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**N° 92/03 ryo kuwa 01/03/2013**

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**PRIME MINISTER'S ORDER N° 92/03 OF 01/03/2013 MODIFYING AND COMPLEMENTING THE 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°92/03 DU 01/03/2013 MODIFIANT ET COMPLETANT 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**

**Minisitiri w'Intebe;**

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;

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;

Asubiye 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, cyane cyane mu ngingo zaryo iya 3, iya 8, iya 9 n'iya 10;

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

Inama y'Abaminisitiri yateranye kuwa 06/02/2013 imaze kubisuzuma no kubyemeza;

**The Prime Minister;**

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;

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;

Reviewing the Prime Minister's Order n° 53/03 of 14/07/2012 establishing salaries and fringe benefits for public servants of the Central Government, especially in its Articles 3, 8, 9 and 10;

On proposal by the Minister of Public Service and Labour;

After consideration and approval by the Cabinet in its session of 06/02/2013;

**Le Premier Ministre;**

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;

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;

Revu 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, spécialement en ses articles 3, 8, 9 et 10;

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

Après examen et adoption par le Conseil des Ministres en sa séance du 06/02/2013 ;

**ATEGETSE:**

**Ingingo ya mbere: Icyo iri teka rigamije**

Iri teka rihindura kandi rikuzura 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.

**Ingingo ya 2: 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.

**Ingingo ya 3: Abungirije Abayobozi b'Ibigo bya Leta bari ku nzego z'imirimo za "F" na "G" n'abandi bakozi ba Leta bari ku nzego z'imirimo za "F" na "G"**

Ingingo ya 8 y'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, ihinduwe kandi yujijwe ku buryo bukurikira:

«Abungirije Abayobozi b'Ibigo bya Leta bari ku nzego z'imirimo za "F" na "G" ndetse n'abandi bakozi ba Leta bari ku nzego z'imirimo za "F" cyangwa "G" ariko bakaba bafite itsinda ry'abakozi ba Leta bayobora

**HEREBY ORDERS:**

**Article One: Purpose of this Order**

This Order shall modify and complement the Prime Minister's Order n° 53/03 of 14/07/2012 establishing salaries and fringe benefits for public servants of the Central Government.

**Article 2: 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.

**Article 3: Deputies of Heads of Public Institutions positioned on levels "F" and "G" and other public servants positioned on levels "F" and "G"**

Article 8 of the Prime Minister's Order n° 53/03 of 14/07/2012 establishing salaries and fringe benefits for public servants of the Central Government, is modified and complemented as follows:

«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

**ARRETE :**

**Article premier: Objet du présent arrêté**

Le présent arrêté modifie et complète 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.

**Article 2 : 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.

**Article 3: 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"**

L'Article 8 de 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, est modifié et complété comme suit:

«Les Dirigeants Adjoints des Institutions Publiques aux postes de niveaux "F" et "G" ainsi que les autres agents de l'Etat aux postes de niveau "F" et "G" ayant des agents de l'Etat placés sous leur

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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 ya 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 transiporo mu nshingano ze, igirana amasezerano na buri wese ku byerekeye imikoreshereze y'iyi modoka.

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

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 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 transport, shall conclude an agreement with the interested party concerning the utilization of that vehicle.

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

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 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 le transport dans ses attributions et le bénéficiaire.

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

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n'ibihumbi ijana y'u Rwanda (100.000 Frw); boroherezwa kandi ingendo mu buryo buteganyijwe mu gika kibanziriza iki.

Icyakora, Abalimu n'Abashakashatsi muri za Kaminuza n'Amashuri Makuru, Abashakashatsi b'umwuga mu Nzego za Leta hamwe n'Abaganga, bari ku rwego rw'imirimo rwa "F" cyangwa "G" bitewe n'izamura mu ntera mu mirimo bakora; kandi bakaba badafite itsinda ry'Abakozi ba Leta bayobora hashingiwe ku mbonerahamwe yemewe y'Urwego bakorera, ntibagenerwa amafaranga y'itumanaho avugwa muri iyi ngingo; kandi ku bijyanye no koroherezwa ingendo Leta yishyurira buri wese imisoro n'amahoro ya gasutamo gusa, ku giciro cy'imodoka cyigenwa n'Inama y'Abaminisitiri, iyo modoka igeze i Kigali. Leta ihagarariwe na Minisitiri ufite transiporo mu nshingano ze, igirana amasezerano na buri wese ku byerekeye imikoreshereze y'iyi modoka ».

**Ingingo ya 4: Abungirije Abayobozi b'Ibigo bya Leta n'abandi bakozi ba Leta bari ku rwego rw'imirimo rwa H/2**

Ingingo ya 9 y'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, ihinduwe kandi yujijwe ku buryo bukurikira:

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.

However, Academic staff practicing lecturing and Researchers in Public Universities and High Learning Institutions, career Researchers in Public Institutions as well as career Medical staff, positioned by career progression on level "F" and "G" without a pool of public servants under their responsibilities in accordance with the approved organizational structure, shall not be entitled to communication allowances stipulated in the present Article. For their transport facilitation the State shall only take charge of the customs duties and taxes for a vehicle delivered in Kigali, for which the Cabinet shall determine the maximum purchase value. The Government, represented by the Minister in charge of transport, shall conclude an agreement with the interested party concerning the utilization of that vehicle ».

**Article 4: Deputies of Heads of Public Institutions and other public servants positioned on level H/2**

Article 9 of the Prime Minister's Order n° 53/03 of 14/07/2012 establishing salaries and fringe benefits for public servants of the Central Government, is modified and complemented as follows:

téléphone portable équivalant à cent mille francs rwandais (100.000 Frw) par mois; ils bénéficient aussi la facilitation au transport conformément au paragraphe précédent.

Cependant, les Enseignants et les Chercheurs au sein des Universités/Institutions d'Enseignement Supérieur, les Chercheurs de carrière au sein des Institutions Publiques ainsi que le personnel pratiquant la carrière médicale, aux postes d'avancement professionnel de niveaux "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 leurs responsabilités suivant la structure organisationnelle approuvée, ne bénéficient pas de frais de communication dont mention au présent article. Pour leur facilitation de transport, l'Etat prend en charge seulement les impôts et taxes à l'importation d'un seul véhicule livré à Kigali pour lequel le Conseil des Ministres détermine la valeur d'achat. Un contrat d'utilisation de ce véhicule est signé à cet effet entre l'Etat représenté par le Ministre ayant le transport dans ses attributions et le bénéficiaire ».

**Article 4: Dirigeants Adjoints des institutions publiques et autres Agents de l'Etat aux postes de niveau H/2**

L'Article 9 de 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, est modifié et complété comme suit:

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

- 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 ya 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 transiporo mu nshingano ze, igirana amasezerano na buri wese ku byerekeye imikoreshereze y'iyi modoka.

Abandi Bakozi ba Leta bari ku rwego rw'imirimu rwa H/2 ariko batungirije Abayobozi Bakuru b'Ibigo bya

«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:

- 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 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 transport, shall conclude an agreement with the interested party concerning the utilization of that vehicle.

Other Public Servants positioned on level H/2 who are not Deputies of Heads of Public Institutions, as

«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 :

- 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 le transport dans ses attributions et le bénéficiaire.

Les autres Agents de l'Etat aux postes de niveau H/2 mais qui ne sont pas Dirigeants Adjoints des

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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 mirongo irindwi y'u Rwanda (70,000 Frw); boroherezwa kandi ingendo mu buryo buteganyijwe mu gika kibanziriza iki.

Icyakora, Abalimu n'Abashakashatsi muri za Kaminuza n'Amashuri Makuru, Abashakashatsi b'umwuga mu Nzego za Leta hamwe n'Abaganga, bari ku rwego rw'imirimo rwa "H/2" bitewe n'izamura mu ntera mu mirimo bakora; kandi bakaba badafite itsinda ry'Abakozi ba Leta bayobora hashingiwe ku mbonerahamwe yemewe y'urwego bakorera, ntibagenerwa amafaranga y'itumanaho avugwa muri iyi ngingo, kandi ku bijyanye no koroherezwa ingendo Leta yishyurira buri wese imisoro n'amahoro ya gasutamo gusa, ku giciro cy'imodoka cyigenwa n'Inama y'Abaminisitiri, iyo modoka igeze i Kigali. Leta ihagarariwe na Minisitiri ufite transiporo mu nshingano ze, igirana amasezerano na buri wese ku byerekeye imikoreshereze y'iyi modoka ».

**Ingingo ya 5: Abakozi ba Leta bari ku rwego rw'imirimo rwa "3"**

Ingingo ya 10 y'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, ihinduwe kandi yujijwe ku buryo bukurikira:

well as Public Servants positioned on level H/2 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 seventy thousand Rwandan francs (Rwf 70,000) per month; they shall also benefit transport facilitation as provided for under the previous Paragraph.

However, Academic staff practicing lecturing and Researchers in Public Universities and High Learning Institutions, career Researchers in Public Institutions as well as career Medical staff, positioned by career progression on level "H/2" without a pool of public servants under their responsibilities in accordance with the approved organizational structure, shall not be entitled to communication allowances stipulated in the present article. For their transport facilitation the State shall only take charge of the customs duties for a vehicle delivered in Kigali, for which the Cabinet shall determine the maximum purchase value. The Government, represented by the Minister in charge of transport, shall conclude an agreement with the interested party concerning the utilization of that vehicle ».

**Article 5: Public Servants positioned on level "3"**

Article 10 of the Prime Minister's Order n° 53/03 of 14/07/2012 establishing salaries and fringe benefits for public servants of the Central Government, is modified and complemented as follows:

Institutions Publiques et qui n'ont pas d'agents de l'Etat placés sous leurs responsabilités suivant la structure organisationnelle approuvée, bénéficient chacun des frais de communication par téléphone portable équivalant à soixante-dix mille francs rwandais (70.000 Frw) par mois; ils bénéficient aussi la facilitation au transport conformément au paragraphe précédent.

Cependant, les Enseignants et les Chercheurs au sein des Universités/Institutions d'Enseignement Supérieur, les Chercheurs de carrière au sein des Institutions Publiques ainsi que le personnel pratiquant la carrière médicale, aux postes d'avancement professionnel de niveaux "H/2", mais qui ne sont pas Dirigeants Adjointes des Institutions Publiques et qui n'ont pas d'agents de l'Etat placés sous leurs responsabilités suivant la structure organisationnelle approuvée, ne bénéficient pas de frais de communication dont mention au présent article. Pour leur facilitation de transport, l'Etat prend en charge seulement les impôts et taxes à l'importation d'un seul véhicule livré à Kigali pour lequel le Conseil des Ministres détermine la valeur d'achat. Un contrat d'utilisation de ce véhicule est signé à cet effet entre l'Etat représenté par le Ministre ayant le transport dans ses attributions et le bénéficiaire ».

**Article 5: Agents de l'Etat aux postes de niveau "3"**

L'Article 10 de 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, est modifié et complété



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«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 mironko itatu y'u Rwanda ( 30, 000 Frw) buri kwezi;
- 2 ° Buri wese yishyurirwa na Leta imisoro n'amahoro ya gasutamo by'imodoka agahabwa n'amafaranga buri kwezi yo kumufasha gukoresha iyo modoka. Agaciro k'iyi modoka n'ingano y'ayo mafaranga bigenwa n'Amabwiriza ya Minisitiri ufite transiporo 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.

Icyakora, Abalimu n'Abashakashatsi muri za Kaminuza n'Amashuri Makuru, Abashakashatsi b'umwuga mu Nzego za Leta hamwe n'Abaganga, bari ku rwego rw'imirimu rwa "3" bitewe n'izamura mu ntera mu mirimo bakora; kandi bakaba badafite itsinda ry'Abakozi ba Leta bayobora hashingiwe ku mbonerahamwe yemewe y'Urwego bakorera, ntibagenerwa amafaranga y'itumanaho n'uburyo bwo koroherezwa ingendo bivugwa muri iyi ngingo.

« 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 transport.

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 month.

However, Academic staff practicing lecturing and Researchers in Public Universities and High Learning Institutions, career Researchers in Public Institutions as well as career Medical staff, positioned by career progression on level "3" without a pool of public servants under their responsibilities in accordance with the approved organizational structure, shall not be entitled to communication allowances and transport facilitation stipulated in the present Article.

comme suit:

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

- 1 ° Les frais de communication par téléphone portable équivalant 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 de ce véhicule et le montant de cette allocation sont déterminés par les Instructions du Ministre ayant le transport 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 équivalant à cent mille francs rwandais (100.000 Frw) par mois.

Cependant, les Enseignants et les Chercheurs au sein des Universités/Institutions d'Enseignement Supérieur, les Chercheurs de carrière au sein des Institutions Publiques ainsi que le personnel pratiquant la carrière médicale, aux postes d'avancement professionnel de niveaux "3", mais qui n'ont pas d'agents de l'Etat placés sous leurs responsabilités suivant la structure organisationnelle approuvée, ne bénéficient pas de frais de communication et la facilitation de transport dont mention au présent article.

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Abayobozi b'Ibitaro by'Uturere bari ku rwego rwa 3.II nabo ntibarebwa n'uburyo bwo koroherezwa ingendo buvugwa muri iyi ngingo».

**Ingingo ya 6: Ivanwaho ry'ingingo zinyuranyije n'iri teka**

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

**Ingingo ya 7: Igihe iteka ritangira gukurikizwa**

Iri teka ritangira gukurikizwa ku munsu ritangarijweho mu Igazeti ya Leta ya Repubulika y'u Rwanda.

Kigali, kuwa **01/03/2013**

(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

Directors of District Hospitals shall not be entitled to transport facilitation stipulated in the present Article».

**Article 6: Repealing provision**

All prior provisions contrary to this Order are hereby repealed.

**Article 7: Commencement**

This Order shall come into force on the date of its publication in the Official Gazette of the Republic of Rwanda.

Kigali, on **01/03/2013**

(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

Les Directeurs des Hôpitaux de District ne bénéficient pas de la facilitation au transport dont mention au présent article ».

**Article 6: Disposition abrogatoire**

Toutes les dispositions antérieures contraires au présent arrêté sont abrogées.

**Article 7: Entrée en vigueur**

Le présent arrêté entre en vigueur le jour de sa publication au Journal Officiel de la République du Rwanda.

Kigali, le **01/03/2013**

(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 W'ITEKA RYA  
MINISITIRI W'INTEBE N° 92/03 RYO  
KUWA 01/03/2013 RIHINDURA KANDI  
RYUZUZA ITEKA RYA MINISITIRI  
W'INTEBE N°53/03 RYO KUWA  
14/07/2012 RISHYIRAHU IMISHAHARA  
N'IBINDI BIGENERWA ABAKOZI BO  
MU BUTEGETSI BWITE BWA LETA**

**ANNEX TO PRIME MINISTER'S ORDER  
N°92/03 OF 01/03/2013 MODIFYING AND  
COMPLEMENTING THE PRIME  
MINISTER'S ORDER N° 53/03 OF 14/07/2012  
ESTABLISHING SALARIES AND FRINGE  
BENEFITS FOR PUBLIC SERVANTS OF THE  
CENTRAL GOVERNMENT**

**ANNEXE DE L'ARRETE DU PREMIER  
MINISTRE N°92/03 DU 01/03/2013 MODIFIANT  
ET COMPLETANT 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**

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<b>Office of The President of The Republic</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
3	PRESIREP	Director of Cabinet in the Office of the President	500	D	3472	2,304,540
4	PRESIREP	Deputy Director of Cabinet Presirep	500	E	3156	2,011,950
5	PRESIREP	Senior Advisor to H.E the President	500	F	2869	1,904,299
6	PRESIREP	Principal Private Secretary to the President	500	F	2869	1,904,299
7	PRESIREP	Personal Physician to the President	500	F	2869	1,904,299
8	PRESIREP	Advisor to the President	500	F	2869	1,828,988
9	PRESIREP	Head of Strategy and Policy Unit	500	F	2869	1,828,988
10	PRESIREP	Deputy Head of Strategy and Policy Unit	500	1.IV	2608	1,662,600
11	PRESIREP	Director General of State Protocol	500	2.III	1890	1,352,972
12	PRESIREP	Director General of Communication	500	2.III	1890	1,352,972
13	PRESIREP	Senior Advisor to the DirCab	500	2.III	1890	1,352,972
14	PRESIREP	Deputy Principal Private Secretary	500	2.III	1890	1,352,972
15	PRESIREP	Director General of ICT	500	2.III	1890	1,352,972
16	PRESIREP	Director General of General Services	500	2.III	1890	1,352,972
17	PRESIREP	Director General first Lady Office	500	2.III	1890	1,352,972
18	PRESIREP	Senior Analyst	500	2.III	1890	1,352,972
19	PRESIREP	Senior Legal Analyst	500	2.III	1890	1,352,972
20	PRESIREP	Speech Writer	500	2.III	1890	1,352,972
21	PRESIREP	Health and Sport Specialist	500	2.III	1890	1,352,972
22	PRESIREP	Deputy DG OTFL	500	2.III	1890	1,303,360
23	PRESIREP	Deputy DG Communication	500	2.III	1890	1,303,360
24	PRESIREP	Deputy DG State Protocol	500	2.III	1890	1,303,360
25	PRESIREP	Deputy Director General of General Services	500	2.III	1890	1,303,360
26	PRESIREP	Advisor to the Minister	500	2.III	1890	1,352,972
27	PRESIREP	State House Manager	500	2.III	1890	1,352,972
28	PRESIREP	Director of Central Secretariat & Documentation	500	3.II	1369	980,010
29	PRESIREP	Junior Advisor to the DirCab	500	3.II	1369	980,010
30	PRESIREP	Junior Analyst	500	3.II	1369	980,010

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31	PRESIREP	Director of Estate Management	500	3.II	1369	980,010
32	PRESIREP	Director of Logistics	500	3.II	1369	980,010
33	PRESIREP	Director of Finance	500	3.II	1369	980,010
34	PRESIREP	Director of Budget	500	3.II	1369	980,010
35	PRESIREP	Director of HR & Administration	500	3.II	1369	980,010
36	PRESIREP	Director of I/C Network Administration	500	3.II	1369	980,010
37	PRESIREP	Director of I/C System Administration	500	3.II	1369	980,010
38	PRESIREP	Director of I/C Power and Sound Systems	500	3.II	1369	980,010
39	PRESIREP	Director of I/C Net work Security	500	3.II	1369	980,010
40	PRESIREP	Director of I/C Application Security Administration	500	3.II	1369	980,010
41	PRESIREP	Director of I/C Database and Application Administration	500	3.II	1369	980,010
42	PRESIREP	Director of Procurement	500	3.II	1369	980,010
43	PRESIREP	Director of Audiences	500	3.II	1369	980,010
44	PRESIREP	Director of Visits	500	3.II	1369	980,010
45	PRESIREP	Director of Ceremonies	500	3.II	1369	980,010
46	PRESIREP	Director of Political Affairs and Good Governance	500	3.II	1369	980,010
47	PRESIREP	Directors of Social Affairs Ministry in OTP	500	3.II	1369	980,010
48	PRESIREP	Directors of Social Affairs OTFL	500	3.II	1369	980,010
49	PRESIREP	Director of Media	500	3.II	1369	980,010
50	PRESIREP	Advisor to the Deputy DirCab	500	3.II	1369	980,010
51	PRESIREP	Director Communication and Protocol OTFL	500	3.II	1369	980,010
52	PRESIREP	Director of VIP Club	500	3.II	1369	980,010
53	PRESIREP	Nurse - State House	500	3.II	1369	980,010
54	PRESIREP	Executive Assistant in Executive Office	500	3.II	1369	980,010
55	PRESIREP	Cameraman	500	3.II	1369	980,010
56	PRESIREP	Photographer	500	3.II	1369	980,010
57	PRESIREP	Internal Auditor	500	3.II	1369	980,010
58	PRESIREP	Head Waiter	500	3.II	1369	980,010
59	PRESIREP	Deputy Director of VIP Club	500	3.II	1369	944,074
60	PRESIREP	Deputy Director Estate Management	500	3.II	1369	944,074
61	PRESIREP	Security and Defense Officer	500	4.III	1313	930,823

