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52	RCAA	Air Navigation Standards Inspector	500	4.II	1141	808,888
53	RCAA	Aviation Security Inspector	500	4.II	1141	808,888
54	RCAA	Flight Operations Inspector	500	4.II	1141	808,888
55	RCAA	Dangerous goods/Cabin Safety Inspector	500	4.II	1141	808,888
56	RCAA	Head of Finance and Accounts Service	500	5.III	1094	775,568
57	RCAA	Head of Logistics and Stores Service	500	5.III	1094	775,568
58	RCAA	Head of Planning Service	500	5.III	1094	775,568
59	RCAA	ICT Supervisor	500	5.III	1094	775,568
60	RCAA	IT Technicians	500	5.II	951	674,191
61	RCAA	System Administrators	500	5.II	951	674,191
62	RCAA	Network Engineer	500	5.II	951	674,191
63	RCAA	Auditors	500	5.II	951	674,191
64	RCAA	Plans and Reports	500	5.II	951	674,191
65	RCAA	Procurement Officer	500	5.II	951	674,191
66	RCAA	Marketing Officer	500	5.II	951	674,191
67	RCAA	Commercial Officer	500	5.II	951	674,191
68	RCAA	Property Manager	500	5.II	951	674,191
69	RCAA	Briefing Officers	500	5.II	951	674,191
70	RCAA	Expenditure and General Accountant	500	5.II	951	674,191
71	RCAA	Budget & Assets Accountant	500	5.II	951	674,191
72	RCAA	Revenue Accountant	500	5.II	951	674,191
73	RCAA	Debt recovery Accountant	500	5.II	951	674,191
74	RCAA	ANS Revenue Accountant	500	5.II	951	674,191
75	RCAA	Education, Training and Development Officer	500	5.II	951	674,191
76	RCAA	Salaries and Wage Administration Officers	500	5.II	951	674,191
77	RCAA	Administration Archives Officer	500	6.II	793	562,180
78	RCAA	Customer care	500	6.II	793	562,180

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79	RCAA	Library and Records keeper	500	6.II	793	562,180
80	RCAA	Administrative Secretary	500	7.II	660	467,893
81	RCAA	Electricians	500	7.II	660	467,893
82	RCAA	Plumber	500	7.II	660	467,893
83	RCAA	Marshalls	500	7.II	660	467,893
84	RCAA	Fire fighters and Ambulance Services	500	7.II	660	467,893
85	RCAA	Electrician	500	7.II	660	467,893
86	RCAA	Revenue Collectors (Road Toll and Passenger Service Fee)	500	7.II	660	467,893
87	RCAA	Butare Airstrip Staff	500	7.II	660	467,893
88	RCAA	Ruhengeri Airstrip staff	500	7.II	660	467,893
89	RCAA	Nemba Airstrip Staff	500	7.II	660	467,893
90	RCAA	Technicians	500	7.II	660	467,893
91	RCAA	Fire fighters	500	7.II	660	467,893
92	RCAA	fire fighting Drivers	500	7.II	660	467,893
93	RCAA	Revenue collectors airport fees, Road Toll	500	8.II	508	360,136
94	RCAA	Secretary/Receptionist	500	8.II	508	360,136
95	RCAA	Secretary	500	8.II	508	360,136
96	RCAA	Aviation Security Officer	500	8.II	508	360,136
97	RCAA	Mecanical	500	8.II	508	360,136
98	RCAA	Store Officer	500	8.II	508	360,136
99	RCAA	Cashier	500	8.II	508	360,136
100	RCAA	Fire fighters Gisenyi	500	8.II	508	360,136
101	RCAA	Cashier Gisenyi	500	8.II	508	360,136
102	RCAA	Secretary	500	8.II	508	360,136
103	RCAA	Secretary	500	8.II	508	360,136
104	RCAA	Store Keeper	500	8.II	508	360,136
105	RCAA	Secretary	500	8.II	508	360,136

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106	RCAA	Driver Tractor	500	8.II	508	360,136
107	RCAA	Drivers Push Back	500	10.II	300	212,679
108	RCAA	Drivers for operations Vehicles	500	10.II	300	212,679
109	RCAA	Drivers for Apron vehicles	500	10.II	300	212,679
110	RCAA	Airport Drivers (Patrol vehicle+Ambulance)	500	10.II	300	212,679
111	RCAA	Driver Gisenyi vehicle	500	10.II	300	212,679
112	RCAA	Drivers Technical service vehicles	500	10.II	300	212,679
113	RCAA	Drivers	500	10.II	300	212,679
Ministry of Public Service and Labour (MIFOTRA)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	MIFOTRA	Permanent Secretary	441	F	2869	1,613,167
2	MIFOTRA	Director Genaral of Labour & Employment	330	2.III	1890	892,962
3	MIFOTRA	Advisor to the Minister	330	2.III	1890	892,962
4	MIFOTRA	Director of ICT	330	3.II	1369	646,807
5	MIFOTRA	Director of Labour Research & Employment Promotion	330	3.II	1369	646,807
6	MIFOTRA	Director of Labour Administration	330	3.II	1369	646,807
7	MIFOTRA	Director of Public Service Mgt & Dev't	330	3.II	1369	646,807
8	MIFOTRA	Director of Planning, Reform and Capacity Building Unit	330	3.II	1369	646,807
9	MIFOTRA	Director of Civil Servant Remuneration Unit	330	3.II	1369	646,807
10	MIFOTRA	Director of Finance & Administration	330	3.II	1369	646,807
11	MIFOTRA	Legal Advisor	330	3.II	1369	646,807
12	MIFOTRA	Chief Labour Inspector	300	4.III	1313	558,494
13	MIFOTRA	Professionnal in Charge of Public Service Inspection & Litigations	300	4.III	1313	558,494
14	MIFOTRA	Professional in Charge of Remuneration Policy	300	4.III	1313	558,494
15	MIFOTRA	Reform Policy & Organizational Structure Analysis Officer	300	4.III	1313	558,494
16	MIFOTRA	Professional in Charge of Public Servants Career Mgt	300	4.III	1313	558,494
17	MIFOTRA	Labour Economist	300	4.III	1313	558,494

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18	MIFOTRA	Professional in Charge of Legal Reform Framework	300	4.III	1313	558,494
19	MIFOTRA	Professional in Charge of Procedures and Systems Research & Analysis	300	4.II	1141	485,333
20	MIFOTRA	Professional in Charge of HR Development Policy	300	4.II	1141	485,333
21	MIFOTRA	Professional in Charge of Salary Calculation	300	4.II	1141	485,333
22	MIFOTRA	Professional in Charge of Labour Data Management	300	4.II	1141	485,333
23	MIFOTRA	Labour Programs Monitoring	300	4.II	1141	485,333
24	MIFOTRA	Professional in Charge of Training & Compliance	300	4.II	1141	485,333
25	MIFOTRA	Professional in Charge of Institutional Performance	300	4.II	1141	485,333
26	MIFOTRA	Professional in Charge of Planning, M & E	300	4.II	1141	485,333
27	MIFOTRA	Public Service Statistician	300	4.II	1141	485,333
28	MIFOTRA	Professional in Charge of Individual Performance Mgt	300	4.II	1141	485,333
29	MIFOTRA	Professional in Charge of Pensions Social Security	300	4.II	1141	485,333
30	MIFOTRA	Professional in Charge of Skills Development Policy	300	4.II	1141	485,333
31	MIFOTRA	Professional in Charge of Employment Promotion Strategies	300	4.II	1141	485,333
32	MIFOTRA	Professional in Charge of Occupational Health and Safety	300	4.II	1141	485,333
33	MIFOTRA	Professional in Charge of Social Security Policy & Child Labour	300	4.II	1141	485,333
34	MIFOTRA	Professional in Charge of Regulation and Compliance	300	4.II	1141	485,333
35	MIFOTRA	Secretary to the National Labour Council	300	4.II	1141	485,333
36	MIFOTRA	Network Administrator	300	4.II	1141	485,333
37	MIFOTRA	System Administrator	300	4.II	1141	485,333
38	MIFOTRA	Database and application Administrator	300	4.II	1141	485,333
39	MIFOTRA	ICT Officer	300	4.II	1141	485,333
40	MIFOTRA	Human Resources Officer	300	4.II	1141	485,333
41	MIFOTRA	Public Relations and Communication Officer	300	4.II	1141	485,333
42	MIFOTRA	Accountant	300	5.II	951	404,515
43	MIFOTRA	Budget Officer	300	5.II	951	404,515
44	MIFOTRA	Internal Auditor	300	5.II	951	404,515

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45	MIFOTRA	Procurement Officer	300	5.II	951	404,515
46	MIFOTRA	Professional in Charge of Logistics	300	5.II	951	404,515
47	MIFOTRA	Administrative Assistant to the Minister	300	5.II	951	404,515
48	MIFOTRA	Administrative Assistant to the PS	300	5.II	951	404,515
49	MIFOTRA	Professional in Charge of Filling System Mgt	300	5.II	951	404,515
50	MIFOTRA	Customer Care Officer	300	6.II	793	337,308
51	MIFOTRA	Documentalist	300	6.II	793	337,308
52	MIFOTRA	Administrative Assistant to the DG	300	7.II	660	280,736
53	MIFOTRA	Head of Central Secretariat	300	7.II	660	280,736
54	MIFOTRA	Secretary in Central Secretariat	300	8.II	508	216,081
55	MIFOTRA	Secretary in Units	300	8.II	508	216,081

Rwanda Institute of Administration and Management (RIAM / RMI)

N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	RIAM	Director General	441	F	2869	1,613,167
2	RIAM	Deputy Director General	400	G	2608	1,330,080
3	RIAM	Principal Senior Trainer Coordinator	400	1.IV	2608	1,479,109
4	RIAM	Principal Senior Management Research and Consultancy Coordinnator	400	1.IV	2608	1,479,109
5	RIAM	Senior Trainer of Leadership and Governance	400	2.III	1890	1,071,900
6	RIAM	Senior Trainer of Public Policy	400	2.III	1890	1,071,900
7	RIAM	Senior Trainer of Decentralisation	400	2.III	1890	1,071,900
8	RIAM	Senior Trainer of Planning Monitoring & Evaluation	400	2.III	1890	1,071,900
9	RIAM	Senior Trainer of Human Resources Management	400	2.III	1890	1,071,900
10	RIAM	Senior Trainer of Financial Management	400	2.III	1890	1,071,900
11	RIAM	Senior Trainer of Project design and Manegement	400	2.III	1890	1,071,900
12	RIAM	Senior Trainer of Entrepreneurship	400	2.III	1890	1,082,378
13	RIAM	Senior Research &Consultancy Fellow	400	2.III	1890	1,071,900
14	RIAM	Trainer in Language & Communication Skills	400	3.III	1575	901,981

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15	RIAM	Trainer of Information & Communication	400	3.III	1575	901,981
16	RIAM	Senior Partnership & Marketing Manager	400	3.II	1369	784,008
17	RIAM	Director of ICT Unit	400	3.II	1369	784,008
18	RIAM	Director of Administration & Finance	400	3.II	1369	784,008
19	RIAM	Legal Affairs	400	4.III	1313	744,659
20	RIAM	Human Resources Officer	400	4.II	1141	647,110
21	RIAM	Consultancy Officer	400	4.II	1141	647,110
22	RIAM	Publication Officer	400	4.II	1141	647,111
23	RIAM	Quality Assurance Officer	400	5.II	951	539,353
24	RIAM	Registrar Officer	400	5.II	951	539,353
25	RIAM	E-Learning Officer	400	5.II	951	539,353
26	RIAM	Publication and Communication Officer	400	5.II	951	539,353
27	RIAM	Planning Officer	400	5.II	951	539,353
28	RIAM	ICT Officer	400	5.II	951	539,353
29	RIAM	System Administrator	400	5.II	951	539,353
30	RIAM	Database and Application adm.	400	5.II	951	539,353
31	RIAM	Network Administrator	400	5.II	951	539,353
32	RIAM	Internal Auditor	400	5.II	951	539,353
33	RIAM	Procurement Officer	400	5.II	951	539,353
34	RIAM	Budget Officer	400	5.II	951	539,353
35	RIAM	Accountant	400	5.II	951	539,353
36	RIAM	Logistics	400	5.II	951	539,353
37	RIAM	Estate Manager	400	5.II	951	539,353
38	RIAM	Administrative Assistant to the DG	400	5.II	951	539,353
39	RIAM	Administrative Assistant to the DDG	400	5.II	951	539,353
40	RIAM	Librarian Officer	400	6.II	793	449,744
41	RIAM	Customer Care	400	6.II	793	449,744
42	RIAM	Central secretariat	400	6.II	793	449,744

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43	RIAM	Stock Officer	400	7.II	660	374,314
44	RIAM	Hospitality Officer	400	7.II	660	374,314
45	RIAM	Reprography Officer	400	9.II	391	221,753
Ministry of the East African Community (MINEAC)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	MINEAC	Permanent Secretary	441	F	2869	1,613,167
2	MINEAC	Advisor to the Minister	330	2.III	1890	892,962
3	MINEAC	Director of Strategic Planning and Policy Research	330	3.II	1369	646,807
4	MINEAC	Director of Finance and Administration	330	3.II	1369	646,807
5	MINEAC	Director of Economic, Infrastructures & Productive Sectors	330	3.II	1369	646,807
6	MINEAC	Director of Social, Political, Legal & Judicial Affairs	330	3.II	1369	646,807
7	MINEAC	Director of Education, Information & Communication	330	3.II	1369	646,807
8	MINEAC	Legal Advisor	330	3.II	1369	646,807
9	MINEAC	Professional in Charge of Finance & Macroeconomics Affairs	300	4.II	1141	485,333
10	MINEAC	Professional in Charge of Trade	300	4.II	1141	485,333
11	MINEAC	Professional in Charge of Infrastructures, Science & Technology	300	4.II	1141	485,333
12	MINEAC	Professional in Charge of Political, Defence, Peace & Security Affairs	300	4.II	1141	485,333
13	MINEAC	Professional in Charge of Agriculture, Livestock & Food Security	300	4.II	1141	485,333
14	MINEAC	Professional in Charge of Meteorology & Environment Mgt	300	4.II	1141	485,333
15	MINEAC	Professional in Charge of Tourism & Wildlife Mgt	300	4.II	1141	485,333
16	MINEAC	Professional in Charge of Education, Sports and Culture	300	4.II	1141	485,333
17	MINEAC	Professional in Charge of Labour & Employment	300	4.II	1141	485,333
18	MINEAC	Professional in Charge of Health & Community Dev't	300	4.II	1141	485,333
19	MINEAC	Professional in Charge of Legal & Judicial Affairs	300	4.II	1141	485,333
20	MINEAC	Professional in Charge of Policy Research	300	4.II	1141	485,333
21	MINEAC	Professional in Charge of Planning	300	4.II	1141	485,333
22	MINEAC	Professional in Charge of Monitoring & Evaluation	300	4.II	1141	485,333
23	MINEAC	Statistician	300	4.II	1141	485,333