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62	PRESIREP	Chief Cook	500	4.III	1313	930,823
63	PRESIREP	Office Manager to the DirCab	500	4.III	1313	930,823
64	PRESIREP	Office Manager to the Deputy DirCab	500	4.III	1313	930,823
65	PRESIREP	E-Documentation Officer	500	4.II	1141	808,888
66	PRESIREP	Accountant	500	4.II	1141	808,888
67	PRESIREP	Procurement Officer	500	4.II	1141	808,888
68	PRESIREP	Assistant Chief Cook	500	4.II	1141	808,888
69	PRESIREP	Logistics Officer of General Services	500	4.II	1141	808,888
70	PRESIREP	Human Resources Officer	500	4.II	1141	808,888
71	PRESIREP	ICT Officer	500	4.II	1141	808,888
72	PRESIREP	Librarian	500	4.II	1141	808,888
73	PRESIREP	Assistant Head waiter	500	4.II	1141	808,888
74	PRESIREP	Administrative Assistant to the Minister	500	5.II	951	699,155
75	PRESIREP	Head Valet	500	5.II	951	674,191
76	PRESIREP	Maintenance Officers	500	5.II	951	674,191
77	PRESIREP	Administrative Assistant to Advisors	500	6.II	793	562,180
78	PRESIREP	Storekeeper	500	6.II	793	562,180
79	PRESIREP	Administrative Assistant to the DG	500	6.II	793	562,180
80	PRESIREP	Secretary in Central Secretariat	500	6.II	793	562,180
81	PRESIREP	Senior Cook	500	6.II	793	562,180
82	PRESIREP	Receptionists	500	6.II	793	562,180
83	PRESIREP	Valet	500	6.II	793	562,180
84	PRESIREP	Senior Waiter	500	6.II	793	562,180
85	PRESIREP	Senior Domestic Assistant	500	6.II	793	562,180
86	PRESIREP	Driver VIP	500	7.II	660	467,893
87	PRESIREP	Junior Cook	500	7.II	660	467,893
88	PRESIREP	Junior Waiter	500	7.II	660	467,893
89	PRESIREP	Domestic Assistant	500	7.II	660	467,893
90	PRESIREP	Messenger	500	9.II	391	277,191

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<b>Rwanda Development Board</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
1	RDB	Chief Executive Officer	500	E	3156	2,656,658
2	RDB	Chief Operation Officer & Chief Financial Officer	500	F	2869	1,828,988
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	Planning 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
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
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

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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 Department	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 Salary (Rwf/Month)
1	OMBUDSMAN OFFICE	Permanent Secretary	500	F	2869	1,828,988
2	OMBUDSMAN OFFICE	Director of Declaration of Assets	500	3.II	1369	980,010
3	OMBUDSMAN OFFICE	Director of Fighting Corruption and related Offences Unit	500	3.II	1369	980,010
4	OMBUDSMAN OFFICE	Director of Preventing Injustice, Corruption and related Offences Unit	500	3.II	1369	980,010
5	OMBUDSMAN OFFICE	Director of Monitoring of Interdictions & Incompatibilities of Senior Officials	500	3.II	1369	980,010
6	OMBUDSMAN OFFICE	Director of Finance and Administration Unit	500	3.II	1369	980,010
7	OMBUDSMAN OFFICE	Advisor to the Ombudsman	500	3.II	1369	980,010
7	OMBUDSMAN OFFICE	Secretary of the Anti corruption Advisory Council	500	4.III	1313	930,823
8	OMBUDSMAN OFFICE	Human Resources Officer	500	4.II	1141	808,888
9	OMBUDSMAN OFFICE	Public Relations and Communication Officer	500	4.II	1141	808,888
10	OMBUDSMAN OFFICE	Investigators in Special Unit	500	4.II	1141	808,888
11	OMBUDSMAN OFFICE	ICT Officer	500	5.II	951	674,191
12	OMBUDSMAN OFFICE	Planning & Research Officer	500	5.II	951	674,191
13	OMBUDSMAN OFFICE	Internal Auditor	500	5.II	951	674,191
14	OMBUDSMAN OFFICE	Procurement Officer	500	5.II	951	674,191



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15	OMBUDSMAN OFFICE	Accountant	500	5.II	951	674,191
16	OMBUDSMAN OFFICE	Budget Officer	500	5.II	951	674,191
17	OMBUDSMAN OFFICE	Investigator on Interdictions & Incompatibilities of Senior Officials	500	5.II	951	674,191
18	OMBUDSMAN OFFICE	Professional in Preventing Injustice, Corruption and related Offences	500	5.II	951	674,191
19	OMBUDSMAN OFFICE	Investigator on Injustice and Corruption	500	5.II	951	674,191
20	OMBUDSMAN OFFICE	Professional of Impact Analysis	500	5.II	951	674,191
21	OMBUDSMAN OFFICE	Complaints Manager	500	5.II	951	674,191
22	OMBUDSMAN OFFICE	Investigator	500	5.II	951	674,191
23	OMBUDSMAN OFFICE	Logistics Officer	500	5.II	951	674,191
24	OMBUDSMAN OFFICE	Administrative Assistant to the Ombudsman	500	5.II	951	674,191
25	OMBUDSMAN OFFICE	Administrative Assistant to the Deputy Ombudsman	500	5.II	951	674,191
26	OMBUDSMAN OFFICE	Administrative Assistant to the Permanent Secretary	500	5.II	951	674,191
27	OMBUDSMAN OFFICE	Customer Care Officer	500	6.II	793	562,180
28	OMBUDSMAN OFFICE	Documentalist	500	6.II	793	562,180
29	OMBUDSMAN OFFICE	Archivist	500	6.II	793	562,180
30	OMBUDSMAN OFFICE	Head of Central Secretariat	500	7.II	660	467,893
31	OMBUDSMAN OFFICE	Secretary	500	8.II	508	360,136

**National Unity and Reconciliation Commission (NURC)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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	4.II	1141	647,110

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10	NURC	National & Community Dialogue Oversight	400	4.II	1141	647,110
11	NURC	Research on Conflict Resolution and Reconciliation	400	4.II	1141	647,110
12	NURC	Dissemination and Publication Officer	400	5.II	951	539,353
13	NURC	Accountant	400	5.II	951	539,353
14	NURC	Planning Officer	400	5.II	951	539,353
15	NURC	Budget Officer	400	5.II	951	539,353
16	NURC	ICT Officer	400	5.II	951	539,353
17	NURC	Logistics Officer	400	5.II	951	539,353
18	NURC	Administrative Assistant to Executive Secretary	400	5.II	951	539,353
19	NURC	Documentation and Archives	400	6.II	793	449,744
20	NURC	Customer Care	400	6.II	793	449,744
21	NURC	Head of Central Secretariat	400	7.II	660	374,314
22	NURC	Secretary of Central Secretariat	400	8.II	508	288,109

**National Electoral Commission (NEC)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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 Activities Coordinator	400	4.III	1313	744,659
8	NEC	Kigali City & Province Electoral & Civic Education Supervisor	400	4.II	1141	647,110
9	NEC	Electoral Staff Management & Development Officer	400	4.II	1141	647,110
10	NEC	Public Relations and Communication Officer	400	4.II	1141	647,110
11	NEC	Documentation & Observers Supervision Officer	400	4.II	1141	647,110
12	NEC	In charge of Printery Machines	400	5.II	951	539,353
13	NEC	In charge of Pre- Press Machines	400	5.II	951	539,353
14	NEC	Planning Officer	400	5.II	951	539,353
15	NEC	Database Manager	400	5.II	951	539,353

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16	NEC	Maintenance & Website Administration Officer	400	5.II	951	539,353
17	NEC	Procurement Officer	400	5.II	951	539,353
18	NEC	Accountant	400	5.II	951	539,353
19	NEC	Budget Officer	400	5.II	951	539,353
20	NEC	Internal Auditor	400	5.II	951	539,353
21	NEC	Civic Education Programs Officer	400	5.II	951	539,353
22	NEC	Civic Education Training Officer	400	5.II	951	539,353
23	NEC	Logistics Officer	400	5.II	951	539,353
24	NEC	Administrative Assistant ES	400	5.II	951	539,353
25	NEC	Electoral Zone Coordinator	400	5.II	951	539,353
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 Salary (Rwf/Month)
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, Licensing & Enforcement Unit	500	3.II	1369	980,010
13	RURA	Director of Standards and Qos Unit	500	3.II	1369	980,010
14	RURA	Director of Universal Service Unit	500	3.II	1369	980,010

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15	RURA	Director of Water and Sanitation Regulation Unit	500	3.II	1369	980,010
16	RURA	Director of Waterway and Air Transport Unit	500	3.II	1369	980,010
17	RURA	Communication & Public Relations	500	4.II	1141	808,888
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	Cyber security 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

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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 Insurance Officers	500	5.II	951	674,191
46	RURA	Bio-Energy, Solar and Geothermal Energy Officer	500	5.II	951	674,191
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

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70	RURA	Procurement Officer	500	5.II	951	674,191
71	RURA	Radio communication 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
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 Department	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 Salary (Rwf/Month)
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

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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
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
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
32	ONP	Principal Cashier	300	6.II	793	337,308
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

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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	Maintenance Technician	300	8.II	508	216,081
52	ONP	In charge of Stock	300	8.II	508	216,081
53	ONP	Switch Board Operator	300	10.II	300	127,607
54	ONP	Driver	300	10.II	300	127,607
<b>SENATE</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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 Researcher	330	3.III	1575	744,135
13	SENATE	Government Programs Researcher	330	3.III	1575	744,135
14	SENATE	Budget & Public Accountability Researcher	330	3.III	1575	744,135
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	Committees 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



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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
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
<b>CHAMBER OF DEPUTIES</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	Chamber of Deputies	Deputy	441	F	2869	1,613,167
2	Chamber of Deputies	Clerk	441	F	2869	1,613,167
3	Chamber of Deputies	Deputy Clerk in Charge of Legislation Services	378	1.IV	2608	1,256,926
4	Chamber of Deputies	Advisor to the Speaker of Chamber of Deputies	330	1.IV	2608	1,097,316
5	Chamber of Deputies	Director General of General Services	330	2.III	1890	892,962
6	Chamber of Deputies	Director General of Communication & Outreach	330	2.III	1890	892,962

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7	Chamber of Deputies	Director General of Planning & Research	330	2.III	1890	892,962
8	Chamber of Deputies	Advisor to the Deputy Speaker of Chamber of Deputies	330	2.III	1890	892,962
9	Chamber of Deputies	Table Officer	330	3.II	1369	646,807
10	Chamber of Deputies	Protocol Officer	330	3.II	1369	646,807
11	Chamber of Deputies	Bills & Policy Researcher	330	3.III	1575	744,135
12	Chamber of Deputies	Government Programmes Researcher	330	3.III	1575	744,135
13	Chamber of Deputies	Budget and Public Accountability Researcher	330	3.III	1575	744,135
14	Chamber of Deputies	Translator	330	3.II	1369	646,807
15	Chamber of Deputies	Legislative drafting & Advisory	330	3.II	1369	646,807
16	Chamber of Deputies	Security Liaison Officer	330	3.II	1369	646,807
17	Chamber of Deputies	Executive Assistant to the Speaker of Chamber of Deputies	330	3.II	1369	646,807
18	Chamber of Deputies	Committees Clerk	330	3.II	1369	646,807
19	Chamber of Deputies	Head of Central Secretariat	330	3.II	1369	646,807
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	Logistics Officer	300	5.II	951	404,515
36	Chamber of Deputies	Administrative Assistant to the Clerk	300	5.II	951	404,515

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37	Chamber of Deputies	Sound Archivist	300	5.II	951	404,515
38	Chamber of Deputies	Customer Care Officer	300	6.II	793	337,308
39	Chamber of Deputies	Documentalist	300	6.II	793	337,308
40	Chamber of Deputies	Archivist	300	6.II	793	337,308
41	Chamber of Deputies	Administrative Assistant to the Deputy Clerk	300	7.II	660	280,736
42	Chamber of Deputies	Administrative Assistant to the DG	300	7.II	660	280,736
43	Chamber of Deputies	Chamber Attendant	300	7.II	660	280,736
44	Chamber of Deputies	Secretary	300	8.II	508	216,081
45	Chamber of Deputies	Driver VIP	300	8.II	508	216,081
<b>Office of Auditor General (OAG)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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 Resource 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

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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
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 Salary (Rwf/Month)
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 Executive Secretary	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 Resource 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

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21	PSC	Logistics Officer	400	5.II	951	539,353
22	PSC	Administrative Assistant to the Executive Secretary	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
25	PSC	Secretary	400	8.II	508	288,109
<b>Prime Minister's Office (PRIMATURE)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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 Government 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 DirCab	400	2.III	1890	1,082,378
11	PRIMATURE	Joint Delivery Committee Analyst	400	2.III	1890	1,082,378
12	PRIMATURE	Chief Cabinet Notes Taker	400	2.III	1890	1,122,068
13	PRIMATURE	Cabinet Notes Taker	400	2.III	1890	1,082,378
14	PRIMATURE	Analysts	400	2.III	1890	1,082,378
15	PRIMATURE	Gender & Family Promotion Analyst	400	2.III	1890	1,082,378
16	PRIMATURE	Director General of ICT	400	2.III	1890	1,082,378
17	PRIMATURE	Director General of Corporate Services	400	2.III	1890	1,082,378
18	PRIMATURE	PM's Office Manager	400	2.III	1890	1,082,378
19	PRIMATURE	Director of Official Gazette & Government Documentation Unit	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

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24	PRIMATURE	Official Gazette Editors	400	3.II	1369	784,008
25	PRIMATURE	Director of Planning and M&E Unit	400	3.II	1369	784,008
26	PRIMATURE	Director of Gender Policy Development Unit	400	3.II	1369	784,008
27	PRIMATURE	Director of Family Promotion Unit	400	3.II	1369	784,008
28	PRIMATURE	Network and Security Administration Specialist	400	3.II	1369	784,008
29	PRIMATURE	Database and Applications Specialist	400	3.II	1369	784,008
30	PRIMATURE	System Administration Specialist	400	3.II	1369	784,008
31	PRIMATURE	System Administration e-Cabinet Specialist	400	3.II	1369	784,008
32	PRIMATURE	Director of Finance & Logistics	400	3.II	1369	784,008
33	PRIMATURE	Director HR & Administration	400	3.II	1369	784,008
34	PRIMATURE	Director of Central Secretariat	400	3.II	1369	784,008
35	PRIMATURE	Senior Legal Officer	400	3.II	1369	784,008
36	PRIMATURE	Legislative Tracker	400	3.II	1369	784,008
37	PRIMATURE	Corporate Planning Specialist	400	3.II	1369	784,008
38	PRIMATURE	Public Requests Officer	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
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 DirCab	400	5.II	951	539,353
53	PRIMATURE	Administrative Assistant to PS	400	5.II	951	539,353
54	PRIMATURE	Administrative Assistant to PS	400	5.II	951	539,353

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55	PRIMATURE	Procurement Officer	400	5.II	951	539,353
56	PRIMATURE	Budget Officer	400	5.II	951	539,353
57	PRIMATURE	Logistics Officer	400	5.II	951	539,353
58	PRIMATURE	Maintenance Officer	400	5.II	951	539,353
59	PRIMATURE	Accountant	400	5.II	951	539,353
60	PRIMATURE	Customer Care	400	6.II	793	449,744
61	PRIMATURE	Storekeeper	400	6.II	793	449,744
62	PRIMATURE	Administrative Assistant to Cabinet Secretariat	400	7.II	660	374,314
63	PRIMATURE	Administrative Assistant to the DG Corporate Services	400	7.II	660	374,314
64	PRIMATURE	Administrative Assistant to the Government Action Coordination Unit	400	7.II	660	374,314
65	PRIMATURE	Secretary in Central Secretariat	400	7.II	660	374,314
66	PRIMATURE	Drivers VIP	400	8.II	508	288,109

**Office of the Government Spokesperson (OGS)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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	Communication Analyst	500	2.III	1890	1,352,972
3	OGS	Communication Researcher	500	3.III	1575	1,127,477
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
8	OGS	Human Resources Officer	500	4.II	1141	808,888
9	OGS	ICT Officer	500	5.II	951	674,191
10	OGS	Budget Officer	500	5.II	951	674,191
11	OGS	Accountant	500	5.II	951	674,191
12	OGS	Procurement Officer	500	5.II	951	674,191
12	OGS	Administrative Assistant to the GS	500	5.II	951	674,191
7	OGS	Administrative Assistant to the Deputy 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

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<b>National Children Commission (NCC)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>GROSS</b>
1	NCC	Executive Secretary	400	G	2608	1330080
2	NCC	Director of Adoption, Protection and Promotion of Children Rights Unit	400	3.II	1369	784,008
3	NCC	Legal Affairs	400	4.III	1313	744,659
4	NCC	Human Resources and Logistics Officer	400	4.II	1141	647,110
5	NCC	Children Rights Protection and Promotion Officer	400	5.II	951	539,353
6	NCC	Children Adoption Officer	400	5.II	951	539,353
7	NCC	Planning and Monitoring Officer	400	5.II	951	539,353
8	NCC	Accountant	400	5.II	951	539,353
9	NCC	Procurement Officer	400	5.II	951	539,353
10	NCC	Budget Officer	400	5.II	951	539,353
11	NCC	Data Base and ICT Officer	400	5.II	951	539,353
9	NCC	Administrative Assistant	400	7.II	660	374,314
10	NCC	Secretary	400	8.II	508	288,109
<b>Gender Monitoring Observatory (GMO)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
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 Fighting 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



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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, Monitoring & Evaluation Officer	400	5.II	951	539,353
16	GMO	Statistician	400	5.II	951	539,353
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 Executive Secretary	400	7.II	660	374,314
25	GMO	Secretary in Central Secretariat	400	8.II	508	288,109
<b>National Women Council (NWC)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	NWC	Executive Secretary	400	G	2608	1,330,080
2	NWC	Director of Women Empowerment	400	3.II	1369	784,008
3	NWC	Director of Administration and Finance	400	3.II	1369	784,008
4	NWC	Legal Affairs	400	4.III	1313	744,659
5	NWC	IEC Officer	400	4.II	1141	647,110
6	NWC	HR & Logistics Officer	400	4.II	1141	647,110
7	NWC	ICT & Database Officer	400	5.II	951	539,353
8	NWC	Planning & Resources Mobilisation Officer	400	5.II	951	539,353
9	NWC	Monitoring and Evaluation Officer	400	5.II	951	539,353
10	NWC	Partnerships and Cooperation Officer	400	5.II	951	539,353
11	NWC	Women Empowerment Programme Officers	400	5.II	951	539,353
12	NWC	Procurement Officer	400	5.II	951	539,353
13	NWC	Internal Auditor	400	5.II	951	539,353
14	NWC	Budget Officer	400	5.II	951	539,353
15	NWC	Accountant	400	5.II	951	539,353

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16	NWC	Administrative Assistant to the Executive Secretary	400	7.II	660	374,314
17	NWC	Secretary	400	7.II	660	374,314
<b>Media High Council (MHC)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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 to the Executive Secretary	400	7.II	660	374,314
24	MHC	Head of Central Secretariat	400	7.II	660	374,314

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<b>Supreme Court (CS)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	SUPREME COURT	Secretary General	441	F	2869	1,613,167
2	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	Director of Planning, Monitoring & Evaluation	330	3.II	1369	646,807
6	SUPREME COURT	Director of Finance	330	3.II	1369	646,807
7	SUPREME COURT	Director of Communication and Public Awareness	330	3.II	1369	646,807
8	SUPREME COURT	Director of Administration	330	3.II	1369	646,807
9	SUPREME COURT	Director of IT Support	330	3.II	1369	646,807
10	SUPREME COURT	Protocol Officer Supreme Court	330	3.II	1369	646,807
11	SUPREME COURT	Translator	330	3.II	1369	646,807
12	SUPREME COURT	Internal Resources Manager HC	330	3.II	1369	646,807
13	SUPREME COURT	Internal Resources Manager CHC	330	3.II	1369	646,807
14	SUPREME COURT	Internal Resources Manager IC	330	3.II	1369	646,807
15	SUPREME COURT	Head of Central Secretariat S.C.	330	3.II	1369	646,807
16	SUPREME COURT	Chief Accountant	300	4.II	1141	485,333
17	SUPREME COURT	Planning Officer	300	4.II	1141	485,333
18	SUPREME COURT	Monitoring and Evaluation	300	4.II	1141	485,333
19	SUPREME COURT	Statistician	300	4.II	1141	485,333
20	SUPREME COURT	IT Business Analyst	300	4.II	1141	485,333
21	SUPREME COURT	Senior Network Administrator	300	4.II	1141	485,333
22	SUPREME COURT	Network Administrator	300	4.II	1141	485,333
23	SUPREME COURT	System Administrator	300	4.II	1141	485,333
24	SUPREME COURT	Application Security Administrator	300	4.II	1141	485,333
25	SUPREME COURT	Database and application Administrator	300	4.II	1141	485,333
26	SUPREME COURT	Storage Engineer	300	4.II	1141	485,333
27	SUPREME COURT	Electric Engineer	300	4.II	1141	485,333
28	SUPREME COURT	ICT Officer	300	4.II	1141	485,333
29	SUPREME COURT	Human Resource Management	300	4.II	1141	485,333
30	SUPREME COURT	Procurement Officer	300	5.II	951	404,515
31	SUPREME COURT	Internal Auditor	300	5.II	951	404,515
32	SUPREME COURT	Budget Officer	300	5.II	951	404,515