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24	MINEAC	Information, Communication & Education Officer	300	4.II	1141	485,333
25	MINEAC	Database and application Administrator	300	4.II	1141	485,333
26	MINEAC	System Administrator	300	4.II	1141	485,333
27	MINEAC	ICT Officer	300	4.II	1141	485,333
28	MINEAC	Human Resources Officer	300	4.II	1141	485,333
29	MINEAC	Media & Public Relations Officer	300	4.II	1141	485,333
30	MINEAC	Budget Officer	300	5.II	951	404,515
31	MINEAC	Accountant	300	5.II	951	404,515
32	MINEAC	Procurement Officer	300	5.II	951	404,515
33	MINEAC	Internal Auditor	300	5.II	951	404,515
34	MINEAC	Logistics Officer	300	5.II	951	404,515
35	MINEAC	Administrative Assistant to the Minister	300	5.II	951	404,515
36	MINEAC	Administrative Assistant to the PS	300	5.II	951	404,515
37	MINEAC	Documentalist	300	6.II	793	337,308
38	MINEAC	Head of Central Secretariat	300	7.II	660	280,736
39	MINEAC	Secretary	300	8.II	508	216,081
40	MINEAC	Secretary	300	8.II	508	216,081
41	MINEAC	Secretary	300	8.II	508	216,081
42	MINEAC	Secretary	300	8.II	508	216,081
Ministry of Natural Resources (MINIRENA)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	MINIRENA	Permanent Secretary	441	F	2869	1,613,167
2	MINIRENA	Advisor to the Minister	330	2.III	1890	892,962
3	MINIRENA	Director of Planning, Monitoring and Evaluation	330	3.II	1369	646,807
4	MINIRENA	Director of Environment and Forest	330	3.II	1369	646,807
5	MINIRENA	Director of Land and Mines	330	3.II	1369	646,807
6	MINIRENA	Director of Administration and Finance	330	3.II	1369	646,807

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7	MINIRENA	Legal Advisor	330	3.II	1369	646,807
8	MINIRENA	Public Relations and Communication Officer	300	4.II	1141	485,333
9	MINIRENA	Professional in charge of Sector Strategic Planing and External Links	300	4.II	1141	485,333
10	MINIRENA	Statistician	300	4.II	1141	485,333
11	MINIRENA	Professional in charge of Sector Monitoring and Evaluation	300	4.II	1141	485,333
12	MINIRENA	System administrator	300	4.II	1141	485,333
13	MINIRENA	Webmaster	300	4.II	1141	485,333
14	MINIRENA	ICT Officer	300	4.II	1141	485,333
15	MINIRENA	Professional in charge of Environment Management	300	4.II	1141	485,333
16	MINIRENA	Professional in charge of Water Resources Manangement	300	4.II	1141	485,333
17	MINIRENA	Professional in Charge of Land Administration	300	4.II	1141	485,333
18	MINIRENA	Professional in charge Forest Management	300	4.II	1141	485,333
19	MINIRENA	Professional in charge of Mining and Geology	300	4.II	1141	485,333
20	MINIRENA	Mines Registrar	300	4.II	1141	485,333
21	MINIRENA	Professional in charge of Woods Industry	300	4.II	1141	485,333
22	MINIRENA	Professional in charge of Mines and Quarries Products	300	4.II	1141	485,333
23	MINIRENA	Professional in charge of Carbon marcket management	300	4.II	1141	485,333
24	MINIRENA	Human Resources Officer	300	4.II	1141	485,333
25	MINIRENA	Procurement Officer	300	5.II	951	404,515
26	MINIRENA	Budget Officer	300	5.II	951	404,515
27	MINIRENA	Accountant	300	5.II	951	404,515
28	MINIRENA	Internal Auditor	300	5.II	951	404,515
29	MINIRENA	Logistics Officer	300	5.II	951	404,515
30	MINIRENA	Administrative Assistant to the Minister	300	5.II	951	404,515
31	MINIRENA	Administrative Assistant to the PS	300	5.II	951	404,515
32	MINIRENA	Documentalist	300	6.II	793	337,308
33	MINIRENA	Head ofCentral Secretariat	300	7.II	660	280,736

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34	MINIRENA	Secretary	300	8.II	508	216,081
35	MINIRENA	Secretary	300	8.II	508	216,081
Rwanda Natural Resources Authority (RNRA)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	RNRA	Director General	500	E	3156	2,011,950
2	RNRA	Head of Lands and Mapping Department	400	1.IV	2608	1,330,080
3	RNRA	Head of Forestry and Management and Nature Conservation Department	400	1.IV	2608	1,330,080
4	RNRA	Head of Geology and Mines Department	400	1.IV	2608	1,330,080
5	RNRA	Head of IWRM Department	400	1.IV	2608	1,330,080
6	RNRA	Land Registration Zonal Offices Division Manager & Deputy Registrar of Land Titles	400	2.III	1890	1,082,378
7	RNRA	Technical Operations Division Manager	400	2.III	1890	1,082,378
8	RNRA	Corporate Services Division Manager	400	2.III	1890	1,082,378
9	RNRA	Director of Surveying and Mapping Unit	400	3.II	1369	784,008
10	RNRA	Director of the Land Administration Unit	400	3.II	1369	784,008
11	RNRA	Director of Land Management and Spatial Planning Unit	400	3.II	1369	784,008
12	RNRA	Director of Forestry Management Unit	400	3.II	1369	784,008
13	RNRA	Director of Forestry Research and Extension Unit	400	3.II	1369	784,008
14	RNRA	Director of Critical Ecosystems Management Unit	400	3.II	1369	784,008
15	RNRA	Director of Forestry Inspection and Monitoring Unit	400	3.II	1369	784,008
16	RNRA	Director of Regulation and Supervision Unit	400	3.II	1369	784,008
17	RNRA	Director of Regulation and Supervision Unit	400	3.II	1369	784,008
18	RNRA	Director of Mineral Exploration Unit	400	3.II	1369	784,008
19	RNRA	Director of Petroleum Exploitation Unit	400	3.II	1369	784,008
20	RNRA	Director of Support Services in Investment, Mining Business Development Unit	400	3.II	1369	784,008
21	RNRA	Director of Water Research, Monitoring and Quality Management Unit	400	3.II	1369	784,008
22	RNRA	Director of Water Resources Planning and Regulation Unit	400	3.II	1369	784,008
23	RNRA	Director of Transboundary and International Water Affairs Unit	400	3.II	1369	784,008
24	RNRA	Director of Finance Unit	400	3.II	1369	784,008

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25	RNRA	Director of ICT	400	3.II	1369	784,008
26	RNRA	Director Human Resource and Administration Unit	400	3.II	1369	784,008
27	RNRA	Legal Affairs	400	4.III	1313	744,659
28	RNRA	Senior Database & application Administrator	400	4.II	1141	647,110
29	RNRA	Human Resources Officer	400	4.II	1141	647,110
30	RNRA	Public Relations and Communication Officer	400	4.II	1141	647,110
31	RNRA	Geologist	400	4.II	1141	647,110
32	RNRA	Geophysicists	400	4.II	1141	647,110
33	RNRA	Geochemist	400	4.II	1141	647,110
34	RNRA	Petrographer/Mineralogist	400	4.II	1141	647,110
35	RNRA	Petroleum Exploitation Geophysicist	400	4.II	1141	647,110
36	RNRA	Petroleum Geophysicist	400	4.II	1141	647,110
37	RNRA	Petroleum engineer	400	4.II	1141	647,110
38	RNRA	Software Engineer	400	4.II	1141	647,110
39	RNRA	Senior GIS Officer	400	4.II	1141	647,110
40	RNRA	GIS Officer	400	4.II	1141	647,110
41	RNRA	Regional Water Programme Officer	400	4.II	1141	647,110
42	RNRA	International Water Affairs Officer	400	4.II	1141	647,110
43	RNRA	Staff Management Officer	400	4.II	1141	647,110
44	RNRA	Database & Application Administrator	400	5.II	951	539,353
45	RNRA	Network Administrator	400	5.II	951	539,353
46	RNRA	System Administrator	400	5.II	951	539,353
47	RNRA	Planning and Monitoring Officer	400	5.II	951	539,353
48	RNRA	Statistician	400	5.II	951	539,353
49	RNRA	ICT Officer	400	5.II	951	539,353
50	RNRA	Land Titles Planning and Monitoring Officer	400	5.II	951	539,353
51	RNRA	Professional in charge of Land Registration	400	5.II	951	539,353
52	RNRA	Professional in charge of Land valuation	400	5.II	951	539,353

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53	RNRA	Urban Planner	400	5.II	951	539,353
54	RNRA	Land Use Planner	400	5.II	951	539,353
55	RNRA	Professional in Land use Monitoring and Evaluation	400	5.II	951	539,353
56	RNRA	Lands Archivist	400	5.II	951	539,353
57	RNRA	Forest Industry & Carbon Market Officer	400	5.II	951	539,353
58	RNRA	Licensing Officer	400	5.II	951	539,353
59	RNRA	Biomass Energy Officer	400	5.II	951	539,353
60	RNRA	Forest Mapping Officer	400	5.II	951	539,353
61	RNRA	Forest planning Officer	400	5.II	951	539,353
62	RNRA	Forest Plantations Officer	400	5.II	951	539,353
63	RNRA	Forestry Extension Officer	400	5.II	951	539,353
64	RNRA	Research Liaison Officer	400	5.II	951	539,353
65	RNRA	Agroforestry Officer	400	5.II	951	539,353
66	RNRA	Sylviculture Officer	400	5.II	951	539,353
67	RNRA	Forestry Inspectors	400	5.II	951	539,353
68	RNRA	Setting Standards and Monitoring Officer in charge of Small-Scale Mines and Quarries	400	5.II	951	539,353
69	RNRA	Setting Standards and Monitoring Officer in charge of Large-Scale Mining	400	5.II	951	539,353
70	RNRA	Mines Inspector	400	4.II	1141	647,110
71	RNRA	Registrar of Permits	400	5.II	951	539,353
72	RNRA	Small Scale mining engineer	400	4.II	1141	647,110
73	RNRA	Mineral/Petroleum Economics Specialist	400	4.II	1141	647,110
74	RNRA	Biodiversity Officer	400	5.II	951	539,353
75	RNRA	Critical Marshlands Management Officer	400	5.II	951	539,353
76	RNRA	Natural Forests Ecosystems Management Officer	400	5.II	951	539,353
77	RNRA	Forest Inventory Officer	400	5.II	951	539,353
78	RNRA	Senior Surveyor	400	4.II	1141	647,110
79	RNRA	Photogrammetrist	400	5.II	951	539,353
80	RNRA	Professional in cadastral survey	400	5.II	951	539,353

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81	RNRA	Professional in Cartography	400	5.II	951	539,353
82	RNRA	Business Analyst	400	5.II	951	539,353
83	RNRA	Water Users' Capacity Building Officer	400	5.II	951	539,353
84	RNRA	Surface Water Officer	400	5.II	951	539,353
85	RNRA	Ground Water Officer	400	5.II	951	539,353
86	RNRA	Water Resource Monitoring Net Salary Work Officer	400	5.II	951	539,353
87	RNRA	Water data and Information management Officer	400	5.II	951	539,353
88	RNRA	Water Quality Officer	400	5.II	951	539,353
89	RNRA	Water Use Planning Officer	400	5.II	951	539,353
90	RNRA	Water Permit Administrator	400	5.II	951	539,353
91	RNRA	Water Regulation Officer	400	5.II	951	539,353
92	RNRA	Strategic Planning, Monitoring & Evaluation Officer	400	5.II	951	539,353
93	RNRA	Internal Auditor	400	5.II	951	539,353
94	RNRA	Procurement Officer	400	5.II	951	539,353
95	RNRA	Budget Officer	400	5.II	951	539,353
96	RNRA	Accountant	400	5.II	951	539,353
97	RNRA	Professional in Licensing and Data Transaction and income	400	5.II	951	539,353
98	RNRA	Surveyor	400	5.II	951	539,353
99	RNRA	Logistics Officer	400	5.II	951	539,353
100	RNRA	Administrative Assistant to DG	400	5.II	951	539,353
101	RNRA	Customer Care Officer	400	6.II	793	449,744
102	RNRA	Librarian	400	6.II	793	449,744
103	RNRA	Documentalist for files and reports for the mining sector	400	6.II	793	449,744
104	RNRA	Technician for small scale mining and quarry/large scale mining	400	6.II	793	449,744
105	RNRA	Technician in Geology	400	6.II	793	449,744
106	RNRA	Technician in Geophysics	400	6.II	793	449,744
107	RNRA	Technician in Petrography/Mineralogy	400	6.II	793	449,744
108	RNRA	Technician in Geochemistry	400	6.II	793	449,744

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109	RNRA	Technician in drilling	400	6.II	793	449,744
110	RNRA	Administrative Assistant to Head of Department	400	7.II	660	374,314
111	RNRA	Administrative Assistant Zonal Office Division	400	7.II	660	374,314
112	RNRA	Administrative Assistant to Head of Division	400	7.II	660	374,314
113	RNRA	Administrative Assistant to Zonal Office	400	7.II	660	374,314
114	RNRA	Head of Central Secretariat	400	7.II	660	374,314
115	RNRA	Storekeeper	400	8.II	508	288,109
116	RNRA	Secretary	400	8.II	508	288,109
117	RNRA	Central Secretariat	400	8.II	508	288,109
Rwanda Environment Management Authority (REMA)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	REMA	Director General	500	F	2869	1,828,988
2	REMA	Deputy Director General	500	G	2608	1,662,600
3	REMA	Director of Legal Affairs Unit	500	3.II	1369	980,010
4	REMA	Director of Environmental Regulations and Pollution Control Unit	500	3.II	1369	980,010
5	REMA	Director of Research, Environmental Planning and Development Unit	500	3.II	1369	980,010
6	REMA	Director of Environmental Education and Mainstreaming	500	3.II	1369	980,010
7	REMA	Director of Climate Change and International Obligations	500	3.II	1369	980,010
8	REMA	Director of Administration and Finance Unit	500	3.II	1369	980,010
9	REMA	Human Resources Officer	500	4.II	1141	808,888
10	REMA	Public Relations and Communication Officer	500	4.II	1141	808,888
11	REMA	Legal Officer	500	5.II	951	674,191
12	REMA	Environmental Inspection Officer	500	5.II	951	674,191
13	REMA	Environmental Audit and Monitoring Officers	500	5.II	951	674,191
14	REMA	Standards and Regulations Officer	500	5.II	951	674,191
15	REMA	Chemicals and pollution Officer	500	5.II	951	674,191
16	REMA	Environmental and Development Research Officer	500	5.II	951	674,191