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

**Ministry of Defense (MINADEF)**

	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
1	MINADEF	Permanent Secretary	441	F	2869	1,613,167
2	MINADEF	Director General of Defense 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 Defense 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 & Defense Cooperation Unit	330	3.II	1369	646,807
9	MINADEF	Director of Intelligence Analysis Unit	330	3.II	1369	646,807
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

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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	300	4.III	1313	558,494
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 Defense Policy	300	4.II	1141	485,333
23	MINADEF	Professional in Charge of Defense 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 & Defense 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
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

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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
<b>Military Medical Insurance (MMI)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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	939,922
6	MMI	Human Resource 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
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

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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
<b>Ministry of Internal Affairs (MININTER)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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
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

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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
<b>Ministry of Foreign Affairs (MINAFFET)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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
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



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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
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 Oceania 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

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47	MINAFFET	Professional in Charge of South Asia and Oceania	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
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

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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 Salary (Rwf/Month)
1	Embassy	Ambassador	441	F	2869	1,518,275
2	Embassy	Minister Counselor	330	G	2608	1,032,768
3	Embassy	First Counselor of Embassy	330	2.IV	2173	860,508
4	Embassy	Commercial Attaché	330	2.III	1890	846,184
5	Embassy	Police attaché	330	2.III	1890	846,184
6	Embassy	Military attaché	330	2.III	1890	846,184
7	Embassy	Second Counselor of Embassy	330	2.III	1890	846,184
8	Embassy	First Secretary of Embassy	330	3.IV	1811	810,814
9	Embassy	Second Secretary of Embassy	330	3.III	1575	705,153
10	Embassy	Third Secretary of Embassy	330	3.II	1369	612,924

**Ministry of Agriculture (MINAGRI)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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
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

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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 Assistant to the DG	300	7.II	660	280,736
40	MINAGRI	Head of Central Secretariat	300	7.II	660	280,736
41	MINAGRI	Secretary	300	8.II	508	216,081
42	MINAGRI	Secretary	300	8.II	508	216,081

<b>National Agriculture Export Development Board (NAEB)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
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 Coffee 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 Compensation	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
27	NAEB	Innovation and Transformation Officer	500	5.II	951	674,191

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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
58	NAEB	Network Administrator	500	5.II	951	674,191

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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	Administrative Assistant to DDG	500	5.II	951	674,191
73	NAEB	Coffee Zone Extensionist	500	7.II	660	467,893
74	NAEB	Tea Machinery Maintenance Technician	500	7.II	660	467,893
75	NAEB	Pyrethrum and Sericulture Technician	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 Salary (Rwf/Month)
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	Director of Research	441	F	2869	1,613,167
7	RAB	Senior Principal Research Fellow	441	F	2869	1,613,167

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8	RAB	Principal Research Fellow	400	1.IV	2608	1,330,080
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	Senior Research fellow	400	2.III	1890	1,082,378
12	RAB	Research Fellow	400	3.III	1575	854,731
13	RAB	Associate Research Fellow	400	3.II	1369	784,008
14	RAB	Director of Crop Research & Extension Unit	400	3.II	1369	784,008
15	RAB	Director of Animal production Unit	400	3.II	1369	784,008
16	RAB	Director of Planning Unit	400	3.II	1369	784,008
17	RAB	Director of Finance Unit	400	3.II	1369	784,008
18	RAB	Director of Livestock Research & Extension	400	3.II	1369	784,008
19	RAB	Director of Human Resource & Administration Unit	400	3.II	1369	784,008
20	RAB	Director of Natural Resources Mgt and Mechanisation Unit	400	3.II	1369	784,008
21	RAB	Director of ICT	400	3.II	1369	784,008
22	RAB	Director of Veterinary Service Unit	400	3.II	1369	784,008
23	RAB	Coordinator of Girinka Program	400	3.II	1369	784,008
24	RAB	Coordinator of Capacity building	400	3.II	1369	784,008
25	RAB	Coordinator of Hatchery	400	3.II	1369	784,008
26	RAB	Coordinator of Crop Intensification	400	3.II	1369	784,008
27	RAB	Coordinator of Banana Program	400	3.II	1369	784,008
28	RAB	Coordination of Rice Program	400	3.II	1369	784,008
29	RAB	Coordinator of Seed Program	400	3.II	1369	784,008
30	RAB	Research Assistant Fellow	400	4.III	1313	744,659
31	RAB	Legal Advisor	400	4.III	1313	744,659
32	RAB	Junior Research	400	4.II	1141	647,110
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	Horticulture specialist	400	4.II	1141	647,110
38	RAB	Soil Conservation 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	Entomology Protozoology Specialist	400	4.II	1141	647,110
47	RAB	Serology Specialist	400	4.II	1141	647,110
48	RAB	Helmintology Specialist	400	4.II	1141	647,110
49	RAB	Bacteriology Specialist	400	4.II	1141	647,110
50	RAB	Viriology Specialists	400	4.II	1141	647,110
51	RAB	Pathology Specialist	400	4.II	1141	647,110
52	RAB	Epidemiology Specialist	400	4.II	1141	647,110
53	RAB	Public Health Inspector	400	4.II	1141	647,110
54	RAB	Small Ruminants Specialist	400	4.II	1141	647,110
55	RAB	Apiary Specialist	400	4.II	1141	647,110
56	RAB	Aquaculture Specialist	400	4.II	1141	647,110
57	RAB	Capacity Building Specialist	400	4.II	1141	647,110
58	RAB	Monogastrics & Rabbits Specialist	400	4.II	1141	647,110
59	RAB	Liquid Nitrogen Plant Operator	400	4.II	1141	647,110
60	RAB	Input Supply specialist	400	4.II	1141	647,110
61	RAB	Disease Control specialist	400	4.II	1141	647,110
62	RAB	Extension and Mobilization specialist	400	4.II	1141	647,110
63	RAB	Marketing and Post-harvests specialist	400	4.II	1141	647,110
64	RAB	Input Management specialist	400	4.II	1141	647,110
65	RAB	Marketing and Cooperatives specialist	400	4.II	1141	647,110
66	RAB	Quality Control and Certification specialist	400	4.II	1141	647,110
67	RAB	Seed Laboratory Analysts	400	4.II	1141	647,110
68	RAB	Basic Seed Multiplication specialist	400	4.II	1141	647,110
69	RAB	Private Seed Management specialist	400	4.II	1141	647,110

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70	RAB	Processing, Marketing and Sales specialist	400	4.II	1141	647,110
71	RAB	Geo Information System specialist	400	4.II	1141	647,110
72	RAB	Animal Nutrition Specialist	400	4.II	1141	647,110
73	RAB	Selection officer/Girinka Program	400	5.II	951	539,353
74	RAB	Diary Value Chain Specialist	400	4.II	1141	647,110
75	RAB	Marketing Specialist	400	4.II	1141	647,110
76	RAB	Human Resources Officer	400	4.II	1141	647,110
77	RAB	Public Relations and Communication Officer	400	4.II	1141	647,110
78	RAB	Payroll and Compensation Officer	400	4.II	1141	647,110
79	RAB	Chief Accountant	400	5.III	1094	620,454
80	RAB	Extensionists	400	5.II	951	539,353
81	RAB	Technician	400	5.II	951	539,353
82	RAB	Data Management officer/Girinka program	400	5.II	951	539,353
83	RAB	Network Administrator	400	5.II	951	539,353
84	RAB	Partnership & Resources Mobilization Officer	400	5.II	951	539,353
85	RAB	Webmaster	400	5.II	951	539,353
86	RAB	Management Information System	400	5.II	951	539,353
87	RAB	ICT Officer	400	5.II	951	539,353
88	RAB	Animal Nutrition Officer, Geo Information System(GIS)	400	5.II	951	539,353
88	RAB	Monitoring & Evaluation Officer	400	5.II	951	539,353
89	RAB	Planning Officer	400	5.II	951	539,353
90	RAB	Accountant	400	5.II	951	539,353
91	RAB	Budget Officer	400	5.II	951	539,353
92	RAB	Internal Auditor	400	5.II	951	539,353
93	RAB	Procurement Officer	400	5.II	951	539,353
94	RAB	Logistics Officer	400	5.II	951	539,353
95	RAB	Administrative Assistant to the DG	400	5.II	951	539,353
96	RAB	Administrative Assistant to DDG	400	5.II	951	539,353
97	RAB	Archives and Documentation Officer	400	6.II	793	449,744
98	RAB	Administrative Assistant to Head of Corporate Services Division	400	7.II	660	374,314
99	RAB	Administrative Assistant Girinka Program	400	7.II	660	374,314

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100	RAB	Administrative Assistant to Seed Program	400	7.II	660	374,314
101	RAB	Head of Central Secretariat	400	7.II	660	374,314
102	RAB	Administrative Assistant to the head of Agriculture Zone Division	400	7.II	660	374,314
103	RAB	Secretary	400	8.II	508	288,109
104	RAB	Driver	400	10.II	300	170,143
<b>Ministry of Trade and Industry (MINICOM)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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

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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
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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<b>Rwanda Bureau of Standards (RBS)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
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 Researchers	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
60	RBS	Logistics	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

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58	RBS	Laboratory Attendant	500	7.II	660	467,893
59	RBS	Administrative Assistant to Division Manager	500	7.II	660	467,893
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
<b>Rwanda Cooperative Agency (RCA)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
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

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24	RCA	Arbitration Officer	400	5.II	951	539,353
25	RCA	Cooperatives Inspector	400	5.II	951	539,353
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 Development 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	7.II	660	374,314
<b>IRST</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
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 Department 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



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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
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

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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
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

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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

**Ministry of Finance and Economic Planning (MINECOFIN)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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

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15	MINECOFIN	Director of Government Portfolio Management	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 Counselor	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
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	Professional in charge of Earnmark Transfer	300	4.II	1141	485,333
31	MINECOFIN	Professional in charge of Resource Mobilization for Local Gov't	300	4.II	1141	485,333
32	MINECOFIN	Professional 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	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

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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
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

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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
<b>Rwanda Social Security Board (RSSB)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	RSSB	Director General of RSSB	650	E	3156	2,723,234
2	RSSB	Deputy DG Benefits	650	F	2869	2,534,331
3	RSSB	Deputy DG Funds Mgt	650	F	2869	2,534,331
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
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 Management 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

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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 Legal Affairs Unit	500	3.II	1369	980,010
28	RSSB	Director of Branches Coordination unit	500	3.II	1369	980,010
29	RSSB	Director of Medical Access Unit	500	3.II	1369	980,010
30	RSSB	Director of Medical Benefits Verification Unit	500	3.II	1369	980,010
31	RSSB	Director of Pharmaceutical Operations	500	3.II	1369	980,010
32	RSSB	Director of Pharmaceutical Warehouse Unit	500	3.II	1369	980,010
33	RSSB	Director of Chemistry & Haematology Unit	500	3.II	1369	980,010
34	RSSB	Director of Parasitology and Bacteriology Unit	500	3.II	1369	980,010
35	RSSB	Director of Anatomopathology Unit	500	3.II	1369	980,010
36	RSSB	Director Occupational Hazards Benefits Unit	500	3.II	1369	980,010
37	RSSB	Director of Pension Benefits Unit	500	3.II	1369	980,010
38	RSSB	Director of Maternity Processing Unit	500	3.II	1369	980,010
39	RSSB	Director of Maternity Leave Benefits Verification Unit	500	3.II	1369	980,010
40	RSSB	Director of Contributor's Accounts Management Unit	500	3.II	1369	980,010
41	RSSB	Director of Inspection of contributors Unit	500	3.II	1369	980,010
42	RSSB	Director of Budget and Treasury Unit	500	3.II	1369	980,010
43	RSSB	Director of Accounting Unit	500	3.II	1369	980,010
44	RSSB	Director of Enforcement and Debt Recovery Unit	500	3.II	1369	980,010
45	RSSB	Director of Fixed Income Investment Unit	500	3.II	1369	980,010
46	RSSB	Director of Non Fixed Income Investment Unit	500	3.II	1369	980,010
47	RSSB	Director of Estate Development Unit	500	3.II	1369	980,010
48	RSSB	Director of Real Estate Management Unit	500	3.II	1369	980,010
49	RSSB	Director of Procurement Unit	500	3.II	1369	980,010
50	RSSB	Director of Human Resources & Administration Unit	500	3.II	1369	980,010
51	RSSB	Director of IT Unit	500	3.II	1369	980,010
52	RSSB	Medical Advisors	500	3.II	1369	980,010
53	RSSB	Legal Specialist /Benefits Litigation/State Attorney	500	4.III	1313	930,823
54	RSSB	Legal Specialist/ Contributions & Investments Litigation / State Attorney	500	4.III	1313	930,823

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55	RSSB	Branch Supervisors	500	4.III	1313	930,823
56	RSSB	Human Resources Management Senior Officer	500	4.III	1313	930,823
57	RSSB	Risk Management & Compliance Officer	500	4.III	1313	930,823
58	RSSB	Public Relations and Communication Officers	500	4.II	1141	808,888
59	RSSB	Research & Modernisation Officer	500	4.II	1141	808,888
60	RSSB	Benefits Litigation Lawyer	500	4.II	1141	808,888
61	RSSB	Contributions/Investments Litigation Lawyer	500	4.II	1141	808,888
62	RSSB	Branch Coordination Officers	500	4.II	1141	808,888
63	RSSB	Medical Access Officers	500	4.II	1141	808,888
64	RSSB	Medical Benefits Verification Officer	500	4.II	1141	808,888
65	RSSB	Pharmaceutical Officers/ Pharmacists	500	4.II	1141	808,888
66	RSSB	Pharmaceutical Warehouse Officers	500	4.II	1141	808,888
67	RSSB	Chemistry & Haematology Officers	500	4.II	1141	808,888
68	RSSB	Parasitology and Bacteriology Officers	500	4.II	1141	808,888
69	RSSB	Anatomopathology Officers	500	4.II	1141	808,888
70	RSSB	Human Resources Officers	500	4.II	1141	808,888
71	RSSB	Senior Network Administrator	500	5.III	1094	775,568
72	RSSB	Senior Software Engineer	500	5.III	1094	775,568
73	RSSB	Senior Business Analyst	500	5.III	1094	775,568
74	RSSB	Sensitisation Officers	500	5.II	951	674,191
75	RSSB	Internal Affairs Officers	500	5.II	951	674,191
76	RSSB	Internal Audit Officers	500	5.II	951	674,191
77	RSSB	Planning & Statistics Officers	500	5.II	951	674,191
78	RSSB	Pension & Occupational Hazards Officers	500	5.II	951	674,191
79	RSSB	Pension Benefits Officers	500	5.II	951	674,191
80	RSSB	Maternity Processing Officers	500	5.II	951	674,191
81	RSSB	Maternity Leave Benefits Verification Officers	500	5.II	951	674,191
82	RSSB	Contributions Officers	500	5.II	951	674,191
83	RSSB	Registration Officers /Branches	500	5.II	951	674,191
84	RSSB	Inspection of contributors Officers	500	5.II	951	674,191
85	RSSB	Expenditure Officers	500	5.II	951	674,191



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86	RSSB	Revenue Officers	500	5.II	951	674,191
87	RSSB	Accounting Officers	500	5.II	951	674,191
88	RSSB	Enforcement and Debt Recovery Officers	500	5.II	951	674,191
89	RSSB	Fixed Income Investment Officers	500	5.II	951	674,191
90	RSSB	Non Fixed Income Investment Officers	500	5.II	951	674,191
91	RSSB	Estate Development Engineer	500	5.II	951	674,191
92	RSSB	Real Estate Management Officers	500	5.II	951	674,191
93	RSSB	Procurement Officers	500	5.II	951	674,191
94	RSSB	Asset Management Officer	500	5.II	951	674,191
95	RSSB	Network Administrator	500	5.II	951	674,191
96	RSSB	System Administrator	500	5.II	951	674,191
97	RSSB	Software Engineer	500	5.II	951	674,191
98	RSSB	Database & Application Administrator	500	5.II	951	674,191
99	RSSB	Business Analyst	500	5.II	951	674,191
100	RSSB	Application Security Engineer	500	5.II	951	674,191
101	RSSB	Network Security	500	5.II	951	674,191
102	RSSB	Webmaster	500	5.II	951	674,191
103	RSSB	ICT Officer	500	5.II	951	674,191
104	RSSB	Administrative Assistant to DG	500	5.II	951	674,191
105	RSSB	Senior Librarian	500	5.II	951	674,191
106	RSSB	Administrative Assistant to DDG	500	5.II	951	674,191
107	RSSB	Customer Care Officers	500	6.II	793	562,180
108	RSSB	Librarians	500	6.II	793	562,180
109	RSSB	Administrative Assistant Head of Department	500	7.II	660	467,893
110	RSSB	Administrative Assistant to the Corporate Services Division Manger	500	7.II	660	467,893
111	RSSB	Administrative Assistant to the Corporate Planning Division	500	7.II	660	467,893
112	RSSB	Head of Central Secretariat	500	7.II	660	467,893
113	RSSB	Medical Benefits Access Facilitators	500	8.II	508	360,136
114	RSSB	Drug Sellers	500	8.II	508	360,136
115	RSSB	Cashiers	500	8.II	508	360,136
116	RSSB	Warehouse Clerks	500	8.II	508	360,136

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117	RSSB	Storekeepers	500	8.II	508	360,136
118	RSSB	Secretary in Central Secretariat	500	8.II	508	360,136
119	RSSB	Drivers	500	10.II	300	212,679
<b>National Institute of Statistics of Rwanda (NISR)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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
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

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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
<b>Rwanda Public Procurement Authority (RPPA)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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
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

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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	Independent 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	5.II	951	674,191
30	RPPA	Head of Central Secretariat	500	8.II	508	360,136
31	RPPA	Secretary	500	8.II	508	360,136
<b>Special Guarantee Fund (SGF)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	SGF	Director General	500	G	2608	1,662,600
2	SGF	Director of Compensation Unit	500	3.II	1369	980,010
3	SGF	Director of Finance and Administration Unit	500	3.II	1369	980,010
4	SGF	Legal Affairs	500	4.III	1313	930,823
5	SGF	Human Resources Officer	500	4.II	1141	808,888
6	SGF	Planning, Monitoring and Statistics	500	5.II	951	674,191
7	SGF	ICT and Database Officer	500	5.II	951	674,191
8	SGF	Accountant	500	5.II	951	674,191
9	SGF	Internal Auditor	500	5.II	951	674,191
10	SGF	Procurement Officer	500	5.II	951	674,191
11	SGF	Claim files Manager	500	5.II	951	674,191
12	SGF	Inspector	500	5.II	951	674,191
13	SGF	Premium Controller	500	5.II	951	674,191
14	SGF	Custom Care & Public Relations	500	6.II	793	562,180
15	SGF	Administrative Assistant	500	7.II	660	467,893

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<b>Rwanda Revenue Authority (RRA)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
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 Taxpayers 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 Department	500	3.II	1,369	980,010
12	RRA	Director of Human Resources and Administration	500	3.II	1,369	980,010
13	RRA	Director of IT Department	500	3.II	1,369	980,010
14	RRA	Principal Revenue Officer	500	4.III	1,313	930,823
15	RRA	Group Leader	500	4.II	1,141	838,839
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	Senior Revenue Officers	500	5.II	951	699,155
20	RRA	Assistant Regional Coordinator	500	5.II	951	674,191
21	RRA	Return 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	Refund officer	500	5.II	951	674,191
26	RRA	Registration Officer	500	5.II	951	674,191
27	RRA	Regularisation Officer	500	5.II	951	674,191
28	RRA	Tally Officer	500	5.II	951	674,191
29	RRA	Tariff Officer	500	5.II	951	674,191
30	RRA	Tax Officer	500	5.II	951	674,191