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17	REMA	Environmental Information Systems Officer	500	5.II	951	674,191
18	REMA	Environmental Economist	500	5.II	951	674,191
19	REMA	Planning and Evaluation Officer	500	5.II	951	674,191
20	REMA	Resource Mobilization Officer	500	5.II	951	674,191
21	REMA	Environmental Mainstreaming Officer	500	5.II	951	674,191
22	REMA	Environmental Education Officer	500	5.II	951	674,191
23	REMA	Districts and Community Support Officer	500	5.II	951	674,191
24	REMA	Climate change Adaptation Officer	500	5.II	951	674,191
25	REMA	Climate change Data Officer	500	5.II	951	674,191
26	REMA	Climate change Adaptation Officer	500	5.II	951	674,191
27	REMA	International Environmental Agreements Officer	500	5.II	951	674,191
28	REMA	Internal Auditor	500	5.II	951	674,191
29	REMA	Procurement Officer	500	5.II	951	674,191
30	REMA	Accountant	500	5.II	951	674,191
31	REMA	Budget Officer	500	5.II	951	674,191
32	REMA	Logistics Officer	500	5.II	951	674,191
33	REMA	ICT Officer	500	5.II	951	674,191
34	REMA	Database and Application Administrator	500	5.II	951	674,191
35	REMA	AdministrativeAssistant to DG	500	5.II	951	674,191
36	REMA	AdministrativeAssistant to DDG	500	5.II	951	674,191
37	REMA	Head of Central Secretariat	500	7.II	660	467,893
38	REMA	Secretary in SC	500	8.II	508	360,136
39	REMA	Secretary to DAF	500	8.II	508	360,136
40	REMA	Receptionist	500	8.II	508	360,136
41	REMA	Driver	500	10.II	300	212,679

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Ministry of Local Government (MINALOC)							
N°	INSTITUTION	POST	I.V	Level	Index	GROSS	
1	MINALOC	Permanent Secretary	441	F	2869	1,613,167	
2	MINALOC	Director General of Territorial Administration.& Governance	330	2.III	1890	892,962	
3	MINALOC	Director General Social Welfare & Community Development	330	2.III	1890	892,962	
4	MINALOC	Director General of Planning	330	2.III	1890	892,962	
5	MINALOC	Advisor to the Minister	330	2.III	1890	892,962	
6	MINALOC	Director of ICT	330	3.II	1369	646,807	
7	MINALOC	Director of Finance and Administration	330	3.II	1369	646,807	
8	MINALOC	Legal Advisor	330	3.II	1369	646,807	
9	MINALOC	Professional in Charge of Territorial Administration Analysis	300	4.III	1313	558,494	
10	MINALOC	Professional in Charge of Community Dev't & Project Analysis	300	4.III	1313	558,494	
11	MINALOC	Professional in Charge of Fiscal and Financial Analysis	300	4.III	1313	558,494	
12	MINALOC	Professional in Charge of Report Analysis	300	4.II	1141	485,333	
13	MINALOC	Professional in Charge of IPD Program Coordination	300	4.II	1141	485,333	
14	MINALOC	Professional in Charge of Governance Programs	300	4.II	1141	485,333	
15	MINALOC	Professional in Charge of Partnership and Twinning Development	300	4.II	1141	485,333	
16	MINALOC	Professional in Charge of Civil Society Policy	300	4.II	1141	485,333	
17	MINALOC	Professional in Charge of Social Welfare Analysis	300	4.II	1141	485,333	
18	MINALOC	Professional in Charge of Umuganda & Community Mobilisation	300	4.II	1141	485,333	
19	MINALOC	Professional in Charge of Community Settlement	300	4.II	1141	485,333	
20	MINALOC	Professional in Charge of Planning and Imihigo	300	4.II	1141	485,333	
21	MINALOC	Professional in Charge of Monitoring & Evaluation	300	4.II	1141	485,333	
22	MINALOC	Statistician	300	4.II	1141	485,333	
23	MINALOC	System Administrator	300	4.II	1141	485,333	
24	MINALOC	Network Administrator	300	4.II	1141	485,333	
25	MINALOC	Database and application Administrator	300	4.II	1141	485,333	
26	MINALOC	ICT officer	300	4.II	1141	485,333	

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27	MINALOC	Human Resources Officer	300	4.II	1141	485,333
28	MINALOC	Public Relations and Communication Officer	300	4.II	1141	485,333
29	MINALOC	Internal Auditor	300	5.II	951	404,515
30	MINALOC	Budget Officer	300	5.II	951	404,515
31	MINALOC	Accountant	300	5.II	951	404,515
32	MINALOC	Procurement Officer	300	5.II	951	404,515
33	MINALOC	Logistics Officer	300	5.II	951	404,515
34	MINALOC	Administrative Assistant to the Minister	300	5.II	951	404,515
35	MINALOC	Administrative Assistant to the PS	300	5.II	951	404,515
36	MINALOC	Customer Care Officer	300	6.II	793	337,308
37	MINALOC	Documentalist	300	6.II	793	337,308
38	MINALOC	Administrative Assistant to the DG	300	7.II	660	280,736
39	MINALOC	Head of Central Secretariat	300	7.II	660	280,736
40	MINALOC	Administrative Assistant to DG	300	7.II	660	280,736
41	MINALOC	Secretary	300	8.II	508	216,081
Provinces						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	PROVINCE	Advisor to the Governor of Province	330	2.III	1890	892,962
2	PROVINCE	Director of District Development Programmes	330	3.II	1369	646,807
3	PROVINCE	Director of Good Governance & Social Affairs	330	3.II	1369	646,807
4	PROVINCE	Director of Specifics Programmes	330	3.II	1369	646,807
5	PROVINCE	Regional Auditor	330	3.II	1369	646,807
6	PROVINCE	Director of Planning & Budgeting	330	3.II	1369	646,807
7	PROVINCE	ICT Officer	300	4.II	1141	485,333
8	PROVINCE	Human Resources Officer	300	4.II	1141	485,333
9	PROVINCE	Public Relations and Communication Officer	300	4.II	1141	485,333
10	PROVINCE	Accountant	300	5.II	951	404,515

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11	PROVINCE	Procurement Officer	300	5.II	951	404,515
12	PROVINCE	Logistics Officer	300	5.II	951	404,515
13	PROVINCE	Administrative Assistant to the Governor of Province	300	5.II	951	404,515
14	PROVINCE	Administrative Assistant to the Executive Secretary of Province	300	5.II	951	404,515
15	PROVINCE	Secretary in Central Secretariat	300	8.II	508	216,081
Genocide Survivor's Assistance Fund (FARG)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	FARG	Executive Secretary	441	F	2869	1,613,167
2	FARG	Director Administration and Finance Unit	400	3.II	1369	784,008
3	FARG	Director of ICT	400	3.II	1369	784,008
4	FARG	Director Mobilisation Unit	400	3.II	1369	784,008
5	FARG	Legal Affairs	400	4.III	1313	744,659
6	FARG	Human Resources Officer	400	4.II	1141	647,110
7	FARG	Public Relations and Communication Officer	400	4.II	1141	647,110
8	FARG	In Charge of Resource Mobilisation	400	5.II	951	539,353
9	FARG	Human Rehabilitation and Health Officer	400	5.II	951	539,353
10	FARG	Communication and Institutional Partnership Officer	400	5.II	951	539,353
11	FARG	Project Manager	400	5.II	951	539,353
12	FARG	In Charge of Planning and Monitoring	400	5.II	951	539,353
13	FARG	In Charge of Shelter	400	5.II	951	539,353
14	FARG	In Charge of Computer Maintenance	400	5.II	951	539,353
15	FARG	Education Officer	400	5.II	951	539,353
16	FARG	Revenue Officer	400	5.II	951	539,353
17	FARG	Network Administrator	400	5.II	951	539,353
18	FARG	Internal Auditor	400	5.II	951	539,353
19	FARG	Procurement Officer	400	5.II	951	539,353
20	FARG	Accountant	400	5.II	951	539,353
21	FARG	Budget Officer	400	5.II	951	539,353
22	FARG	Administrative Assistant	400	5.II	951	539,353