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31	RRA	Taxpayer Recruitment Officer	500	5.II	951	674,191
32	RRA	Taxpayers Program Officer	500	5.II	951	674,191
33	RRA	Transit Officers	500	5.II	951	674,191
34	RRA	Verification Officer	500	5.II	951	674,191
35	RRA	Auditor	500	5.II	951	674,191
36	RRA	Collector	500	5.II	951	674,191
37	RRA	Data Entry Officer	500	5.II	951	674,191
38	RRA	Customs Officer	500	5.II	951	674,191
39	RRA	Acceptance Officer	500	5.II	951	674,191
40	RRA	Accountant	500	5.II	951	674,191
41	RRA	Administrative Officers	500	5.II	951	674,191
42	RRA	Appeals Officer	500	5.II	951	674,191
43	RRA	Assessment Officer	500	5.II	951	674,191
44	RRA	Help Desk Officer	500	5.II	951	674,191
45	RRA	Investigation Officer	500	5.II	951	674,191
46	RRA	Inquiry officer	500	5.II	951	674,191
47	RRA	Media Officer	500	5.II	951	674,191
48	RRA	Non Fiscal Revenue officer	500	5.II	951	674,191
49	RRA	Post Clearance and Valuation Officer	500	5.II	951	674,191
50	RRA	Petroleum Products Officer	500	5.II	951	674,191
51	RRA	Private Bonded Warehouse Officer	500	5.II	951	674,191
52	RRA	Procurement Officers	500	5.II	951	674,191
53	RRA	Provincial Network officer	500	5.II	951	674,191
54	RRA	Enforcement officer	500	5.II	951	674,191
55	RRA	Examining Officer	500	5.II	951	674,191
56	RRA	Exemption Officer	500	5.II	951	674,191
57	RRA	Export Monitoring Officer	500	5.II	951	674,191
58	RRA	Filing and Documentation officer	500	5.II	951	674,191
59	RRA	Assistant Administrative to the Commission	500	5.II	951	674,191
60	RRA	Assistant Administrative to the Deputy Commission	500	5.II	951	674,191
61	RRA	Assistant Estates Technicians	500	5.II	951	674,191

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62	RRA	Customer Care Officer	500	6.II	793	562,180
63	RRA	Assistant Accountant	500	7.II	660	467,893
64	RRA	Assistant Administrative Officers	500	7.II	660	467,893
65	RRA	Archivist	500	7.II	660	467,893
66	RRA	Assistant Customes Officers	500	7.II	660	467,893
67	RRA	Assistant Customes Release Officer	500	7.II	660	467,893
68	RRA	Assistant Documentation Officer	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
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	Receptionist	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
89	RRA	Truck Driver	500	10.III	345	244,580
90	RRA	Driver	500	10.II	300	212,679

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<b>MINISTRY OF JUSTICE (MINIJUST)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
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
15	MINIJUST	Monitoring & Evaluation 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



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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 Abandoned Property	300	8.II	508	216,081
46	MINIJUST	Secretary	300	8.II	508	216,081

**ABUNZI SECRETARIAT / MINIJUST**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	ABUNZI SECRETARIAT / MINIJUST	Coordinator of Secretariat in charge of coordinating activities of Mediation Committees	400	2.III	1890	1,082,378
2	ABUNZI SECRETARIAT / MINIJUST	Deputy Coordinator of Secretariat in charge of coordinating activities of Mediation Committees	400	3.II	1369	784,008
3	ABUNZI SECRETARIAT / MINIJUST	Research, Monitoring and Evaluation Officer	400	4.II	1141	647,110
4	ABUNZI SECRETARIAT / MINIJUST	Provincial/ Kigali City Representative	400	4.II	1141	647,110

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5	ABUNZI SECRETARIAT / MINIJUST	Administrative and Financial Officer	400	5.II	951	539,353
6	ABUNZI SECRETARIAT / MINIJUST	Logistics Officer	400	5.II	951	539,353
<b>National Public Prosecution Authority (NPPA)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	NPPA	Secretary General	441	F	2869	1,613,167
2	NPPA	Advisor to the Prosecutor General	330	2.III	1890	892,962
3	NPPA	Executive Sec. to High Council Public Prosecution (HCPP)	330	3.III	1575	744,135
4	NPPA	Director of Victims & Witness Protection & Assistance	330	3.II	1369	646,807
5	NPPA	Director of Planning, Study and Research	330	3.II	1369	646,807
6	NPPA	Director of Finance	330	3.II	1369	646,807
7	NPPA	Director of Administration and Human Resources Management	330	3.II	1369	646,807
8	NPPA	Internal Resources Manager at Intermediate Level	330	3.II	1369	646,807
9	NPPA	Director of ICT Infrastructure	330	3.II	1369	646,807
10	NPPA	Professional in Charge of Assistance to Victims	300	4.II	1141	485,333
11	NPPA	Professional in Charge of Witness Assistance & Protection	300	4.II	1141	485,333
12	NPPA	Professional in Charge of Assistance & Protection to Victims & Witness at Intermediate Level	300	4.II	1141	485,333
13	NPPA	Professional in Charge of Criminal Record	300	4.II	1141	485,333
14	NPPA	Statistician	300	4.II	1141	485,333
15	NPPA	IT Business Analyst	300	4.II	1141	485,333
16	NPPA	Senior System Administrator	300	4.II	1141	485,333
17	NPPA	Senior Database and Application Admin	300	4.II	1141	485,333
18	NPPA	Database and application Administrator	300	4.II	1141	485,333
19	NPPA	Webmaster	300	4.II	1141	485,333
20	NPPA	Network Administrator	300	4.II	1141	485,333
21	NPPA	Network Security Administrator	300	4.II	1141	485,333
22	NPPA	System Administrator	300	4.II	1141	485,333
23	NPPA	ICT Officer	300	4.II	1141	485,333

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24	NPPA	Professional in Charge of Planning, Monitoring & Evaluation	300	4.II	1141	485,333
25	NPPA	Professional in Charge of Criminality Analyst	300	4.II	1141	485,333
26	NPPA	Human Resources Officer	300	4.II	1141	485,333
27	NPPA	Public Relations and Communication Officer	300	4.II	1141	485,333
28	NPPA	Chief Accountant	300	5.III	1094	465,341
29	NPPA	Procurement Officer	300	5.II	951	404,515
30	NPPA	Internal Auditor	300	5.II	951	404,515
31	NPPA	Accountant	300	5.II	951	404,515
32	NPPA	Budget Officer	300	5.II	951	404,515
33	NPPA	Logistics Officer	300	5.II	951	404,515
34	NPPA	Administrative Assistant to the Prosecutor General	300	5.II	951	404,515
35	NPPA	Administrative Assistant to the Deputy Prosecutor General	300	5.II	951	404,515
36	NPPA	Administrative Assistant to the Secretary General	300	5.II	951	404,515
37	NPPA	Administrative Assistant to the Inspector General	300	5.II	951	404,515
38	NPPA	Documentalist	300	6.II	793	337,308
39	NPPA	Head of Central Secretariat	300	7.II	660	280,736
40	NPPA	Secretary	300	8.II	508	216,081
41	NPPA	Driver Operation	300	10.II	300	127,607

**Institute of Legal Practice and Development (ILPD)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	ILPD	Rector	500	E	3156	2,011,950
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

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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
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

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<b>National Law Reform Commission (NLRC)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
1	NLRC	Legal Expert	400	3.III	1575	901,981
2	NLRC	Director of Administration and Finance	400	3.II	1369	784,008
3	NLRC	Advisor to the Chairperson	400	3.II	1369	784,008
4	NLRC	Public Relation and Communication Officer	400	4.II	1141	647,110
5	NLRC	Human Resources Officer	400	4.II	1141	647,110
6	NLRC	Planner	400	5.II	951	539,353
7	NLRC	ICT Officer	400	5.II	951	539,353
8	NLRC	Accountant	400	5.II	951	539,353
9	NLRC	Budget Officer	400	5.II	951	539,353
10	NLRC	Internal Auditor	400	5.II	951	539,353
11	NLRC	Procurement Officer	400	5.II	951	539,353
12	NLRC	Administrative Assistant to the Chairperson and Vice Chairperson	400	5.II	951	539,353
13	NLRC	Administrative Assistant to the Secretary of Commissioners	400	5.II	951	539,353
14	NLRC	Documentalist	400	6.II	793	449,744
15	NLRC	Head of Central Secretary	400	7.II	660	374,314
<b>National Commission for Human Rights (NCHR)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
1	NCHR	Secretary General	441	F	2869	1,613,167
2	NCHR	Advisor to Chairperson of NHRC	400	3.II	1369	784,008
3	NCHR	Director of Legislation and Human Rights Unit	400	3.II	1369	784,008
4	NCHR	Director of Education, Planning and Research Unit	400	3.II	1369	784,008
5	NCHR	Director of Administration & Finance	400	3.II	1369	784,008
6	NCHR	Human Resources Officer	400	4.II	1141	647,110
7	NCHR	Research, Publication and Statistics Officer	400	4.II	1141	647,110
8	NCHR	Public Relations and Communication Officer	400	4.II	1141	647,110
9	NCHR	Planning and, Resources Mobilization Officer	400	5.II	951	539,353

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10	NCHR	Human Rights Promotion Officer	400	5.II	951	539,353
11	NCHR	Rapporteur of Council of Commissioners	400	5.II	951	539,353
12	NCHR	Protection and Monitoring of Human Rights Officer	400	5.II	951	539,353
13	NCHR	Education and Sensitisation Officer	400	5.II	951	539,353
14	NCHR	Legislation & Compliance Officer	400	5.II	951	539,353
15	NCHR	Observatory of Children's Rights Officer	400	5.II	951	539,353
16	NCHR	Network Administrator	400	5.II	951	539,353
17	NCHR	Software and User Support Officer	400	5.II	951	539,353
18	NCHR	Population Claims Officer	400	5.II	951	539,353
19	NCHR	Internal Auditor	400	5.II	951	539,353
20	NCHR	Procurement Officer	400	5.II	951	539,353
21	NCHR	Budget Officer	400	5.II	951	539,353
22	NCHR	Accountant	400	5.II	951	539,353
23	NCHR	Logistics Officer	400	5.II	951	539,353
24	NCHR	Administrative Assistant to the Chairperson	400	5.II	951	539,353
25	NCHR	Administrative Assistant to the Vice Chairperson	400	5.II	951	539,353
26	NCHR	Administrative Assistant to the SG	400	5.II	951	539,353
27	NCHR	Documentalist	400	6.II	793	449,744
28	NCHR	Head of Central Secretariat	400	7.II	660	374,314
29	NCHR	Secretary	400	8.II	508	288,109

**Ministry of Education (MINEDUC)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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

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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
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

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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
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 Salary (Rwf/Month)
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



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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 Bursary 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 Dvpt	400	3.II	1369	784,008
20	REB	Director Pedagogical 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
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 devlpt and ODeL Unit	400	3.II	1369	784,008

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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
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

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63	REB	Social Studies Specialist	400	5.II	951	539,353
64	REB	Career Guidance and Counseling 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 Counseling 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
88	REB	Teacher National Service Officer	400	5.II	951	539,353
89	REB	Pedagogical Inspector of Maths and Physics	400	5.II	951	539,353
90	REB	Pedagogical Inspector of Chemistry and Biology	400	5.II	951	539,353

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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, History 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
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

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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/Bursary 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
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

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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/Bursary 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 Department 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
<b>Rwanda National Commission for UNESCO (RNCU)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
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
7	RNCU	Budget Officer	300	5.II	951	404,515

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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

**UNIVERSITY / HIGH LEARNING INSTITUTION**

<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>GROSS</b>
1	UNIVERSITY	Rector	500	E	3156	2,011,950
2	UNIVERSITY	Vice-Rector	441	F	2869	1,613,167
3	UNIVERSITY	Full Professor	441	F	2869	1,793,914
4	UNIVERSITY	Associate Professor	350	1.IV	2608	1,294,220
5	UNIVERSITY	Senior Lecturer	350	2.III	1890	937,913
6	UNIVERSITY	Dean Faculty	350	2.III	1890	937,913
7	UNIVERSITY	Academic Registrar	330	2.III	1890	892,962
8	UNIVERSITY	Lecturer	350	3.III	1575	781,594
9	UNIVERSITY	Vice-Dean Faculty	350	3.III	1575	781,594
10	UNIVERSITY	Advisor to the Rector	330	3.III	1575	744,135
11	UNIVERSITY	Director of Unit	330	3.II	1369	646,807
12	UNIVERSITY	Head of Department	350	3.II	1369	679,366
13	UNIVERSITY	Permanent Language Lecturer	350	3.II	1369	679,366
14	UNIVERSITY	Head Language Centre	350	3.II	1369	679,366
15	UNIVERSITY	Deputy Head Language Centre	350	3.II	1369	679,366
13	UNIVERSITY	Permanent Secretary to the Secretariat of University branches	330	3.II	1369	646,807
14	UNIVERSITY	Assistant Lecturer	350	4.III	1313	651,576
15	UNIVERSITY	Deputy Head Language Centre	350	4.III	1313	651,576
16	UNIVERSITY	Principal Academic Quality Assurance	350	4.III	1313	651,576
17	UNIVERSITY	Head Human Resources Mgt Officer	300	4.III	1313	558,494
18	UNIVERSITY	Legal Affairs	300	4.III	1313	558,494
19	UNIVERSITY	In charge of TBIF	350	4.II	1141	566,221
20	UNIVERSITY	Post Graduate Academic in charge	350	4.II	1141	566,221

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21	UNIVERSITY	Research Technology Transfer	350	4.II	1141	566,221
22	UNIVERSITY	Tutorial Assistant	350	4.II	1141	566,221
23	UNIVERSITY	Career Advisory Manager	300	4.II	1141	485,333
24	UNIVERSITY	Human Resources Officer	300	4.II	1141	485,333
25	UNIVERSITY	Medical Doctor	300	4.II	1141	485,333
26	UNIVERSITY	Public Relations and Communication Officer	300	4.II	1141	485,333
27	UNIVERSITY	Salaries & Benefits Officers	300	4.II	1141	485,333
28	UNIVERSITY	Training Officer	300	4.II	1141	485,333
29	UNIVERSITY	Website Manager	300	4.II	1141	485,333
30	UNIVERSITY	Course Coordinator DTP	350	5.III	1094	542,898
31	UNIVERSITY	Chief Accountant	300	5.III	1094	465,341
32	UNIVERSITY	Chief Registrar	300	5.III	1094	465,341
33	UNIVERSITY	Head Exams Unit	300	5.III	1094	465,341
34	UNIVERSITY	Head of Internal Audit	300	5.III	1094	465,341
35	UNIVERSITY	Distance Learning or Education Officer	350	5.II	951	471,934
36	UNIVERSITY	Head Continuous Training Center	350	5.II	951	471,934
37	UNIVERSITY	Head Instructor	350	5.II	951	471,934
38	UNIVERSITY	Instructor	350	5.II	951	471,934
39	UNIVERSITY	Part Time Learning Officer	350	5.II	951	471,934
40	UNIVERSITY	Technician Laboratory	300	5.II	951	404,515
40	UNIVERSITY	Administrative Officers (QA, PRC, PGS)	300	5.II	951	404,515
41	UNIVERSITY	Academic Quality Assurance Officer	300	5.II	951	404,515
42	UNIVERSITY	Accountant	300	5.II	951	404,515
43	UNIVERSITY	Administrative Assistant	300	5.II	951	404,515
44	UNIVERSITY	Administrative Attaché	300	5.II	951	404,515
45	UNIVERSITY	Admission, Inscription and Registration Officer	300	5.II	951	404,515
46	UNIVERSITY	Agronomist	300	5.II	951	404,515
47	UNIVERSITY	Agronomist Assistant	300	5.II	951	404,515
48	UNIVERSITY	Braille Method Officer	300	5.II	951	404,515
49	UNIVERSITY	Budget Officer	300	5.II	951	404,515
50	UNIVERSITY	Builder (A0)	300	5.II	951	404,515



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51	UNIVERSITY	Career Guidance Advisor	300	5.II	951	404,515
52	UNIVERSITY	Career Guidance Deputy Advisor	300	5.II	951	404,515
53	UNIVERSITY	Chief Librarian	300	5.II	951	404,515
54	UNIVERSITY	Community Service Officer	300	5.II	951	404,515
55	UNIVERSITY	Computer and Electronic Equipment Specialist	300	5.II	951	404,515
56	UNIVERSITY	Computer Lab Assistant	300	5.II	951	404,515
57	UNIVERSITY	Culture, Sports & Recreation Officer	300	5.II	951	404,515
58	UNIVERSITY	Data processing Specialist	300	5.II	951	404,515
59	UNIVERSITY	Designer Software	300	5.II	951	404,515
60	UNIVERSITY	E-Documentation Specialist	300	5.II	951	404,515
61	UNIVERSITY	Electrician (A0)	300	5.II	951	404,515
62	UNIVERSITY	Electronician	300	5.II	951	404,515
63	UNIVERSITY	Engineer	300	5.II	951	404,515
64	UNIVERSITY	Estate Manager	300	5.II	951	404,515
65	UNIVERSITY	Faculty Academic Officer	300	5.II	951	404,515
66	UNIVERSITY	Faculty Academic Assistant	300	5.II	951	404,515
67	UNIVERSITY	Faculty Administrative Assistant	300	5.II	951	404,515
68	UNIVERSITY	Hardware and Troubleshooting Specialist	300	5.II	951	404,515
69	UNIVERSITY	Head of Laboratories	300	5.II	951	404,515
70	UNIVERSITY	Health & Safety Officer	300	5.II	951	404,515
71	UNIVERSITY	Implementation Station Manager	300	5.II	951	404,515
72	UNIVERSITY	In Charge of Academic Archives and Documentation	300	5.II	951	404,515
73	UNIVERSITY	In Charge of Grant Unit	300	5.II	951	404,515
74	UNIVERSITY	In Charge of Language Center and Multimedia	300	5.II	951	404,515
75	UNIVERSITY	In Charge of LHEDA	300	5.II	951	404,515
76	UNIVERSITY	In Charge of Litigation	300	5.II	951	404,515
77	UNIVERSITY	In Charge of Training in ICT Unit	300	5.II	951	404,515
78	UNIVERSITY	In Charge of University Arts Center	300	5.II	951	404,515
79	UNIVERSITY	In Charge of Works, Maintenance and Repair	300	5.II	951	404,515
80	UNIVERSITY	Incubation Officer	300	5.II	951	404,515
81	UNIVERSITY	Institute Development Officer	300	5.II	951	404,515

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82	UNIVERSITY	Internal Auditor	300	5.II	951	404,515
83	UNIVERSITY	International Programs Officer	300	5.II	951	404,515
84	UNIVERSITY	Internship Officer	300	5.II	951	404,515
85	UNIVERSITY	IT Lab Technician	300	5.II	951	404,515
86	UNIVERSITY	IT Professional	300	5.II	951	404,515
87	UNIVERSITY	Laboratory Technician	300	5.II	951	404,515
88	UNIVERSITY	Logistics and Timetable Officer	300	5.II	951	404,515
89	UNIVERSITY	Marketing Officer	300	5.II	951	404,515
90	UNIVERSITY	MPPP Officer	300	5.II	951	404,515
91	UNIVERSITY	Network Administrator	300	5.II	951	404,515
92	UNIVERSITY	Planning Officer	300	5.II	951	404,515
93	UNIVERSITY	Procurement Officer	300	5.II	951	404,515
94	UNIVERSITY	Public Private Partnership Officer	300	5.II	951	404,515
95	UNIVERSITY	Quality and Module Assessment Officer	300	5.II	951	404,515
96	UNIVERSITY	Regional Center Coordinator	300	5.II	951	404,515
97	UNIVERSITY	Regional ICT manager DTP	300	5.II	951	404,515
98	UNIVERSITY	Registrar	300	5.II	951	404,515
99	UNIVERSITY	Satellite Center Manager	300	5.II	951	404,515
100	UNIVERSITY	Scholarship Officer	300	5.II	951	404,515
101	UNIVERSITY	Program Development Officer	300	5.II	951	404,515
101	UNIVERSITY	Secretary of Department	350	5.II	951	471,934
102	UNIVERSITY	Statistician	300	5.II	951	404,515
103	UNIVERSITY	Technician Meteorologist	300	5.II	951	404,515
104	UNIVERSITY	Technician Topography	300	5.II	951	404,515
105	UNIVERSITY	Transfer of Technology Officer	300	5.II	951	404,515
106	UNIVERSITY	Veterinary Officer	300	5.II	951	404,515
107	UNIVERSITY	Veterinary Assistant	300	5.II	951	404,515
108	UNIVERSITY	Website Designer	300	5.II	951	404,515
109	UNIVERSITY	Website Manager	300	5.II	951	404,515
110	UNIVERSITY	Academic Archives and Documentation Officer	300	6.II	793	337,308
111	UNIVERSITY	Affiliation Officer	300	6.II	793	337,308

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112	UNIVERSITY	Bursary Officer	300	6.II	793	337,308
113	UNIVERSITY	Cooperation and Partnership Officer	300	6.II	793	337,308
114	UNIVERSITY	Counseling and Voluntary Testing Officer	300	6.II	793	337,308
115	UNIVERSITY	Customer Care and Currier services Officers	300	6.II	793	337,308
116	UNIVERSITY	Documentalist	300	6.II	793	337,308
117	UNIVERSITY	Exams Officer	300	6.II	793	337,308
118	UNIVERSITY	Grants Unit Manager	300	6.II	793	337,308
119	UNIVERSITY	Guidance and Counseling Officer	300	6.II	793	337,308
120	UNIVERSITY	In Charge of Academic Quality	300	6.II	793	337,308
121	UNIVERSITY	In Charge of Liaison Office	300	6.II	793	337,308
122	UNIVERSITY	In Charge of Restaurant and Housing	300	6.II	793	337,308
122	UNIVERSITY	In Charge of Computer Equipments	300	6.II	793	337,308
123	UNIVERSITY	In Charge of Marketing	300	6.II	793	337,308
124	UNIVERSITY	In Charge of PU	300	6.II	793	337,308
125	UNIVERSITY	In Charge of Rwanda Bibliography Center	300	6.II	793	337,308
126	UNIVERSITY	In Charge of SEEP	300	6.II	793	337,308
127	UNIVERSITY	Journalists Radio	300	6.II	793	337,308
128	UNIVERSITY	Librarian	300	6.II	793	337,308
129	UNIVERSITY	Assistant Librarian	300	6.II	793	337,308
130	UNIVERSITY	LUCS Permanent Secretary	300	6.II	793	337,308
131	UNIVERSITY	Permanent Secretary to the Research Commission	300	6.II	793	337,308
132	UNIVERSITY	Production Officer	300	6.II	793	337,308
133	UNIVERSITY	Research, Innovation and consultancy Officer	300	6.II	793	337,308
134	UNIVERSITY	Production assistants of modules DTP	350	7.II	660	327,525
135	UNIVERSITY	Assistant Librarian	300	7.II	660	280,736
136	UNIVERSITY	Carpenter	300	7.II	660	280,736
137	UNIVERSITY	Head Central Secretariat	300	7.II	660	280,736
138	UNIVERSITY	In Charge of Microbiological Work	300	7.II	660	280,736
139	UNIVERSITY	In Charge Of Physical Chemistry Work	300	7.II	660	280,736
140	UNIVERSITY	In Charge of Reprography	300	7.II	660	280,736
141	UNIVERSITY	In Charge of Visiting Lecturers	300	7.II	660	280,736

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142	UNIVERSITY	Medical Laboratory Technicians	300	7.II	660	280,736
143	UNIVERSITY	Nurse	300	7.II	660	280,736
144	UNIVERSITY	Plumber	300	7.II	660	280,736
145	UNIVERSITY	Student support and Administration	300	7.II	660	280,736
146	UNIVERSITY	Cashier	300	8.II	508	216,081
147	UNIVERSITY	Graphic Designer	300	8.II	508	216,081
148	UNIVERSITY	Liaison officer DTP	300	8.II	508	216,081
149	UNIVERSITY	Storekeeper	300	8.II	508	216,081
150	UNIVERSITY	Warden	300	8.II	508	216,081
151	UNIVERSITY	Machine and Pump Operator	300	9.II	391	166,315
151	UNIVERSITY	Hygiene Officer	300	9.II	391	166,315
152	UNIVERSITY	Technician A2	300	9.II	391	166,315
153	UNIVERSITY	Driver	300	10.II	300	127,607
154	UNIVERSITY	Hospitality Officers	300	10.II	300	127,607
155	UNIVERSITY	Switch board Operator	300	10.II	300	127,607
<b>RWANDA TEACHERS COLLEGE (RUKARA)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	RTC/RUKARA	Principal	441	F	2869	1,613,167
2	RTC/RUKARA	Vice Principal of Academic	350	G	2608	1,163,820
3	RTC/RUKARA	Vice Principal of Administration and Finance	350	G	2608	1,163,820
4	RTC/RUKARA	Lecturers	350	3.III	1575	789,234
5	RTC/RUKARA	Personal Assistant to the Principal	330	3.II	1369	646,807
6	RTC/RUKARA	Director of Planning and Cooperation Unit	330	3.II	1369	646,807
7	RTC/RUKARA	Director of Academic and Support Services Unit	330	3.II	1369	646,807
8	RTC/RUKARA	Director of Student Affairs	330	3.II	1369	646,807
9	RTC/RUKARA	Director of Administration and Finance	330	3.II	1369	646,807
10	RTC/RUKARA	Director of Library	330	3.II	1369	646,807
11	RTC/RUKARA	Assistant Lecturers	350	4.III	1313	651,576
12	RTC/RUKARA	Legal Affairs	300	4.III	1313	558,494
13	RTC/RUKARA	Tutorial Assistant	350	4.II	1141	566,221

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14	RTC/RUKARA	Human Resources Officer	300	4.II	1141	485,333
15	RTC/RUKARA	Protocol and Public Relations & Communication Officer	300	4.II	1141	485,333
16	RTC/RUKARA	Quality Assurance Officer	300	5.II	951	404,515
17	RTC/RUKARA	Timetables and Examinations Officer	300	5.II	951	404,515
18	RTC/RUKARA	Admission and Registration Officer	300	5.II	951	404,515
19	RTC/RUKARA	Academic Records Officer	300	5.II	951	404,515
20	RTC/RUKARA	Transcripts and certification Officer	300	5.II	951	404,515
21	RTC/RUKARA	ICT Officer	300	5.II	951	404,515
22	RTC/RUKARA	Internal Auditor	300	5.II	951	404,515
23	RTC/RUKARA	Procurement Officer	300	5.II	951	404,515
24	RTC/RUKARA	Budget Officer	300	5.II	951	404,515
25	RTC/RUKARA	Accountant	300	5.II	951	404,515
26	RTC/RUKARA	Library & Academic Resources	300	5.II	951	404,515
27	RTC/RUKARA	Guidance & Counseling	300	5.II	951	404,515
28	RTC/RUKARA	Accommodation and Catering Officer	300	5.II	951	404,515
29	RTC/RUKARA	Sport and Culture Officer	300	5.II	951	404,515
30	RTC/RUKARA	Logistics and Store Officer	300	5.II	951	404,515
31	RTC/RUKARA	Estate Officer	300	5.II	951	404,515
32	RTC/RUKARA	Nurse	300	7.II	660	280,736
33	RTC/RUKARA	Administrative Assistant of the Vice Principal	300	7.II	660	280,736
34	RTC/RUKARA	Assistant Librarian	300	7.II	660	280,736
35	RTC/RUKARA	College Cashier	300	8.II	508	216,081
36	RTC/RUKARA	Secretary	300	8.II	508	216,081
37	RTC/RUKARA	Electrician	300	8.II	508	216,081
38	RTC/RUKARA	Plumber	300	8.II	508	216,081
39	RTC/RUKARA	Driver	300	10.II	300	127,607
<b>RWANDA TEACHERS COLLEGE / KAVUMU Campus</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	RTC/KAVUMU CAMPUS	Vice Principal of Academic	350	G	2608	1,163,820

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2	RTC/KAVUMU CAMPUS	Director of Students Services	330	3.III	1575	736,931
3	RTC/KAVUMU CAMPUS	Registrar and Director of Academic Support	330	3.III	1575	736,931
4	RTC/KAVUMU CAMPUS	Tutors (Lecturers)	350	3.III	1575	781,594
5	RTC/KAVUMU CAMPUS	Director of Administration & Finance Unit	330	3.II	1369	640,545
6	RTC/KAVUMU CAMPUS	Human Resource Officer	300	4.II	1141	485,333
7	RTC/KAVUMU CAMPUS	Accommodation & Catering, Sports & Culture Officer	300	5.II	951	404,515
8	RTC/KAVUMU CAMPUS	Accountant	300	5.II	951	404,515
9	RTC/KAVUMU CAMPUS	Administrative Attaché to Principal	300	5.II	951	404,515
10	RTC/KAVUMU CAMPUS	Assistant Tutors (Tutorial Assistant)	350	4.II	1141	566,221
11	RTC/KAVUMU CAMPUS	Budget Officer	300	5.II	951	404,515
12	RTC/KAVUMU CAMPUS	Internal Auditor	300	5.II	951	404,515
13	RTC/KAVUMU CAMPUS	Logistics, Estates & Stores Officer	300	5.II	951	404,515
14	RTC/KAVUMU CAMPUS	Quality Assurance Officer	300	5.II	951	404,515
15	RTC/KAVUMU CAMPUS	Planning Officer	300	5.II	951	404,515
16	RTC/KAVUMU CAMPUS	Procurement Officer	300	5.II	951	404,515
17	RTC/KAVUMU CAMPUS	Registration, Timetables, Examinations & Academic Records Officer	350	5.II	951	471,934
18	RTC/KAVUMU CAMPUS	Social Discipline, Guidance & Counseling Officer	300	5.II	951	404,515
19	RTC/KAVUMU CAMPUS	Transcript and Certification Officer	300	5.II	951	404,515
20	RTC/KAVUMU CAMPUS	Administrative Attaché to Vice Principal	300	6.II	793	337,308
21	RTC/KAVUMU CAMPUS	Lab Attendance	300	7.II	660	280,736
22	RTC/KAVUMU CAMPUS	Lab Technician	300	7.II	660	280,736
23	RTC/KAVUMU CAMPUS	Library & Academic Resources	300	7.II	660	280,736
24	RTC/KAVUMU CAMPUS	Nurse	300	7.II	660	280,736
25	RTC/KAVUMU CAMPUS	Cashier	300	8.II	508	216,081
26	RTC/KAVUMU CAMPUS	Estates Technician	300	8.II	508	216,081
27	RTC/KAVUMU CAMPUS	Secretary of Faculty	300	9.II	391	166,315
28	RTC/KAVUMU CAMPUS	Driver	300	10.II	300	127,607
<b>High Education Council (HEC)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
1	HEC	Executive Director	500	E	3156	2,011,950

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2	HEC	Director of Policy, Research and Planning	441	F	2869	1,613,167
3	HEC	Director of Academic Quality	441	F	2869	1,613,167
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 Executive Secretary	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

**Workforce Development Authority (WDA)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	WDA	Director General	441	F	2869	1,679,591
2	WDA	Deputy Director General	400	G	2608	1,330,080
3	WDA	Director of TVET Training Unit	400	3.II	1369	784,008
4	WDA	Director of TVET Schools Development Unit	400	3.II	1369	784,008
5	WDA	Director of TVET Accreditation & Quality Assurance Unit	400	3.II	1369	784,008
6	WDA	Director of Project Mgt & Planning Unit	400	3.II	1369	784,008
7	WDA	Director of Partnership Building Unit	400	3.II	1369	784,008
8	WDA	Director of Finance Unit	400	3.II	1369	784,008

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9	WDA	Director of Administration Unit	400	3.II	1369	784,008
10	WDA	Director of ICT Unit	400	3.II	1369	784,008
11	WDA	Legal Affairs	400	4.III	1313	744,659
12	WDA	Senior Officer in charge of Examination & Certification	400	4.II	1141	647,110
13	WDA	Senior Officer in charge of Curriculum Development	400	4.II	1141	647,110
14	WDA	Senior Officer in charge of Training of Trainers	400	4.II	1141	647,110
15	WDA	Senior Internal Auditor	400	4.II	1141	647,110
16	WDA	Human Resources Officer	400	4.II	1141	647,110
17	WDA	Public Relations and Communication Officer	400	4.II	1141	647,110
18	WDA	Chief Accountant	400	5.III	1094	620,454
19	WDA	Planning Officer	400	5.II	951	539,353
20	WDA	ICT & Database Management Officer	400	5.II	951	539,353
21	WDA	Web Master	400	5.II	951	539,353
22	WDA	Statistician	400	5.II	951	539,353
23	WDA	Internal Auditor	400	5.II	951	539,353
24	WDA	Procurement Officer	400	5.II	951	539,353
25	WDA	Budget Officer	400	5.II	951	539,353
26	WDA	Accountant	400	5.II	951	539,353
27	WDA	Accreditation Officer	400	5.II	951	539,353
28	WDA	Quality Assurance Officer	400	5.II	951	539,353
29	WDA	Trainer of Trainers Officer	400	5.II	951	539,353
30	WDA	Examination & Certification Officer	400	5.II	951	539,353
31	WDA	Curriculum Development Officer	400	5.II	951	539,353
32	WDA	Physical Planning & Design Officer	400	5.II	951	539,353
33	WDA	Quantity Survey Officer	400	5.II	951	539,353
34	WDA	Civil Engineer Officer	400	5.II	951	539,353
35	WDA	Equipment Management & Maintenance Officer	400	5.II	951	539,353
36	WDA	Private Sector Partnership Expert	400	5.II	951	539,353
37	WDA	Entrepreneurship Development Expert	400	5.II	951	539,353
38	WDA	Civil Society & Public Institutions Partnership Officer	400	5.II	951	539,353
39	WDA	TVET Jobs and Career guidance Officer	400	5.II	951	539,353
40	WDA	Industry Commercial Collaboration, Innovation & Research Officer	400	5.II	951	539,353
41	WDA	Performance Monitoring & Evaluation Officer	400	5.II	951	539,353
42	WDA	Project Proposals & Funding Officer	400	5.II	951	539,353
43	WDA	TVT Information System Manager	400	5.II	951	539,353



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44	WDA	Estates Manager	400	5.II	951	539,353
45	WDA	Logistics Officer	400	5.II	951	539,353
46	WDA	Administrative Assistant to the DG	400	5.II	951	539,353
47	WDA	Customer Care	400	6.II	793	449,744
48	WDA	Documentalist	400	6.II	793	449,744
49	WDA	Archivist	400	6.II	793	449,744
50	WDA	Administrative Assistant to the Deputy DG	400	7.II	660	374,314
51	WDA	Head of Central Secretariat	400	7.II	660	374,314
52	WDA	Secretary	400	8.II	508	288,109
53	WDA	Unit Secretary	400	8.II	508	288,109

**Integrated Polytechnic Regional Centre**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	IPRC	Principal	441	F	2869	1,613,167
2	IPRC	Vice Principal	350	G	2608	1,163,820
3	IPRC	Senior Lecturer	350	2.III	1890	947,080
4	IPRC	Lecturer	350	3.III	1575	789,234
5	IPRC	Director of Academic Services	330	3.II	1369	646,807
6	IPRC	Director of Library & Academic Resources	330	3.II	1369	646,807
7	IPRC	Director Quality Assurance and Technical Teachers Training	330	3.II	1369	646,807
8	IPRC	Director Technical School & Vocational Training Center	330	3.II	1369	646,807
9	IPRC	Coordinator R&D Consultancy, Production and Entrepreneurship	330	3.II	1369	646,807
10	IPRC	Director of Students Affairs	330	3.II	1369	646,807
11	IPRC	Director of Administration & Human Resource	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	Tutorial Assistant	350	4.II	1141	566,221
16	IPRC	Human Resources Officer	300	4.II	1141	485,333
17	IPRC	Public Relations and Communication Officer	300	4.II	1141	485,333
18	IPRC	Civil Engineer Draughtsman	300	4.II	1141	485,333

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19	IPRC	Engineer	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	300	5.II	951	404,515
23	IPRC	Schools Pedagogy Monitor	300	5.II	951	404,515
24	IPRC	Schools Methodology Monitor	300	5.II	951	404,515
25	IPRC	Instructor / Laboratory Technician (A0)	350	5.II	951	471,934
26	IPRC	Training of Trainers Officer	350	5.II	951	471,934
27	IPRC	Admissions & Registration Officer	300	5.II	951	404,515
28	IPRC	Timetables & Examinations Officer	300	5.II	951	404,515
29	IPRC	Academic Records Officer	300	5.II	951	404,515
30	IPRC	Quality Assurance Officer	300	5.II	951	404,515
31	IPRC	Accreditation Officer	300	5.II	951	404,515
32	IPRC	Student Welfare Officer	300	5.II	951	404,515
33	IPRC	Entrepreneurship Devpt Officer	300	5.II	951	404,515
34	IPRC	Marketing & Sales Officer	300	5.II	951	404,515
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	Administrative Assistant to the Principal	300	5.II	951	404,515
45	IPRC	Production & Manufacturing Technician	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	Architectural Draughtsman	300	6.II	793	337,308
49	IPRC	Games & Sports Manager	300	6.II	793	337,308

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50	IPRC	Warden	300	6.II	793	337,308
51	IPRC	Medical Assistant	300	6.II	793	337,308
52	IPRC	Laboratory Technician	300	6.II	793	337,308
53	IPRC	Instructor / Laboratory Technician	350	7.II	660	327,525
53	IPRC	Welders, Fabricators & Machinists	300	7.II	660	280,736
54	IPRC	Administrative Assistant to the Vice Principal	300	7.II	660	280,736
55	IPRC	Quantity Surveyor Assistant	300	7.II	660	280,736
56	IPRC	Workshop Assistant	300	7.II	660	280,736
57	IPRC	Assistant Librarian	300	7.II	660	280,736
58	IPRC	Head of Central Secretariat	300	7.II	660	280,736
59	IPRC	Matron	300	8.II	508	216,081
60	IPRC	Maintenance Technician	300	8.II	508	216,081
61	IPRC	Cashier	300	8.II	508	216,081
62	IPRC	Storekeeper	300	8.II	508	216,081
63	IPRC	Secretary	300	8.II	508	216,081
64	IPRC	Unit Secretary	300	8.II	508	216,081

**Academic and Administrative Staff in TSS**

	<b>INSTITUTION</b>	<b>CATEGORY</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
1	TSS	A0 HEADMASTER	1,141	4.II	204	330,026
2	TSS	A1 HEADMASTER	793	6.II	217	243,986
3	TSS	A0	793	6.II	189	212,504
4	TSS	A1	508	7.II	222	159,900
5	TSS	A2 HEADMASTER	391	9.II	201	111,431
6	TSS	A2	300	10.II	139	59,125

<b>Academic and Administrative Staff in VTC</b>						
	<b>INSTITUTION</b>	<b>CATEGORY</b>	<b>Index</b>	<b>Level</b>	<b>I.V</b>	<b>Gross Salary (Rwf/Month)</b>
1	VTC	A0 HEADMASTER	1,141	4.II	204	330,026
1	VTC	A1 Headmaster	793	6.II	217	243,986
2	VTC	A0	793	6.II	189	212,504
3	VTC	A1	508	7.II	222	159,900
4	VTC	A2 HEADMASTER	391	9.II	201	111,431
5	VTC	A2	300	10.II	139	59,125
6	VTC	A3	231	10.II	139	45,526

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<b>Nursing and Midwifery School</b>						
<b>1</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
2	Nursing and Midwifery School	Nursing School Director	330	3.III	1575	771,421
3	Nursing and Midwifery School	Dean of Students	330	3.II	1369	646,807
4	Nursing and Midwifery School	Director of Administration and Finance	330	3.II	1369	646,807
5	Nursing and Midwifery School	Director of Academic	330	3.II	1369	646,807
6	Nursing and Midwifery School	Assistant Lecturer A0	300	4.III	1313	558,494
7	Nursing and Midwifery School	Human Resources Manager	300	4.II	1141	485,333
8	Nursing and Midwifery School	ICT Manager	300	5.II	951	419,493
9	Nursing and Midwifery School	Accountant	300	5.II	951	404,515
10	Nursing and Midwifery School	Clinical Instructors	300	5.II	951	404,515
11	Nursing and Midwifery School	Facilities & Logistics Manager	300	5.II	951	404,515
12	Nursing and Midwifery School	Procurement Officer	300	5.II	951	404,515
13	Nursing and Midwifery School	ICT Officer	300	5.II	951	404,515
14	Nursing and Midwifery School	Administrative Assistant	300	7.II	660	280,736
15	Nursing and Midwifery School	Cashier	300	7.II	660	280,736
16	Nursing and Midwifery School	Librarian Assistant	300	7.II	660	280,736
17	Nursing and Midwifery School	Head of Central Secretary	300	7.II	660	280,736
18	Nursing and Midwifery School	Plumber	300	8.II	508	216,081
19	Nursing and Midwifery School	Store Keeper	300	8.II	508	216,081
20	Nursing and Midwifery School	Electrician	300	8.II	508	216,081
21	Nursing and Midwifery School	Other A2	300	9.II	391	166,315

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<b>SECONDARY and PRIMARY SCHOOL</b>						
	<b>INSTITUTION</b>	<b>CATEGORY</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
1	PRIMARY and SECONDARY SCHOOL	A0 HEADMASTER	1,141	4.II	204	330,026
2	PRIMARY and SECONDARY SCHOOL	A1 Headmaster	793	6.II	217	243,986
3	PRIMARY and SECONDARY SCHOOL	A0	793	6.II	189	212,504
4	PRIMARY and SECONDARY SCHOOL	A1	508	7.II	222	159,900
5	PRIMARY and SECONDARY SCHOOL	A2 HEADMASTER	391	9.II	201	111,431
6	PRIMARY and SECONDARY SCHOOL	A2	300	10.II	139	59,125