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23	FARG	Head Central Secretariat	400	7.II	660	374,314
24	FARG	Secretary	400	8.II	508	288,109
National Council of Persons with Disabilities (NCPD)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	NCPD	Executive Secretary	330	G	2608	1,097,316
2	NCPD	Director of Economic and Social Empowement Unit	330	3.II	1369	646,807
3	NCPD	Director of Administration and Finance Unit	330	3.II	1369	646,807
4	NCPD	Legal Affairs	300	4.III	1313	558,494
5	NCPD	Human Resources Officer	300	4.II	1141	485,333
6	NCPD	Sport and Leisure Officer	300	5.II	951	404,515
7	NCPD	Health & Counseling Officer	300	5.II	951	404,515
8	NCPD	Social Rehabilitation Officer	300	5.II	951	404,515
9	NCPD	Disability Friendry Communication Officer	300	5.II	951	404,515
10	NCPD	Business development and access to Finance Officer	300	5.II	951	404,515
11	NCPD	Training and Skills Development Officer	300	5.II	951	404,515
12	NCPD	Disability Mainstreaming Officer	300	5.II	951	404,515
13	NCPD	Planning, M&E Officer	300	5.II	951	404,515
14	NCPD	ICT Officer	300	5.II	951	404,515
15	NCPD	Accountant	300	5.II	951	404,515
16	NCPD	Procurement Officer	300	5.II	951	404,515
17	NCPD	Internal Auditor	300	5.II	951	404,515
18	NCPD	Budget Officer	300	5.II	951	404,515
19	NCPD	Logistic Officer	300	5.II	951	404,515
18	NCPD	Administrative Assistant to the ES	300	7.II	660	280,736
19	NCPD	Central Secretariat & Customer Care	300	7.II	660	280,736

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Rwanda Governance Board (RGB)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	RGB	CEO	500	E	3156	2,011,950
2	RGB	D/CEO	400	F	2869	1,463,190
3	RGB	Head of Division	400	2.III	1890	1,082,378
4	RGB	Director of Research	400	3.II	1369	784,008
5	RGB	Advisor to the CEO	400	3.II	1369	784,008
6	RGB	Unit Director	400	3.II	1369	784,008
7	RGB	Researcher	400	3.II	1369	784,008
8	RGB	Legal Advisor	400	4.III	1313	744,659
9	RGB	Human Resources Officer	400	4.II	1141	647,110
10	RGB	PR & Communication Officer	400	4.II	1141	647,110
11	RGB	Political Parties Registration & Monitoring Officer	400	5.II	951	539,353
12	RGB	NGOs & FBOs registration and monitoring Officer	400	5.II	951	539,353
13	RGB	Innovation promotion Officer	400	5.II	951	539,353
14	RGB	Integrity & Accountability Promotion Officer	400	5.II	951	539,353
15	RGB	Citizen Participation Promotion Officer	400	5.II	951	539,353
16	RGB	JADF promotion Officer	400	5.II	951	539,353
17	RGB	Institutional Synergy Officer	400	5.II	951	539,353
18	RGB	Decentralization Officer in Social Cluster	400	5.II	951	539,353
19	RGB	Decentralization Officer in Economic Cluster	400	5.II	951	539,353
20	RGB	PFM Planning & Monitoring Officer	400	5.II	951	539,353
21	RGB	Local revenues Collection Officer	400	5.II	951	539,353
22	RGB	Human Resource Development in LG Officer	400	5.II	951	539,353
23	RGB	Organizational and Institutional Development Officer	400	5.II	951	539,353

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24	RGB	Coaching for LG Officer	400	5.II	951	539,353
25	RGB	LG Capacity Building Officer	400	5.II	951	539,353
26	RGB	Database Officer	400	5.II	951	539,353
27	RGB	Editing Officer	400	5.II	951	539,353
28	RGB	Statistician	400	5.II	951	539,353
29	RGB	Internal Auditor	400	5.II	951	539,353
30	RGB	Web Content Dvpt	400	5.II	951	539,353
31	RGB	Accountant	400	5.II	951	539,353
32	RGB	Budget Management	400	5.II	951	539,353
33	RGB	Procurement	400	5.II	951	539,353
34	RGB	Logistics Officer	400	5.II	951	539,353
35	RGB	Resource Mobilization Officer	400	5.II	951	539,353
36	RGB	IT Officer	400	5.II	951	539,353
37	RGB	Special Service M&E Officer	400	5.II	951	539,353
38	RGB	Administrative Assistant to CEO	400	5.II	951	539,353
39	RGB	Administrative Assistant to D/CEO	400	5.II	951	539,353
40	RGB	Customer Care Officer	400	6.II	793	449,744
41	RGB	Documentation Officer	400	6.II	793	449,744
42	RGB	Administrative Assistant to Head of Division	400	7.II	660	374,314
43	RGB	Secretary in Central Secretariat	400	8.II	584	331,211
Rwanda Local Development Support Fund (RLDSF)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	RLDSF	Director General	441	F	2869	1,613,167
2	RLDSF	Head of Local Economic Dev't Programs Division	400	2.III	1890	1,082,378

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3	RLDSF	Head of Social Protection Programs Division	400	2.III	1890	1,082,378
4	RLDSF	Head of Planning, Monitoring & Evaluation Division	400	2.III	1890	1,082,378
5	RLDSF	Head of Corporate Services Division	400	2.III	1890	1,082,378
6	RLDSF	Advisor to Director General	400	3.II	1369	784,008
7	RLDSF	Director of Vision 2020 Umurenge Program Unit	400	3.II	1369	784,008
8	RLDSF	Director of Ubudehe Program Unit	400	3.II	1369	784,008
9	RLDSF	Legal Affairs	400	4.III	1313	744,659
10	RLDSF	Programs & Projects Specialist	400	4.II	1141	647,110
11	RLDSF	Project Specialist- LIPW	400	4.II	1141	647,110
12	RLDSF	Researcher in Local Development	400	4.II	1141	647,110
13	RLDSF	Capacity Building & Community Specialist	400	4.II	1141	647,110
14	RLDSF	M & E Specialists	400	4.II	1141	647,110
15	RLDSF	Participatory Planning Specialist	400	4.II	1141	647,110
16	RLDSF	Public Relations and Communication Officer	400	4.II	1141	647,110
17	RLDSF	Human Resources Officer	400	4.II	1141	647,110
18	RLDSF	Chief Accountant	400	5.III	1094	620,454
19	RLDSF	Resources Mobilization Officer	400	5.II	951	539,353
20	RLDSF	Planning Officer	400	5.II	951	539,353
21	RLDSF	Financial Compliance Officer	400	5.II	951	539,353
22	RLDSF	Statistician	400	5.II	951	539,353
23	RLDSF	Finance Services Officer	400	5.II	951	539,353
24	RLDSF	Social Audit Officer	400	5.II	951	539,353
25	RLDSF	Social Direct Support Officer	400	5.II	951	539,353
26	RLDSF	Database & Application Administrator	400	5.II	951	539,353

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27	RLDSF	ICT Officer	400	5.II	951	539,353
28	RLDSF	System Administrator	400	5.II	951	539,353
29	RLDSF	Accountant	400	5.II	951	539,353
30	RLDSF	Budget Officer	400	5.II	951	539,353
31	RLDSF	Internal Auditor	400	5.II	951	539,353
32	RLDSF	Procurement Officer	400	5.II	951	539,353
33	RLDSF	Logistics Officer	400	5.II	951	539,353
34	RLDSF	Administrative Assistant to DG	400	5.II	951	539,353
35	RLDSF	Custom Care Officer	400	6.II	793	449,744
36	RLDSF	Librarian	400	6.II	793	449,744
37	RLDSF	Administrative Assistant to Head of Division	400	7.II	660	374,314
38	RLDSF	Secretary	400	8.II	508	288,109