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<b>Ministry of Sports and Cultural (MINISPOC)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
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 Develop.	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
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

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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
<b>National Commission for the Fight Against Genocide (CNLG)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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	893,250
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
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



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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, Monitoring & Evaluation 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 Executive Secretary	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

**Chancellery for Heroes and National Orders and Decorations of Honour (CHDH)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	CHDH	Executive Secretary	330	G	2608	1,097,316
2	CHDH	Director of Heroism and Decoration of Honour	330	3.II	1369	646,807
3	CHDH	Director of Administration and Finance	330	3.II	1369	646,807
4	CHDH	Legal Affairs	300	4.III	1313	558,494
5	CHDH	Information, Education and Communication Officer	300	4.II	1141	485,333
6	CHDH	Researcher on National Heroes, Heroism and Society	300	4.II	1141	485,333
7	CHDH	Human Resources & Logistics Officer	300	4.II	1141	485,333
8	CHDH	Documentation, Publication, Dissemination & Preservation of Heroism Values	300	5.II	951	404,515
9	CHDH	National Orders and Decorations of Honour Officer	300	5.II	951	404,515
10	CHDH	Heroes Mausoleum Management	300	5.II	951	404,515
11	CHDH	Planning, and Monitoring and Evaluation Officer	300	5.II	951	404,515

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12	CHDH	Procurement Officer	300	5.II	951	404,515
13	CHDH	Accountant	300	5.II	951	404,515
14	CHDH	Budget Officer	300	5.II	951	404,515
15	CHDH	ICT Officer	300	5.II	951	404,515
16	CHDH	Administrative Assistant to the ES	300	7.II	660	280,736
<b>Rwanda Institute of National Museums (INMR)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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	Legal Officer	400	4.III	1313	744,659
9	INMR	Public Relations and Communication Officer	400	4.II	1141	647,110
10	INMR	Human Resources Officer	400	4.II	1141	647,110
11	INMR	Historical Sites Protection Officer	400	5.II	951	539,353
12	INMR	Outreach Museum Program Officer	400	5.II	951	539,353
13	INMR	Arts and Culture Innovations Promotion Officer	400	5.II	951	539,353
14	INMR	Traditional Crafts Promotion Officer	400	5.II	951	539,353
15	INMR	Cultural Tourism Dev't Officer	400	5.II	951	539,353
16	INMR	Curator	400	5.II	951	539,353
17	INMR	Tourist Guides	400	5.II	951	539,353
18	INMR	Planning, M & E Officer	400	5.II	951	539,353
19	INMR	ICT Officer	400	5.II	951	539,353
20	INMR	Estate Manager	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

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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	5.II	951	539,353
33	INMR	Shop Attendant	400	7.II	660	374,314
34	INMR	Head of Central Secretariat	400	7.II	660	374,314
35	INMR	Secretary in Central Secretariat	400	8.II	508	288,109
36	INMR	Receptionist	400	8.II	508	288,109
<b>Rwanda Academy of Language and Culture (RALC)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
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
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 Specialist	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

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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
27	RALC	HR Officer	300	4.II	1141	485,333
19	RALC	Translation and Interpretation & Creative Writing 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 Administrator	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

**Ministry of Youth and Information and Communication Technology (MYICT)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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

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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 Partnership and Cooperation	300	4.II	1141	485,333
24	MYICT	Statistician	300	4.II	1141	485,333
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

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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
<b>Rwanda National Youth Council (RNYC)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	RNYC	Executive Secretary of National Youth Council	400	G	2608	1,330,080
2	RNYC	Director of Youth Social - Economic Empowerment Unit	400	3.II	1369	784,008
3	RNYC	Director of Finance & Administration Unit	400	3.II	1369	784,008
4	RNYC	Legal Affairs	400	4.III	1313	744,659
5	RNYC	Human Resources & Logistics Officer	400	4.II	1141	647,110
6	RNYC	Information, Education and Communication Officer	400	4.II	1141	647,110
7	RNYC	Database and ICT Officer	400	5.II	951	539,353
8	RNYC	Programme Officers	400	5.II	951	539,353
9	RNYC	Youth Entrepreneurship Officer	400	5.II	951	539,353
10	RNYC	Partnerships & Cooperation Officer	400	5.II	951	539,353
11	RNYC	Monitoring and Evaluation Officer	400	5.II	951	539,353
12	RNYC	Planning & Resource Mobilisation Officer	400	5.II	951	539,353
13	RNYC	Budget Officer	400	5.II	951	539,353
14	RNYC	Internal Auditor	400	5.II	951	539,353
15	RNYC	Accountant	400	5.II	951	539,353
16	RNYC	Procurement Officer	400	5.II	951	539,353
17	RNYC	Administrative Assistant	400	7.II	660	374,314
18	RNYC	Head Central Secretariat	400	7.II	660	374,314

<b>Rehabilitation &amp; Vocational Skills Development Center (RSDC)/IWAWA</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
1	RSDC/IWAWA	Director	330	2.III	1890	892,962
2	RSDC/IWAWA	Deputy Director in charge of Training	330	3.II	1369	646,807
3	RSDC/IWAWA	Deputy 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	Counseling 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	660	280,736
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
<b>Ministry of Health (MINISANTE)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
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

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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
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



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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 Salary (Rwf/Month)
1	RBC	Director General	500	E	3156	2,011,950
2	RBC	Head of IHDPC/DDG	441	F	2869	1,613,167
3	RBC	Head Medical Production and Procurement Department/DDG	441	F	2869	1,613,167
4	RBC	Head of Maintenance Centre Division	400	2.III	1890	1,082,378
5	RBC	Head of Division of HIV/AIDS and STIs Division	400	2.III	1890	1,082,378
6	RBC	Head of Corporate Division	400	2.III	1890	1,082,378
7	RBC	Head of Medical Research Division	400	2.III	1890	1,082,378
8	RBC	Head of non Communicable Disease Division	400	2.III	1890	1,082,378
9	RBC	Head of Program Planning and M&E Coordination Division	400	2.III	1890	1,082,378
10	RBC	Head of Malaria and other Parasitic diseases Division	400	2.III	1890	1,082,378

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11	RBC	Head of Mental Health Division	400	2.III	1890	1,082,378
12	RBC	Head of CNTS Division	400	2.III	1890	1,082,378
13	RBC	Head of National Reference Laboratory Division	400	2.III	1890	1,082,378
14	RBC	Head of Division of Rwanda Health Communication Center Division	400	2.III	1890	1,082,378
15	RBC	Head of TB and other Respiratory Communicable diseases Division	400	2.III	1890	1,082,378
16	RBC	Head of Vaccine Preventable Diseases Division	400	2.III	1890	1,082,378
17	RBC	Head of Medical Production Division	400	2.III	1890	1,082,378
18	RBC	Head of other Epidemic Infections Diseases and Response Division	400	2.III	1890	1,082,378
19	RBC	Head of Procurement and Distribution Division	400	2.III	1890	1,082,378
20	RBC	Senior Medical Advisor	400	2.III	1890	1,082,378
21	RBC	Medical Advisor	400	3.II	1369	784,008
22	RBC	Director of Business Development Unit	400	3.II	1369	784,008
23	RBC	Director of Planning Unit	400	3.II	1369	784,008
24	RBC	Director of Monitoring and Evaluation Unit	400	3.II	1369	784,008
25	RBC	Director of behaviour Change Communication Unit	400	3.II	1369	784,008
26	RBC	Director of Printery Unit	400	3.II	1369	784,008
27	RBC	Director of Infrastructure Unit	400	3.II	1369	784,008
28	RBC	Director of Medical Engineering Unit	400	3.II	1369	784,008
29	RBC	Director of Medical Electromechanical Unit	400	3.II	1369	784,008
30	RBC	Director of Impact Social Mitigation Unit	400	3.II	1369	784,008
31	RBC	Director of Clinical Prevention Unit	400	3.II	1369	784,008
32	RBC	Director of HIV/AIDS and STIs Care & Treatment Unit	400	3.II	1369	784,008
33	RBC	Director of STIs Unit	400	3.II	1369	784,008
34	RBC	Director of Blood Borne Infections Unit	400	3.II	1369	784,008
35	RBC	Director of Vector Control Unit	400	3.II	1369	784,008
36	RBC	Director of Case Management Unit	400	3.II	1369	784,008
37	RBC	Director of Prevention Unit	400	3.II	1369	784,008
38	RBC	Director of NTD and Other Parasitic Diseases Unit	400	3.II	1369	784,008
39	RBC	Director of MDR Unit	400	3.II	1369	784,008

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40	RBC	Director of TB and other Respiratory Communicable Diseases Care and Treatment Unit	400	3.II	1369	784,008
41	RBC	Director of TB Infection Control Unit	400	3.II	1369	784,008
42	RBC	Director of Immunization System and Safety Unit	400	3.II	1369	784,008
43	RBC	Director of Diseases Surveillance Unit	400	3.II	1369	784,008
44	RBC	Director of Food and Water Borne Diseases Unit	400	3.II	1369	784,008
45	RBC	Director of Avian Flu and other Highly Pathogenic Diseases Unit	400	3.II	1369	784,008
46	RBC	Director of Outbreak Preparedness and Response Unit	400	3.II	1369	784,008
47	RBC	Director of Cardiovascular and Pulmonary Disorders Diseases Unit	400	3.II	1369	784,008
48	RBC	Director of Cancer Diseases Unit	400	3.II	1369	784,008
49	RBC	Director of Diabetes and Other Metabolic Diseases Unit	400	3.II	1369	784,008
50	RBC	Director of Injuries and Disabilities Unit	400	3.II	1369	784,008
51	RBC	Director of Immuno-Virology Unit	400	3.II	1369	784,008
52	RBC	Director of Microbiology Unit	400	3.II	1369	784,008
53	RBC	Director of Medical Entomology Unit	400	3.II	1369	784,008
54	RBC	Director of Clinical Pathology Unit	400	3.II	1369	784,008
55	RBC	Director of Production Unit	400	3.II	1369	784,008
56	RBC	Director of Lab Network Unit	400	3.II	1369	784,008
57	RBC	Director of Quality Assurance and Control Product Unit	400	3.II	1369	784,008
58	RBC	Director of Sales and Marketing Unit	400	3.II	1369	784,008
59	RBC	Director of External Quality Assurance and Control Unit	400	3.II	1369	784,008
60	RBC	Director of Warehousing and Distribution Unit	400	3.II	1369	784,008
61	RBC	Director of Quantification Unit	400	3.II	1369	784,008
62	RBC	Director of Regional Centre for Blood Transfusion Kigali Unit	400	3.II	1369	784,008
63	RBC	Director Centre for Blood Transfusion Butare of Unit	400	3.II	1369	784,008
64	RBC	Director Centre for Blood Transfusion Ruhengeri Unit	400	3.II	1369	784,008
65	RBC	Director of Quality Assurance and Control Local Product Unit	400	3.II	1369	784,008
66	RBC	Director of Maintenance Unit	400	3.II	1369	784,008

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67	RBC	Director of Procurement Unit	400	3.II	1369	784,008
68	RBC	Director of other Respiratory Diseases Unit	400	3.II	1369	784,008
69	RBC	Director of Internal Auditor Unit	400	3.II	1369	784,008
70	RBC	Director of ICT Unit	400	3.II	1369	784,008
71	RBC	Director of Finance Unit	400	3.II	1369	784,008
72	RBC	Director of Administration	400	3.II	1369	784,008
73	RBC	Director of Human Resource Development Unit	400	3.II	1369	784,008
74	RBC	Advisor to the DG	400	3.II	1369	784,008
75	RBC	Legal Affairs	400	4.III	1313	744,659
76	RBC	Public Relations and Communication Officer	400	4.II	1141	647,110
77	RBC	Behavior Change Communication Officer	400	4.II	1141	647,110
78	RBC	Media Relations and Information Officers	400	4.II	1141	647,110
79	RBC	Printery Engineers	400	4.II	1141	647,110
80	RBC	Data Base Manager	400	4.II	1141	647,110
81	RBC	Civil Engineers	400	4.II	1141	647,110
82	RBC	Medical Equipment Engineers	400	4.II	1141	647,110
83	RBC	STIs Care and Treatment Specialist	400	4.II	1141	647,110
84	RBC	STIs Prevention Specialist	400	4.II	1141	647,110
85	RBC	HIV/AIDS and Blood borne infections	400	4.II	1141	647,110
86	RBC	Marketing and Public Relations Officer	400	4.II	1141	647,110
87	RBC	Public Relations and Communication Officer	400	4.II	1141	647,110
88	RBC	PMTCT Specialist	400	4.II	1141	647,110
89	RBC	Strategic Advisors	400	4.II	1141	647,110
90	RBC	Advisor HIV/AIDS in Disease Prevention, Care and Treatment	400	4.II	1141	647,110
91	RBC	Officer in charge of non Clinical Prevention	400	4.II	1141	647,110
92	RBC	Officer in charge of the Public, Private and Community Sector	400	4.II	1141	647,110
93	RBC	HIV Epidemiology Specialist	400	4.II	1141	647,110
94	RBC	Other prevention Specialist/Clinical Prevention Unit	400	4.II	1141	647,110
95	RBC	VCT Specialist	400	4.II	1141	647,110
96	RBC	Business Specialist	400	4.II	1141	647,110

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97	RBC	Grant Officer/Medical Research Division	400	4.II	1141	647,110
98	RBC	Research Regulator	400	4.II	1141	647,110
99	RBC	Monitoring Research	400	4.II	1141	647,110
100	RBC	Research Statistician	400	4.II	1141	647,110
101	RBC	Research Officer	400	4.II	1141	647,110
102	RBC	Vector Control Supervisor	400	4.II	1141	647,110
103	RBC	Malaria Epidemiology Specialist	400	4.II	1141	647,110
104	RBC	Community Case Management Specialist	400	4.II	1141	647,110
105	RBC	TB Epidemiology Specialist	400	4.II	1141	647,110
106	RBC	ITN Specialist	400	4.II	1141	647,110
107	RBC	NTD Research Specialist	400	4.II	1141	647,110
108	RBC	Care and Treatment Specialist	400	4.II	1141	647,110
109	RBC	Leprosy Specialist	400	4.II	1141	647,110
110	RBC	Pediatrics Specialist	400	4.II	1141	647,110
111	RBC	Psychosocial Care Specialist	400	4.II	1141	647,110
112	RBC	Adult care and treatment Specialist	400	4.II	1141	647,110
113	RBC	Vaccine Preventable Diseases Surveillance Officer	400	4.II	1141	647,110
114	RBC	Vaccine Preventable Disease Epidemiology Specialist	400	4.II	1141	647,110
115	RBC	HIDSR Document Production Specialist	400	4.II	1141	647,110
116	RBC	IDSR Quality Assurance Officer	400	4.II	1141	647,110
117	RBC	Food and Water Borne Diseases Specialist	400	4.II	1141	647,110
118	RBC	Avian Flu and Highly Pathogenic Diseases Specialist	400	4.II	1141	647,110
119	RBC	Field Epidemiology and Laboratory Program Specialist	400	4.II	1141	647,110
120	RBC	NCD Statistician	400	4.II	1141	647,110
121	RBC	Cancer Diseases Specialist	400	4.II	1141	647,110
122	RBC	Metabolic Diseases Specialist	400	4.II	1141	647,110
123	RBC	Pulmonary Disorders Specialist	400	4.II	1141	647,110
124	RBC	Cancer Diseases Specialist	400	4.II	1141	647,110
125	RBC	Injuries and Disabilities Officer	400	4.II	1141	647,110
126	RBC	Mental Health Development Specialist	400	4.II	1141	647,110

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127	RBC	Prevention and Treatment of Substance use Disorders Specialist	400	4.II	1141	647,110
128	RBC	Mental Health Promotion & Community Interventions Specialist	400	4.II	1141	647,110
129	RBC	Immunology Specialist	400	4.II	1141	647,110
130	RBC	Serology Specialist	400	4.II	1141	647,110
131	RBC	Molecular Biology Specialist	400	4.II	1141	647,110
132	RBC	Lab Systems Coordinator	400	4.II	1141	647,110
133	RBC	Parasitology Specialist	400	4.II	1141	647,110
134	RBC	Bacteriology Specialist	400	4.II	1141	647,110
135	RBC	Food and Water Microbiology Specialist	400	4.II	1141	647,110
136	RBC	Mycology Specialist	400	4.II	1141	647,110
137	RBC	Mycobacteriology Specialist	400	4.II	1141	647,110
138	RBC	Hematology Specialist	400	4.II	1141	647,110
139	RBC	Biochemistry Specialist	400	4.II	1141	647,110
140	RBC	Toxicology Specialist	400	4.II	1141	647,110
141	RBC	Clinical Case Management Specialist	400	4.II	1141	647,110
142	RBC	Lab Network Specialist	400	4.II	1141	647,110
143	RBC	Information Management Specialist	400	4.II	1141	647,110
144	RBC	Advisors	400	4.II	1141	647,110
145	RBC	Quality Assurance and Control Product Officers	400	4.II	1141	647,110
146	RBC	Purchasing Drugs Specialists	400	4.II	1141	647,110
147	RBC	Purchasing of Lab Products and Medical Equipments Specialists	400	4.II	1141	647,110
148	RBC	Tracking and Clearing Orders Specialists	400	4.II	1141	647,110
149	RBC	Warehouse Operations Officer	400	4.II	1141	647,110
150	RBC	Inventory Specialist	400	4.II	1141	647,110
151	RBC	Drugs Quantification Specialists	400	4.II	1141	647,110
152	RBC	Lab Quantification Specialists	400	4.II	1141	647,110
153	RBC	Data Management Specialists	400	4.II	1141	647,110
154	RBC	Immuno-Hematology Specialist CNTS Regional Centres	400	4.II	1141	647,110
155	RBC	Blood Donor Mobilisation and Selection Specialist	400	4.II	1141	647,110

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156	RBC	Serology Specialist	400	4.II	1141	647,110
157	RBC	Platelets Production Specialist	400	4.II	1141	647,110
158	RBC	Sterile Production Specialist	400	4.II	1141	647,110
159	RBC	Non Sterile Production Specialist	400	4.II	1141	647,110
160	RBC	Quality Assurance and control Local Products	400	4.II	1141	647,110
161	RBC	ICT Project Manager	400	4.II	1141	647,110
162	RBC	Senior System Administrator	400	4.II	1141	647,110
163	RBC	Business Analysts	400	4.II	1141	647,110
164	RBC	Human Resources Officer	400	4.II	1141	647,110
165	RBC	Career development Officer	400	4.II	1141	647,110
166	RBC	Training and Capacity Building Officers	400	4.II	1141	647,110
167	RBC	Sales Officer	400	4.II	1141	647,110
168	RBC	Marketing Officer	400	4.II	1141	647,110
169	RBC	Distribution Officer	400	4.II	1141	647,110
170	RBC	Chief Accountant	400	5.III	1094	620,454
171	RBC	Senior Network Administrator	400	5.III	1094	620,454
172	RBC	Senior Database and Application Administrator	400	5.III	1094	620,454
173	RBC	Lab Biotechnologists for CD4	400	5.II	951	539,353
174	RBC	Lab Biotechnologists for Serology	400	5.II	951	539,353
175	RBC	Lab Biotechnologists for Molecular Biology	400	5.II	951	539,353
176	RBC	Lab Biotechnologists for Parasitology	400	5.II	951	539,353
177	RBC	Lab Biotechnologists for Bacteriology	400	5.II	951	539,353
178	RBC	Lab Biotechnologists for Food and Water Microbiology	400	5.II	951	539,353
179	RBC	Lab Biotechnologist for Mycology	400	5.II	951	539,353
180	RBC	Lab Biotechnologists for Mycobacteriology	400	5.II	951	539,353
181	RBC	Lab Biotechnologists for Entomology	400	5.II	951	539,353
182	RBC	Lab Biotechnologist for Hematology	400	5.II	951	539,353
183	RBC	Lab Biotechnologists for Biochemistry	400	5.II	951	539,353
184	RBC	Lab Biotechnologist for Toxicology	400	5.II	951	539,353
185	RBC	Lab Biotechnologists for External Quality Assurance and Control Unit	400	5.II	951	539,353

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186	RBC	Lab Biotechnologists	400	5.II	951	539,353
187	RBC	Pricing Officer	400	5.II	951	539,353
188	RBC	Network Security Administrator	400	5.II	951	539,353
189	RBC	Internal Auditor	400	5.II	951	539,353
190	RBC	Planning Officers	400	5.II	951	539,353
191	RBC	M&E Officers	400	5.II	951	539,353
192	RBC	Database Administrator	400	5.II	951	539,353
193	RBC	Systems Administrator	400	5.II	951	539,353
194	RBC	Clearing Officer	400	5.II	951	539,353
195	RBC	System Administrator	400	5.II	951	539,353
196	RBC	Database and Application Administrators	400	5.II	951	539,353
197	RBC	Application Security Administrator	400	5.II	951	539,353
198	RBC	ICT Officers	400	5.II	951	539,353
199	RBC	Webmaster	400	5.II	951	539,353
200	RBC	Accountant	400	5.II	951	539,353
201	RBC	Procurement Officer	400	5.II	951	539,353
202	RBC	Budget Officer	400	5.II	951	539,353
203	RBC	Treasury	400	5.II	951	539,353
204	RBC	Logistics Officer	400	5.II	951	539,353
205	RBC	Estate Officer	400	5.II	951	539,353
206	RBC	Administrative Assistant to the DG	400	5.II	951	539,353
207	RBC	Administrative Assistant to Deputy DG	400	5.II	951	539,353
208	RBC	Technician / Maintenance Centre Division	400	7.II	660	374,314
209	RBC	Validation Officers	400	5.II	951	539,353
210	RBC	Lab biotechnologist for Quality Assurance Lab Assistants	400	5.II	951	539,353
211	RBC	Receiving Specialist	400	5.II	951	539,353
212	RBC	Order Processing Specialist	400	5.II	951	539,353
213	RBC	Picking Specialists	400	5.II	951	539,353
214	RBC	Replenishment Specialist	400	5.II	951	539,353
215	RBC	Checking Officer	400	5.II	951	539,353
216	RBC	Dispatching Officer	400	5.II	951	539,353



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217	RBC	Documentalist Printery Unit	400	6.II	793	449,744
218	RBC	Customer care Officer/Ware House Distribution	400	6.II	793	449,744
219	RBC	Tenders and Pro Forma Invoices Officer	400	7.II	660	374,314
220	RBC	Administrative Assistant to Head of Division	400	7.II	660	374,314
221	RBC	Laboratory Technician CNTS	400	7.II	660	374,314
222	RBC	Immuno-Hematology Technicians CNTS	400	7.II	660	374,314
223	RBC	Platelets Production Technicians	400	7.II	660	374,314
224	RBC	Blood Mobilisation and Selection Technician CNTS	400	7.II	660	374,314
225	RBC	Serology Technicians CNTS	400	7.II	660	374,314
226	RBC	Nurses in charge of Blood Donor Selection	400	7.II	660	374,314
227	RBC	Blood donor recorders	400	7.II	660	374,314
228	RBC	Production officer	400	7.II	660	374,314
229	RBC	Head of Central Secretariat	400	7.II	660	374,314
230	RBC	Preparation Officer	400	7.II	660	374,314
231	RBC	Central Secretariat/Corporate Services	400	8.II	508	288,109
232	RBC	Laboratory Glassware Product Officers	400	9.II	391	221,753
233	RBC	Laboratory Glassware Local Product Officers	400	9.II	391	221,753
234	RBC	Receiving staff	400	9.II	391	221,753
235	RBC	Pickers Staff	400	9.II	391	221,753
236	RBC	Replenishment Staff	400	9.II	391	221,753
237	RBC	Inventory Staff	400	9.II	391	221,753
238	RBC	Checkers	400	9.II	391	221,753
239	RBC	Dispatching Staff	400	9.II	391	221,753
240	RBC	Order Processing Staff	400	9.II	391	221,753
241	RBC	Machine operator	400	9.II	391	221,753
242	RBC	Daily Technical Operations Officer	400	9.II	391	221,753
243	RBC	Filling Staff	400	9.II	391	221,753
244	RBC	Mechanist Officers	400	9.II	391	221,753
245	RBC	Machinist Officers	400	9.II	391	221,753
246	RBC	Powders and capsules, production officers	400	9.II	391	221,753
247	RBC	In charge of packaging	400	9.II	391	221,753

**RBC/KIGALI HEALTH INSTITUTE (KHI)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	RBC/KHI	Rector	500	E	3156	2,011,950
2	RBC/KHI	Full Professor	441	F	2869	1,793,914
3	RBC/KHI	Vice Rector in charge of Academics and Research	441	F	2869	1,613,167
4	RBC/KHI	Vice Rector in charge of Administration and Finance	441	F	2869	1,613,167
5	RBC/KHI	Director of post graduate studies	350	1.IV	2608	1,294,220
6	RBC/KHI	Senior Lecturer	350	2.III	1890	937,913
7	RBC/KHI	Lecturer	350	3.III	1575	781,594
8	RBC/KHI	Academic Registrar	350	3.III	1575	781,594
9	RBC/KHI	Director of Academic Quality Assurance	350	3.II	1369	679,366
10	RBC/KHI	Personal Assistant to the Rector	330	3.II	1369	646,807
11	RBC/KHI	Director of planning and development	330	3.II	1369	646,807
12	RBC/KHI	Director of Research, Ethics and Consultancy	350	3.II	1369	686,007
13	RBC/KHI	Director of Library	330	3.II	1369	646,807
14	RBC/KHI	Director of ICT	330	3.II	1369	646,807
15	RBC/KHI	Director of Student Service Unit	330	3.II	1369	646,807
16	RBC/KHI	Director of Finance	330	3.II	1369	646,807
17	RBC/KHI	Director Human Resources Mgt Administration Unit	330	3.II	1369	646,807
18	RBC/KHI	Assistant Lecturer	350	4.III	1313	651,576
19	RBC/KHI	Research assistant A	350	4.III	1313	651,576
20	RBC/KHI	Academic secretary	350	4.III	1313	651,576
21	RBC/KHI	Legal affairs	300	4.III	1313	558,494
22	RBC/KHI	Coordinator of post graduate counseling	350	4.III	1313	651,576
23	RBC/KHI	Maintenance Engineer	300	4.II	1141	485,333
25	RBC/KHI	Academic Quality Officer	350	4.II	1141	566,221
26	RBC/KHI	Human Resources Development Officer	300	4.II	1141	485,333
27	RBC/KHI	Human Resources Officer	300	4.II	1141	485,333
28	RBC/KHI	Research Assistant B	350	4.II	1141	566,221
29	RBC/KHI	Tutorial Assistant	350	4.II	1141	566,221

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30	RBC/KHI	Public Relations and Communication Officer	300	4.II	1141	485,333
31	RBC/KHI	Coordinator of Nyamishaba Campus	350	4.II	1141	566,221
46	RBC/KHI	Career Guidance Advisor	350	4.II	1141	566,221
32	RBC/KHI	Chief Accountant	300	5.III	1094	465,341
33	RBC/KHI	Deputy Registrar	300	5.III	1094	465,341
34	RBC/KHI	Head of exams	300	5.III	1094	465,341
35	RBC/KHI	Skills lab Assistant	350	5.II	951	471,934
36	RBC/KHI	IT Professional	300	5.II	951	404,515
37	RBC/KHI	Planning Officer	300	5.II	951	404,515
38	RBC/KHI	Statistician	300	5.II	951	404,515
39	RBC/KHI	Procurement Officer	300	5.II	951	404,515
40	RBC/KHI	Accountant	300	5.II	951	404,515
41	RBC/KHI	Internal Auditor	300	5.II	951	404,515
42	RBC/KHI	Administrative Attaché to the vice Rector	300	5.II	951	404,515
43	RBC/KHI	Administrative Assistant to the vice Rector	300	5.II	951	404,515
44	RBC/KHI	Administrative Assistant to the Rector	300	5.II	951	404,515
24	RBC/KHI	Guidance and Counseling Officer	300	6.II	793	337,308
45	RBC/KHI	Librarian	300	6.II	793	337,308
47	RBC/KHI	Academic Archives Officer	300	6.II	793	337,308
48	RBC/KHI	Admissions and Registration Officer	300	6.II	793	337,308
49	RBC/KHI	Program Development Officer	300	6.II	793	337,308
50	RBC/KHI	In Charge of Sports	300	6.II	793	337,308
51	RBC/KHI	Exams Officer	300	6.II	793	337,308
52	RBC/KHI	In Charge of Culture	300	6.II	793	337,308
53	RBC/KHI	In Charge of student Welfare	300	6.II	793	337,308
54	RBC/KHI	Faculty Administrative Assistant	300	6.II	793	337,308
55	RBC/KHI	Head of Central Secretariat	300	7.II	660	280,736
56	RBC/KHI	Library Officer	300	7.II	660	280,736
57	RBC/KHI	Lab Attendant	300	7.II	660	280,736
58	RBC/KHI	Clinical Instructor	350	7.II	660	327,525
59	RBC/KHI	Electrician	300	8.II	508	216,081

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60	RBC/KHI	Secretary	300	8.II	508	216,081
61	RBC/KHI	Plumber	300	8.II	508	216,081
62	RBC/KHI	Transport Officer	300	8.II	508	216,081
63	RBC/KHI	Storekeeper	300	8.II	508	216,081
64	RBC/KHI	Warden	300	8.II	508	216,081
65	RBC/KHI	Driver	300	10.II	300	127,607
66	RBC/KHI	Assistant to Warden	300	11.II	231	98,258
67	RBC/KHI	General Maintenance Assistant	300	12.II	177	75,288
<b>Centre Hospitalier Universitaire de Butare (CHUB)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	CHUB	Director General of CHUB	500	E	3156	2,011,950
2	CHUB	Senior Consultant Doctor	441	F	2869	1,613,167
3	CHUB	Consultant Doctor	350	1.IV	2608	1,163,820
4	CHUB	Director of Clinical CHU's	350	1.IV	2608	1,163,820
6	CHUB	Senior Consultant / Pharmacist	350	1.IV	2608	1,163,820
7	CHUB	Senior Consultant / Dentist	350	1.IV	2608	1,163,820
8	CHUB	Senior Consultant / NURSE	350	1.IV	2608	1,163,820
5	CHUB	Junior Consultant Doctor	350	2.III	1890	843,413
9	CHUB	Director of Nursing	350	3.III	1575	789,234
10	CHUB	Junior Consultant Dentist	350	2.III	1890	947,080
11	CHUB	Junior Consultant/Pharmacist	350	2.III	1890	947,080
12	CHUB	Junior Consultant/Nurse	350	2.III	1890	947,080
13	CHUB	Head of clinical Department	350	2.III	1890	947,080
13	CHUB	Senior Dentist	350	3.III	1575	789,234
14	CHUB	Senior Pharmacist	350	3.III	1575	789,234
15	CHUB	Senior Nurse/Paramedic	350	3.III	1575	789,234
16	CHUB	Senior Registrar (Resident)	350	3.III	1575	789,234
17	CHUB	Junior Registrar (Resident)	350	3.II	1369	686,007
17	CHUB	Director of Administration	330	3.II	1369	646,807
18	CHUB	Director of finance	330	3.II	1369	646,807
19	CHUB	Head of Clinical Department	350	2.III	1890	947,080

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20	CHUB	Junior Nurse Consultant/Paramedic	350	3.II	1369	686,007
21	CHUB	Junior/Dentist	350	3.II	1369	686,007
22	CHUB	Junior Pharmacist	350	3.II	1369	686,007
23	CHUB	Quality assurance manager	350	3.II	1369	679,366
29	CHUB	Matron	350	3.II	1369	679,366
24	CHUB	Medical Officer	350	4.III	1313	651,576
25	CHUB	Human Resource Manager	300	4.III	1313	558,494
26	CHUB	Dentist	350	4.II	1141	566,221
29	CHUB	Legal Affairs	300	4.III	1313	558,494
27	CHUB	Pharmacist	350	4.II	1141	566,221
28	CHUB	Junior Specialists Nurse/ Paramedic	350	4.II	1141	566,221
30	CHUB	Nurse/Allied Services A0	350	4.II	1141	566,221
31	CHUB	Public Relations and Communication Officer	300	4.II	1141	485,333
42	CHUB	Human Resources in charge of Staff Administration	300	4.II	1141	485,333
43	CHUB	Human Resources in charge of Remuneration & Ben.	300	4.II	1141	485,333
35	CHUB	Chief IT & program manager	300	5.III	1094	465,341
39	CHUB	Chief Accountant	300	5.III	1094	465,341
32	CHUB	Planner	300	5.II	951	404,515
33	CHUB	Statistician	300	5.II	951	404,515
34	CHUB	Budget Officer	300	5.II	951	404,515
36	CHUB	Network administration officer	300	5.II	951	404,515
37	CHUB	ICT Maintenance	300	5.II	951	404,515
38	CHUB	General maintenance	300	5.II	951	404,515
40	CHUB	Internal Auditor	300	5.II	951	404,515
41	CHUB	Procurement Officer	300	5.II	951	404,515
43	CHUB	Asset Management Officer	300	5.II	951	404,515
44	CHUB	Billing and invoicing Officer	300	5.II	951	404,515
45	CHUB	Accountant	300	5.II	951	404,515
46	CHUB	Logistics Officer	300	5.II	951	404,515
47	CHUB	Nurse/Allied Services A1 Responsible	300	6.II	793	337,308
48	CHUB	Librarian	300	6.II	793	337,308
49	CHUB	Archivists	300	6.II	793	337,308
50	CHUB	Customer care	300	6.II	793	337,308

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51	CHUB	Coordinator of administrative and clinical staff guards	350	6.II	793	393,526
50	CHUB	Nurse/Allied Services A1	350	7.II	660	327,525
51	CHUB	General maintenance Assistant	300	7.II	660	280,736
52	CHUB	Administrative Assistant	300	7.II	660	280,736
53	CHUB	Waste manager	300	7.II	660	280,736
53	CHUB	In Charge of Billing & invoicing	300	8.II	508	216,081
54	CHUB	Secretary	300	8.II	508	216,081
55	CHUB	Nurse/Allied Services A2	350	8.II	508	252,095
56	CHUB	Production officer	300	8.II	508	216,081
57	CHUB	Storekeeper	300	8.II	508	216,081
58	CHUB	Principal cashier	300	8.II	508	216,081
59	CHUB	Cashier	300	8.II	508	216,081
60	CHUB	Transport Officer	300	9.II	391	166,315
61	CHUB	Switch Board operator	300	10.II	300	127,607
62	CHUB	Security officer	300	10.II	300	127,607
63	CHUB	Plumber	300	10.II	300	127,607
64	CHUB	Drivers	300	10.II	300	127,607
<b>Centre Hospitalier Universitaire de KIGALI (CHUK)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
1	CHUK	Director General of CHUK	500	E	3156	2,011,950
2	CHUK	Senior Consultant Doctor / Chief Consultant Doctor	441	F	2869	1,613,167
3	CHUK	Consultant Doctor	350	1.IV	2608	1,163,820
4	CHUK	Senior Consultant pharmacist / Medical Director	350	1.IV	2608	1,163,820
5	CHUK	Director of Clinical CHU's	350	1.IV	2608	1,163,820
6	CHUK	Senior Consultant Nurse / Senior Consultant in allied Sciences	350	1.IV	2608	1,306,871
7	CHUK	Junior Consultant Doctor/Dental Surgeon	350	2.III	1890	947,080
8	CHUK	Junior Consultant / (Medical/Surgeon) / Consultant Pharmacist	350	2.III	1890	947,080
9	CHUK	Consultant nurse/ Paramedical	350	2.III	1890	947,080
10	CHUK	Head of clinical Department	350	2.III	1890	947,080
11	CHUK	Junior Consultant pharmacist	350	3.III	1575	789,234

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12	CHUK	Chief Dental Surgeon	350	3.III	1575	789,234
13	CHUK	Director of Nursing	350	3.III	1575	789,234
14	CHUB	Senior Registrar (Resident)	350	3.III	1575	789,234
15	CHUB	Junior Registrar (Resident)	350	3.II	1369	686,007
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	679,366
19	CHUK	Legal Affairs	300	4.III	1313	558,494
20	CHUK	Medical Officer	350	4.III	1313	651,576
21	CHUK	Pharmacist A0	350	4.III	1313	651,576
22	CHUK	Human Resource Manager	300	4.III	1313	558,494
23	CHUK	Public Relations and Communication Officer	300	4.II	1141	485,333
24	CHUK	Dental Surgeon	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 & Ben.	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

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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	Administrative Assistant	300	5.II	951	404,515
46	CHUK	Nurse/Allied Services Manager	300	6.II	793	337,308
47	CHUK	Customer Care Office	300	6.II	793	337,308
48	CHUK	Coordinator of administrative and clinical staff guards	350	6.II	793	393,526
49	CHUK	Librarian	300	6.II	793	337,308
50	CHUK	Nurse/Allied Services A1	350	7.II	660	327,525
51	CHUK	General maintenance Assistant	300	7.II	660	280,736
52	CHUK	Waste manager	300	7.II	660	280,736
53	CHUK	Principle cashier	300	7.II	660	280,736
54	CHUK	Secretary	300	8.II	508	216,081
55	CHUK	Cashier	300	8.II	508	216,081
56	CHUK	Nurse/Allied Services A2	350	8.II	508	252,095
57	CHUK	Receptionist	300	8.II	508	216,081
58	CHUK	In Charge of Billing & invoicing	300	8.II	508	216,081
59	CHUK	Storekeeper	300	8.II	508	216,081
60	CHUK	In Charge of Medical Records	300	8.II	508	216,081
61	CHUK	Transport manager	300	9.II	391	166,315
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
<b>District Hospital and Health Center</b>						
		<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
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



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5	Hospital/Health Center	Pharmacist Junior Specialist	300	4.II	1141	485,333
6	Hospital/Health Center	Medical Chief 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 Practitioner	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 A0	300	5.II	951	404,515
11	Hospital/Health Center	Pharmacist	300	5.II	951	404,515
12	Hospital/Health Center	Nurse, Midwife, Social Worker and Other Health Technician A0	300	5.II	951	404,515
13	Hospital/Health Center	Statistician, Monitoring & Evaluation 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	Head of Health Center A1	300	7.III	759	322,846
18	Hospital/Health Center	Others A0	300	6.II	793	337,308
19	Hospital/Health Center	Chef Nursing A1	300	7.III	759	322,846
20	Hospital/Health Center	Nurse, Midwife A1 Responsible of service	300	7.III	759	322,846
21	Hospital/Health Center	Nurse, Midwife, Social Worker and Other Health Technician A1	300	7.II	660	280,736
22	Hospital/Health Center	Others A1	300	7.II	660	280,736
23	Hospital/Health Center	Head of Health Center A2	300	9.III	450	191,411
24	Hospital/Health Center	Nurse A2 responsible of service	300	9.III	450	191,411
25	Hospital/Health Center	Nurse, Social Worker, Maintenance, other Health Technician A2	300	9.II	391	166,315
26	Hospital/Health Center	Other Staff A2	300	9.II	391	166,315
27	Hospital/Health Center	Other Staff A3	300	11.II	231	98,258
28	Hospital/Health Center	Driver	300	11.II	231	98,258
29	Hospital/Health Center	Health Auxiliary A4	300	12.II	177	75,288

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<b>Ministry of Infrastructure (MININFRA)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
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
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	Planning, 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 Devpt	300	4.II	1141	485,333
26	MININFRA	Legal Officer in charge of Transport	300	4.II	1141	485,333

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27	MININFRA	Human Resources Officer	300	4.II	1141	485,333
28	MININFRA	Statistics & DB	300	4.II	1141	485,333
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 Minister of State	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
<b>Rwanda Transport Development Authority (RTDA)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
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
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

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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
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

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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
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

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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
<b>Rwanda Housing Authority (RHA)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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
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

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25	RHA	Facilities and Security Construction Engineer	400	4.II	1141	647,110
26	RHA	Urban Planning & Tools Development Engineer	400	4.II	1141	647,110
27	RHA	Physical Development Engineer	400	4.II	1141	647,110
28	RHA	Resettlement Action Plan Engineer	400	4.II	1141	647,110
29	RHA	Informal Settlement 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
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

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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

**Road Maintenance Fund (RMF)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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 Salary (Rwf/Month)
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



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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
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 Vehicle 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 Salary (Rwf/Month)
1	EWSA	Director General	650	E	3156	2,723,234
2	EWSA	Deputy Director General of Energy	650	F	2869	2,534,331
3	EWSA	Deputy Director General Corporate Services	650	F	2869	2,534,331
4	EWSA	Deputy Director General of Water and Sanitation	650	F	2869	2,534,331
5	EWSA	Head of Electricity Utility Division	500	2.III	1890	1,352,972
6	EWSA	Head of Energy Development Division	500	2.III	1890	1,352,972