National ITORERO Commission

N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	NIC	Chairman of National Service	500	E	3156	2,011,950
2	NIC	Deputy Chairman of National Service	441	F	2869	1,613,167
3	NIC	Secretary General	441	F	2869	1,613,167
4	NIC	Commissioner of ITORERO Commission	400	G	2608	1,330,080
5	NIC	Director of Training Centre	400	3.II	1369	784,008
6	NIC	Director of Administration & Finance Unit	400	3.II	1369	784,008
7	NIC	Director of National Service	400	3.II	1369	784,008
8	NIC	Director of training and Mobilization	400	3.II	1369	784,008
9	NIC	Director of Planning, Monitoring & Evaluation	400	3.II	1369	784,008
10	NIC	Legal Affairs	400	4.III	1313	744,659

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11	NIC	Public Relations & Communication Officer	400	4.II	1141	647,110
12	NIC	Researcher	400	4.II	1141	647,110
13	NIC	Human Resources Officer	400	4.II	1141	647,110
14	NIC	Professional in charge of Information, Education and Mobilization	400	5.II	951	539,353
15	NIC	Professional in charge of Curriculum Development	400	5.II	951	539,353
16	NIC	Professional in charge of Training of trainers	400	5.II	951	539,353
17	NIC	Professional in charge of Mentoring	400	5.II	951	539,353
18	NIC	Professional in charge of Economic Empowerment	400	5.II	951	539,353
19	NIC	Professional in charge of Ressource mobilization and partnerships	400	5.II	951	539,353
20	NIC	Discipline & mobilisation	400	5.II	951	539,353
21	NIC	ICT Officer at Training Centre and	400	5.II	951	539,353
22	NIC	Internal auditor	400	5.II	951	539,353
23	NIC	Procurement Officer	400	5.II	951	539,353
24	NIC	Professional in charge of Planning	400	5.II	951	539,353
25	NIC	Professional in charge of M&E	400	5.II	951	539,353
26	NIC	Accountant	400	5.II	951	539,353
27	NIC	Budget Officer	400	5.II	951	539,353
28	NIC	Webmaster	400	5.II	951	539,353
29	NIC	Logistics Officer at Siege (DAF)	400	5.II	951	539,353
30	NIC	Logistics Officer at Training Centre	400	5.II	951	539,353
31	NIC	Administrative Assistant to the SG, Chairman and Deputy Chairman	400	5.II	951	539,353
32	NIC	Instructor Officer	400	6.II	793	449,744

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33	NIC	Documentation Officer	400	6.II	793	449,744
34	NIC	Nursy	400	7.II	660	374,314
35	NIC	Head of Central Secretariat	400	7.II	660	374,314
36	NIC	Secretary in Central Secretariat	400	8.II	508	288,109
Rwanda Broadcasting Agency (RBA)						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	RBA	Director General	500	E	3156	2,011,950
2	RBA	Head of Technical Department	330	1.IV	2608	1,097,316
3	RBA	Head of Technical Radio Division	330	2.III	1890	892,962
4	RBA	Head of Technical Rwanda Television Division	330	2.III	1890	892,962
5	RBA	Director of Finance & IRM	330	3.II	1369	646,807
6	RBA	Director of Rwanda Television	330	3.II	1369	646,807
7	RBA	Director of Radio Rwanda	330	3.II	1369	646,807
8	RBA	Director of Transmission	330	3.II	1369	646,807
9	RBA	Director of CRI	330	3.II	1369	646,807
10	RBA	Director of Human Resources & Administration	330	3.II	1369	646,807
11	RBA	Director of Sales & Marketing	330	3.II	1369	646,807
12	RBA	Director of Circulation	330	3.II	1369	646,807
13	RBA	Director of Planning	330	3.II	1369	646,807
14	RBA	Director of ICT	330	3.II	1369	646,807
15	RBA	Legal Affairs	300	4.III	1313	558,494
16	RBA	Head of Debt Recovery	300	4.II	1141	485,333
17	RBA	Head of Logistics & Transport	300	4.II	1141	485,333
18	RBA	Head of Marketing	300	4.II	1141	485,333

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19	RBA	Estate Manager	300	4.II	1141	485,333
20	RBA	Head of Production	300	4.II	1141	485,333
21	RBA	Heads of CRI	300	4.II	1141	485,333
22	RBA	Heads of Production & Programmes/Radio/RTV	300	4.II	1141	485,333
23	RBA	Head of Graphics/RTV	300	4.II	1141	485,333
24	RBA	Head of Maintenance/Radio	300	4.II	1141	485,333
25	RBA	Head of Maintenance/RTV	300	4.II	1141	485,333
26	RBA	Head of Maintenance Printing Press	300	4.II	1141	485,333
27	RBA	Head of Energy and Studio lighting	300	4.II	1141	485,333
28	RBA	Human Resources Officer	300	4.II	1141	485,333
29	RBA	Radio Studio Engineers	300	4.II	1141	485,333
30	RBA	Print Engineers	300	4.II	1141	485,333
31	RBA	TV Studio Engineers	300	4.II	1141	485,333
32	RBA	Transmission Engineers	300	4.II	1141	485,333
33	RBA	Energy and Studio Lighting Engineers	300	4.II	1141	485,333
34	RBA	Storage Engineer	300	4.II	1141	485,333
35	RBA	Public Relations and Communication Officer	300	4.II	1141	485,333
36	RBA	Payroll & personnel declarations Officer	300	4.II	1141	485,333
37	RBA	Chief Accountant	300	5.III	1094	465,341
38	RBA	Head of Procurement	300	5.III	1094	465,341
39	RBA	Chief Internal Auditor	300	5.III	1094	465,341
40	RBA	Chief Editors	300	5.III	1094	465,341
41	RBA	Head of Customer Care Service	300	5.II	951	404,515
42	RBA	Monitoring & Evaluation Officer	300	5.II	951	404,515

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43	RBA	Editors/Radio/RTV	300	5.II	951	404,515
44	RBA	Network Administrator	300	5.II	951	404,515
45	RBA	System Administrator	300	5.II	951	404,515
46	RBA	Database and Application Administrator	300	5.II	951	404,515
47	RBA	Webmaster	300	5.II	951	404,515
48	RBA	Planning Officer	300	5.II	951	404,515
49	RBA	Statistics Officer	300	5.II	951	404,515
50	RBA	Internal Auditor	300	5.II	951	404,515
51	RBA	Procurement Officer	300	5.II	951	404,515
52	RBA	Accountant	300	5.II	951	404,515
53	RBA	Budget Officer	300	5.II	951	404,515
54	RBA	Press Operators	300	5.II	951	404,515
55	RBA	Debt Recovery Officers	300	5.II	951	404,515
56	RBA	Principal Cashier	300	5.II	951	404,515
57	RBA	In charge of transport	300	5.II	951	404,515
58	RBA	Marketing Officers/TV, Radio	300	5.II	951	404,515
59	RBA	Cost & Estimating Officers	300	5.II	951	404,515
60	RBA	After sales Officers	300	5.II	951	404,515
61	RBA	Adverts & Documentary Producers/Mkt & Sales Division	300	5.II	951	404,515
62	RBA	Security officer	300	5.II	951	404,515
63	RBA	Journalists/CRI	300	5.II	951	404,515
64	RBA	Journalists/Radio	300	5.II	951	404,515
65	RBA	Journalists/TV	300	5.II	951	404,515
66	RBA	Program Producers/Radio	300	5.II	951	404,515

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67	RBA	Program Producers/RTV	300	5.II	951	404,515
68	RBA	Program Controllers/Radio	300	5.II	951	404,515
69	RBA	In charge of drama	300	5.II	951	404,515
70	RBA	Program Controllers/RTV	300	5.II	951	404,515
71	RBA	Graphic designers	300	5.II	951	404,515
72	RBA	Administrative Assistants to DG	300	5.II	951	404,515
73	RBA	Librarian	300	6.II	793	337,308
74	RBA	Administrative Assistants	300	7.II	660	280,736
75	RBA	In charge of Central Secretariat	300	7.II	660	280,736
76	RBA	Operators/Radio	300	7.II	660	280,736
77	RBA	Soundmen/ RTV	300	7.II	660	280,736
78	RBA	Booking officers/RTV	300	7.II	660	280,736
79	RBA	Sound, video & photos librarians	300	7.II	660	280,736
80	RBA	Booking officers/Radio	300	7.II	660	280,736
81	RBA	Cameramen	300	7.II	660	280,736
82	RBA	Video Editors	300	7.II	660	280,736
83	RBA	Operators/Transmission	300	7.II	660	280,736
84	RBA	Pre press Operators	300	7.II	660	280,736
85	RBA	Post press	300	7.II	660	280,736
86	RBA	Make up officer	300	7.II	660	280,736
87	RBA	Storekeeper	300	8.II	508	216,081
88	RBA	Receptionists	300	8.II	508	216,081
89	RBA	Cashier	300	8.II	508	216,081
90	RBA	Secretary	300	8.II	508	216,081

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91	RBA	Drivers	300	10.II	300	127,607
Ministry of Disaster Management and Refugee Affairs (MIDIMAR)						
N°	INSTITUTION	POST	I.V	Level	Index	GROSS
1	MIDIMAR	Permanent Secretary	441	F	2869	1,613,167
2	MIDIMAR	Advisor to the Minister	330	2.III	1890	892,962
3	MIDIMAR	Director of Strategic Planning Unit	330	3.II	1369	646,807
4	MIDIMAR	Director of Disaster Management & Progrms Coordination Unit	330	3.II	1369	646,807
5	MIDIMAR	Director of Research & Public Awareness Unit	330	3.II	1369	646,807
6	MIDIMAR	Director of Refugees Affairs Unit	330	3.II	1369	646,807
7	MIDIMAR	Director of Finance and Administration	330	3.II	1369	646,807
8	MIDIMAR	Legal Advisor	330	3.II	1369	646,807
9	MIDIMAR	Professional in Charge of Planning and Budgeting	300	4.II	1141	485,333
10	MIDIMAR	Professional in Charge of Monitoring & Evaluation	300	4.II	1141	485,333
11	MIDIMAR	Professional in Charge of Resources Mobilization & Partnership	300	4.II	1141	485,333
12	MIDIMAR	Professional in Charge of Disaster Mgt	300	4.II	1141	485,333
13	MIDIMAR	Professional in Charge of Disaster Operational Preparedness	300	4.II	1141	485,333
14	MIDIMAR	Professional in Charge of Recovery & Rehabilitation Programs	300	4.II	1141	485,333
15	MIDIMAR	Disaster Research & Capacity Building	300	4.II	1141	485,333
16	MIDIMAR	Public Awareness & Prevention	300	4.II	1141	485,333
17	MIDIMAR	Professional in Charge of Eligibility & Protection	300	4.II	1141	485,333
18	MIDIMAR	Professional in Charge of Repatriation	300	4.II	1141	485,333
19	MIDIMAR	Professional in Charge of Reintegration	300	4.II	1141	485,333

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20	MIDIMAR	Social Services & Camps Coordination	300	4.II	1141	485,333
21	MIDIMAR	Statistician	300	4.II	1141	485,333
22	MIDIMAR	System Administrator	300	4.II	1141	485,333
23	MIDIMAR	ICT Officer	300	4.II	1141	485,333
24	MIDIMAR	Professional in Charge of Public Relations & Communication Officer	300	4.II	1141	485,333
25	MIDIMAR	Human Resources Officer	300	4.II	1141	485,333
26	MIDIMAR	Procurement Officer	300	5.II	951	404,515
27	MIDIMAR	Accountant	300	5.II	951	404,515
28	MIDIMAR	Budget Officer	300	5.II	951	404,515
29	MIDIMAR	Internal Auditor	300	5.II	951	404,515
30	MIDIMAR	Logistics Officer	300	5.II	951	404,515
31	MIDIMAR	Administrative Assistant to the Minister	300	5.II	951	404,515
32	MIDIMAR	Administrative Assistant to the PS	300	5.II	951	404,515
33	MIDIMAR	Documentalist	300	6.II	793	337,308
34	MIDIMAR	Head of Central Secretariat	300	7.II	660	280,736
35	MIDIMAR	Secretary	300	8.II	508	216,081
36	MIDIMAR	Secretary	300	8.II	508	216,081
37	MIDIMAR	Secretary	300	8.II	508	216,081
GITAGATA						
N°	INSTITUTION	POST	I.V	Level	Index	Gross
1	CRP GITAGATA	Director	330	3.II	1369	646,807
2	CRP GITAGATA	Psychologist	300	5.II	951	404,515

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3	CRP GITAGATA	Social Worker	300	5.II	951	404,515
4	CRP GITAGATA	Accountant	300	5.II	951	404,515
5	CRP GITAGATA	Logistics Manager	300	5.II	951	404,515
6	CRP GITAGATA	Agronom	300	5.II	951	404,515
7	CRP GITAGATA	Administrative Assistant	300	5.II	951	404,515
8	CRP GITAGATA	Laboratory Technician	300	7.II	660	280,736
9	CRP GITAGATA	Nurse	300	7.II	660	280,736
10	CRP GITAGATA	Chief Cook	300	7.II	660	280,736
11	CRP GITAGATA	Social Assistant A2	300	7.II	660	280,736
12	CRP GITAGATA	Workshop Attendant	300	7.II	660	280,736
13	CRP GITAGATA	Driver	300	10.II	300	127,607

Bibonywe kugira ngo bishyirwe ku mugereka w'Iteka rya Minisitiri w'Intebe n°53/03 ryo kuwa 14/07/2012 rigena imishahara n'ibindi bigenerwa abakozi bo mu Butegetsi Bwite bwa Leta

Seen to be annexed to the Prime Minister's Order n°53/03 of 14/07/2012 determining the salaries and fringe benefits for public servants of the Central Government

Vu pour être annexé à l'Arrêté du Premier Ministre n°53/03 du 14/07/2012 fixant les salaires et autres avantages accordés au personnel de l'Administration Centrale

Kigali, kuwa **14/07/2012**

Kigali, on **14/07/2012**

Kigali, le **14/07/2012**

(sé)

Dr. HABUMUREMYI Pierre Damien
Minisitiri w'Intebe

(sé)

Dr. HABUMUREMYI Pierre Damien
Prime Minister

(sé)

Dr. HABUMUREMYI Pierre Damien
Premier Ministre

(sé)

MUREKEZI Anastase
Minisitiri w'Abakozi ba Leta n'Umurimo
Bibonywe kandi bishyizweho Ikirango cya Repubulika

(sé)

MUREKEZI Anastase
Minister of Public Service and Labour
Seen and Sealed with the Seal of the Republic

(sé)

MUREKEZI Anastase
Ministre de la Fonction Publique et du Travail
Vu et scellé du Sceau de la République

(sé)

KARUGARAMA Tharcisse
Minisitiri w'Ubutabera/Intumwa Nkuru ya Leta

(sé)

KARUGARAMA Tharcisse
Minister of Justice/Attorney General

(sé)

KARUGARAMA Tharcisse
Ministre de la Justice/ Garde des Sceaux