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7	EWSA	Head of Water and sanitation Development Division	500	2.III	1890	1,352,972
8	EWSA	Head of Water and Sewerage Utility Division	500	2.III	1890	1,352,972
9	EWSA	Director of Sewerage Operations Unit	500	3.II	1369	980,010
10	EWSA	Director of Energy Planning and Research development Unit	500	3.II	1369	980,010
11	EWSA	Director of Corporate Planning Unit	500	3.II	1369	980,010
12	EWSA	Director Electricity Distribution Unit	500	3.II	1369	980,010
13	EWSA	Director of Administration and Human Resources Unit	500	3.II	1369	980,010
14	EWSA	Director of Asset and Logistics Unit	500	3.II	1369	980,010
15	EWSA	Director of Development Support Services Unit	500	3.II	1369	980,010
16	EWSA	Director of District Support Unit	500	3.II	1369	980,010
17	EWSA	Director of Electricity Utility planning Unit	500	3.II	1369	980,010
18	EWSA	Director of Electricity Commercial Unit	500	3.II	1369	980,010
19	EWSA	Director of Electricity Transmission Unit	500	3.II	1369	980,010
20	EWSA	Director of Electricity Utility support Unit	500	3.II	1369	980,010
21	EWSA	Director of Finance , Budget & Accounting Unit	500	3.II	1369	980,010
22	EWSA	Director of Generation Unit	500	3.II	1369	980,010
23	EWSA	Director of Geothermal Development Unit	500	3.II	1369	980,010
24	EWSA	Director of ICT Unit	500	3.II	1369	980,010
25	EWSA	Director of Internal Audit Unit	500	3.II	1369	980,010
26	EWSA	Director of Lake Kivu Monitoring Unit	500	3.II	1369	980,010
27	EWSA	Director of Legal and Transaction Unit	500	3.II	1369	980,010
28	EWSA	Director of National Control Center Unit	500	3.II	1369	980,010
29	EWSA	Director of PR & Communication Unit	500	3.II	1369	980,010
30	EWSA	Director of Procurement and Management Unit	500	3.II	1369	980,010
31	EWSA	Director of Revenue Protection and Safeguards	500	3.II	1369	980,010
32	EWSA	Director of Water Commercial Unit	500	3.II	1369	980,010
33	EWSA	Director of Water Distribution Unit	500	3.II	1369	980,010
34	EWSA	Director of Water Production Unit	500	3.II	1369	980,010
35	EWSA	Director of Water Utility Planning Unit	500	3.II	1369	980,010
36	EWSA	Director of Water Utility Support Unit	500	3.II	1369	980,010
37	EWSA	Strategic Advisory Analyst	500	3.II	1369	980,010
38	EWSA	Branch manager	500	4.III	1313	930,823

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39	EWSA	Chief of Project Implementation	500	4.III	1313	930,823
40	EWSA	Electricity Logistics Manager	500	4.III	1313	930,823
41	EWSA	Electricity Standards Section Manager	500	4.III	1313	930,823
42	EWSA	EWSA Delegate to RDB	500	4.III	1313	930,823
43	EWSA	Finance and Administration Manager	500	4.III	1313	930,823
44	EWSA	Head Non Revenue Water	500	4.III	1313	930,823
45	EWSA	Head of Accountancy Management	500	4.III	1313	930,823
46	EWSA	Head of Administration and Logistics	500	4.III	1313	930,823
47	EWSA	Head of Billing & Recovery	500	4.III	1313	930,823
48	EWSA	Head of Drilling Engineer	500	4.III	1313	930,823
49	EWSA	Head of Electricity Marketing	500	4.III	1313	930,823
50	EWSA	Head of Electricity Metering	500	4.III	1313	930,823
51	EWSA	Head of Electricity Prepayment	500	4.III	1313	930,823
52	EWSA	Head of Electricity Utility Accountant	500	4.III	1313	930,823
53	EWSA	Head of Equipment Maintenance	500	4.III	1313	930,823
54	EWSA	Head of Finance & Administration Manager - Lake Kivu	500	4.III	1313	930,823
55	EWSA	Head of Fuel-Grg-Store	500	4.III	1313	930,823
56	EWSA	Head of Marketing and Customers Service	500	4.III	1313	930,823
57	EWSA	Head of Master Planning	500	4.III	1313	930,823
58	EWSA	Head of Medium and Special Customers	500	4.III	1313	930,823
59	EWSA	Head of Metering	500	4.III	1313	930,823
60	EWSA	Head of MV/LV line Maintenance	500	4.III	1313	930,823
61	EWSA	Head of Network Extensions	500	4.III	1313	930,823
62	EWSA	Head of Asset and Logistics	500	4.III	1313	930,823
63	EWSA	Head of Treasury	500	4.III	1313	930,823
64	EWSA	Head of Procurement Operations Section	500	4.III	1313	930,823
65	EWSA	Head of Renewable Energy	500	4.III	1313	930,823
66	EWSA	Head of S/S GIKONDO POST	500	4.III	1313	930,823
67	EWSA	Head of S/S SCADA	500	4.III	1313	930,823
68	EWSA	Head of Water Network Operations	500	4.III	1313	930,823
69	EWSA	Head of Water Supply Monitoring	500	4.III	1313	930,823
70	EWSA	Head of water Utility Accountant	500	4.III	1313	930,823
71	EWSA	Health Care Services Manager	500	4.III	1313	930,823

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72	EWSA	HR Administration Manager	500	4.III	1313	930,823
73	EWSA	HR Operations Manager	500	4.III	1313	930,823
74	EWSA	HV Lines and SUB Station Maintenance Manager	500	4.III	1313	930,823
75	EWSA	Large Water Treatment Plant Manager	500	4.III	1313	930,823
76	EWSA	Lead Officer Scientist, Lake Kivu Monitoring Section	500	4.III	1313	930,823
77	EWSA	Legal Advisor- External Litigations	500	4.III	1313	930,823
78	EWSA	Legal Advisor- Insurances	500	4.III	1313	930,823
79	EWSA	Legal Advisor- Internal Litigations	500	4.III	1313	930,823
80	EWSA	Legal Advisor-Agreements	500	4.III	1313	930,823
81	EWSA	Network Planning and Master plan Section Manager	500	4.III	1313	930,823
82	EWSA	OF& Communication Engineer	500	4.III	1313	930,823
83	EWSA	Plant Maintenance Manager	500	4.III	1313	930,823
84	EWSA	Power Plant Manager	500	4.III	1313	930,823
85	EWSA	Principal Risk & Compliance Auditor	500	4.III	1313	930,823
86	EWSA	Principal Finance & Commercial Auditor	500	4.III	1313	930,823
87	EWSA	Principal Technical Auditor	500	4.III	1313	930,823
88	EWSA	Protection Section Manager	500	4.III	1313	930,823
89	EWSA	Renewable Energy Manager	500	4.III	1313	930,823
90	EWSA	Standards & Technical Specifications section Manager	500	4.III	1313	930,823
91	EWSA	Training and Capacity Building Manager	500	4.III	1313	930,823
92	EWSA	Water Quality Manager	500	4.III	1313	930,823
93	EWSA	WTPs Coordination Manager	500	4.III	1313	930,823
94	EWSA	Biologist, Lake Kivu Monitoring	500	4.II	1141	808,888
95	EWSA	Branch Network Supervisor	500	4.II	1141	808,888
96	EWSA	Cable faults and testing Supervisor	500	4.II	1141	808,888
97	EWSA	Charcool Carbornisation Efficiency	500	4.II	1141	808,888
98	EWSA	Chief Reseau NCCC	500	4.II	1141	808,888
99	EWSA	Civil Engineer	500	4.II	1141	808,888
100	EWSA	Civil Engineer Renewable	500	4.II	1141	808,888
101	EWSA	Communication Officer	500	4.II	1141	808,888
102	EWSA	Electrical Engineer	500	4.II	1141	808,888

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103	EWSA	Electrical Engineer on 3mch	500	4.II	1141	808,888
104	EWSA	Electrical supervisor	500	4.II	1141	808,888
105	EWSA	Electrician-Operation	500	4.II	1141	808,888
106	EWSA	Electricity Network Mapping Supervisor	500	4.II	1141	808,888
107	EWSA	Energy Efficiency Manager	500	4.II	1141	808,888
108	EWSA	Energy Monitoring Evaluation Engineer	500	4.II	1141	808,888
109	EWSA	Energy Research Officer	500	4.II	1141	808,888
110	EWSA	Energy Statistician Engineer	500	4.II	1141	808,888
111	EWSA	Equipment Maintenance Supervisor	500	4.II	1141	808,888
112	EWSA	Fuel and Stores Supervisor	500	4.II	1141	808,888
113	EWSA	Generation Infrastructure Engineer	500	4.II	1141	808,888
114	EWSA	Generation Plant Engineer	500	4.II	1141	808,888
115	EWSA	Geochemist	500	4.II	1141	808,888
116	EWSA	Geochemist Engineer	500	4.II	1141	808,888
117	EWSA	Geologist	500	4.II	1141	808,888
118	EWSA	Grid Electrical Engineer	500	4.II	1141	808,888
119	EWSA	Head of Electricity Metering	500	4.II	1141	808,888
120	EWSA	Head of Fixed assets Accountant	500	4.II	1141	808,888
121	EWSA	HR Administration Branch	500	4.II	1141	808,888
122	EWSA	HR in Charge of Capacity Building & Training	500	4.II	1141	808,888
123	EWSA	HR in charge of Remuneration Officer	500	4.II	1141	808,888
124	EWSA	HR in Charge of Staff deduction Officer	500	4.II	1141	808,888
125	EWSA	HR Officer	500	4.II	1141	808,888
126	EWSA	HV Lines Engineers	500	4.II	1141	808,888
127	EWSA	Hydraulic Engineer	500	4.II	1141	808,888
128	EWSA	Hydro Engineer	500	4.II	1141	808,888
129	EWSA	Hydro Engineer	500	4.II	1141	808,888
130	EWSA	Hydro power plant operations supervisor	500	4.II	1141	808,888
131	EWSA	Hydro-Electrician	500	4.II	1141	808,888
132	EWSA	Hydro-Geologist	500	4.II	1141	808,888
133	EWSA	Hydrogist Engineer	500	4.II	1141	808,888

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134	EWSA	ICT Project Manager	500	4.II	1141	808,888
135	EWSA	Improved Cook Stoves	500	4.II	1141	808,888
136	EWSA	Industry Engineer	500	4.II	1141	808,888
137	EWSA	Lead Economist Officer	500	4.II	1141	808,888
138	EWSA	Lead Officer of Electricity Marketing	500	4.II	1141	808,888
139	EWSA	Lead Officer of Special Customer	500	4.II	1141	808,888
140	EWSA	Lead Officer Customer Services	500	4.II	1141	808,888
141	EWSA	Lead Officer Electricity Dealers Management	500	4.II	1141	808,888
142	EWSA	Lead Officer Marketing	500	4.II	1141	808,888
143	EWSA	Lead Officer of Archivist and Documentation	500	4.II	1141	808,888
144	EWSA	Lead Officer of Bacteriology	500	4.II	1141	808,888
145	EWSA	Lead Officer of Electricity Technical Prepayment	500	4.II	1141	808,888
146	EWSA	Lead Officer of Electricity Utility Accountant	500	4.II	1141	808,888
147	EWSA	Lead Officer of Revenue Protection Officer	500	4.II	1141	808,888
148	EWSA	Lead Officer of Assets Management	500	4.II	1141	808,888
149	EWSA	Lead Officer of Billing	500	4.II	1141	808,888
150	EWSA	Lead Officer of Chemistry	500	4.II	1141	808,888
151	EWSA	Lead Officer of Electricity Special Customers	500	4.II	1141	808,888
152	EWSA	Lead Officer of Electricity Customer Care	500	4.II	1141	808,888
153	EWSA	Lead Officer of Electricity Procurement	500	4.II	1141	808,888
154	EWSA	Lead Officer of Electricity Store	500	4.II	1141	808,888
155	EWSA	Lead Officer of Environment and safety	500	4.II	1141	808,888
156	EWSA	Lead Officer of Estates	500	4.II	1141	808,888
157	EWSA	Lead Officer of Garage mechanics	500	4.II	1141	808,888
158	EWSA	Lead Officer of General Store	500	4.II	1141	808,888
159	EWSA	Lead Officer of Importations	500	4.II	1141	808,888
160	EWSA	lead Officer of Land Management	500	4.II	1141	808,888
161	EWSA	Lead Officer of Non revenue Water	500	4.II	1141	808,888
162	EWSA	Lead Officer of Physic -Chemistry	500	4.II	1141	808,888
163	EWSA	Lead Officer of Sanitary	500	4.II	1141	808,888
164	EWSA	Lead Officer of Solid Waste	500	4.II	1141	808,888

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165	EWSA	Lead Officer of Water Statistic	500	4.II	1141	808,888
166	EWSA	Lead Officer Recovery	500	4.II	1141	808,888
167	EWSA	Leader Costing, Projects and Stock	500	4.II	1141	808,888
168	EWSA	Leader of Accountant of Water Utility	500	4.II	1141	808,888
169	EWSA	Electricity support Unit Director	500	4.II	1141	808,888
170	EWSA	Mechanical Engineer	500	4.II	1141	808,888
171	EWSA	Mechanical supervisor	500	4.II	1141	808,888
172	EWSA	Medium Voltage Lines Engineers	500	4.II	1141	808,888
173	EWSA	Mobile Brigade Supervisor	500	4.II	1141	808,888
174	EWSA	Network Maintenance supervisor	500	4.II	1141	808,888
175	EWSA	Network Maintenance Supervisor	500	4.II	1141	808,888
176	EWSA	Network Extension Supervisor	500	4.II	1141	808,888
177	EWSA	Network Maintenance Engineer	500	4.II	1141	808,888
178	EWSA	Network Monitoring Senior Officer	500	4.II	1141	808,888
179	EWSA	Network Operations Supervisor	500	4.II	1141	808,888
180	EWSA	OF& Communication Engineer	500	4.II	1141	808,888
181	EWSA	OFC Technician	500	4.II	1141	808,888
182	EWSA	Operations & Standards Engineer	500	4.II	1141	808,888
183	EWSA	Operations Engineer	500	4.II	1141	808,888
184	EWSA	Operations supervisor	500	4.II	1141	808,888
185	EWSA	Peat Resource Development Engineer	500	4.II	1141	808,888
186	EWSA	Petroleum Downstream Engineer	500	4.II	1141	808,888
187	EWSA	Planning engineer	500	4.II	1141	808,888
188	EWSA	Power Operation Engineer	500	4.II	1141	808,888
189	EWSA	Professional in charge of Micro Hydro	500	4.II	1141	808,888
190	EWSA	Projects Engineer	500	4.II	1141	808,888
191	EWSA	Public Relation and Event Officer	500	4.II	1141	808,888
192	EWSA	Research and Development Section Manager	500	4.II	1141	808,888
193	EWSA	Residential and Territorial	500	4.II	1141	808,888
194	EWSA	Sanitary Engineer	500	4.II	1141	808,888
195	EWSA	Sanitation Development Planning Engineer	500	4.II	1141	808,888

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196	EWSA	Sanitation Engineer	500	4.II	1141	808,888
197	EWSA	Scientist, Lake Kivu Monitoring	500	4.II	1141	808,888
198	EWSA	Senior Auditors	500	4.II	1141	808,888
199	EWSA	Senior Civil & Structural Engineer	500	4.II	1141	808,888
200	EWSA	Senior commercial officer in branch	500	4.II	1141	808,888
201	EWSA	Senior Electricity Distribution Engineer	500	4.II	1141	808,888
202	EWSA	Senior Officer elec. Distr. Net	500	4.II	1141	808,888
203	EWSA	Senior Operator	500	4.II	1141	808,888
204	EWSA	Senior Water Network Hydraulic Engineer	500	4.II	1141	808,888
205	EWSA	Small Water Treatment Plant Manager	500	4.II	1141	808,888
206	EWSA	Solar & Wind Energy Engineer	500	4.II	1141	808,888
207	EWSA	Solar Photo Voltaic Engineer	500	4.II	1141	808,888
208	EWSA	Solar Thermal and Wind Engineer	500	4.II	1141	808,888
209	EWSA	Solid Waste Management Engineer	500	4.II	1141	808,888
210	EWSA	Standards & Technical Specifications Officer	500	4.II	1141	808,888
211	EWSA	Standards & Technical Specifications Senior Officer	500	4.II	1141	808,888
212	EWSA	Standby power supply supervisor	500	4.II	1141	808,888
213	EWSA	Storage Engineer	500	4.II	1141	808,888
214	EWSA	Studies and Construction Engineer	500	4.II	1141	808,888
215	EWSA	Sub Station maintenance Supervisor	500	4.II	1141	808,888
216	EWSA	Sub Station Supervisor	500	4.II	1141	808,888
217	EWSA	Substitute Biomass	500	4.II	1141	808,888
218	EWSA	Surveyor	500	4.II	1141	808,888
219	EWSA	Thermal power plant operations supervisor	500	4.II	1141	808,888
220	EWSA	Transformer Maintenance Supervisor	500	4.II	1141	808,888
221	EWSA	Transmission Lines Senior Officer	500	4.II	1141	808,888
222	EWSA	Transmission Lines Maintenance Supervisor	500	4.II	1141	808,888
223	EWSA	Transmission Lines Officer	500	4.II	1141	808,888
224	EWSA	Water Infrastructure Planning Engineer	500	4.II	1141	808,888
225	EWSA	Water Distribution Operations Engineer	500	4.II	1141	808,888
226	EWSA	Water Monitoring Engineer	500	4.II	1141	808,888



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227	EWSA	Water Production Supervisor	500	4.II	1141	808,888
228	EWSA	Water Project Development Engineer	500	4.II	1141	808,888
229	EWSA	Water Supply Engineer	500	4.II	1141	808,888
230	EWSA	Water Supply network mapping Engineer	500	4.II	1141	808,888
231	EWSA	Water Treatment Plant Engineer	500	4.II	1141	808,888
232	EWSA	Mining Officer	500	4.II	1141	808,888
233	EWSA	Accountant Officer	500	5.II	951	674,191
234	EWSA	Accountant-Accounts Payables	500	5.II	951	674,191
235	EWSA	Accountant-Budget	500	5.II	951	674,191
236	EWSA	Accountant-Costing, Projects, Stocks	500	5.II	951	674,191
237	EWSA	Accountant-Treasury	500	5.II	951	674,191
238	EWSA	Administrative Assistant DG	500	5.II	951	674,191
239	EWSA	Administrative Assistant to DDG	500	5.II	951	674,191
240	EWSA	Administrative Assistant to the DDG	500	5.II	951	674,191
241	EWSA	Billing Officer	500	5.II	951	674,191
242	EWSA	Billing officer in branch	500	5.II	951	674,191
243	EWSA	Biologist Officer	500	5.II	951	674,191
244	EWSA	Branch accountant	500	5.II	951	674,191
245	EWSA	Branch front Desk Officer	500	5.II	951	674,191
246	EWSA	Budget accountant	500	5.II	951	674,191
247	EWSA	Budget Officer	500	5.II	951	674,191
248	EWSA	Chemistry Officer	500	5.II	951	674,191
249	EWSA	Communication Technician S/S	500	5.II	951	674,191
250	EWSA	Data Entry Clerk	500	5.II	951	674,191
251	EWSA	Database & Application	500	5.II	951	674,191
252	EWSA	Economist Officer	500	5.II	951	674,191
253	EWSA	Electricity Customers Account Officer	500	5.II	951	674,191
254	EWSA	Electricity Procurement Officer	500	5.II	951	674,191
255	EWSA	Electricity Utility Accountant	500	5.II	951	674,191
256	EWSA	Electronician	500	5.II	951	674,191
257	EWSA	Environment and safety officer	500	5.II	951	674,191

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258	EWSA	Fuel Filling Officer of	500	5.II	951	674,191
259	EWSA	Fuel Store Officer	500	5.II	951	674,191
260	EWSA	Fuel Taxes Controller Officer	500	5.II	951	674,191
261	EWSA	Garage Store Officer	500	5.II	951	674,191
262	EWSA	General Maintenance Senior Technician	500	5.II	951	674,191
263	EWSA	Geo Spatial Officer	500	5.II	951	674,191
264	EWSA	GIS Network Analyst	500	5.II	951	674,191
265	EWSA	GIS Officer	500	5.II	951	674,191
266	EWSA	ICT Officer	500	5.II	951	674,191
267	EWSA	Inspector	500	5.II	951	674,191
268	EWSA	Internal Auditors	500	5.II	951	674,191
269	EWSA	IT auditors	500	5.II	951	674,191
270	EWSA	Legal Officer- Insurances	500	5.II	951	674,191
271	EWSA	Logistics Officer	500	5.II	951	674,191
272	EWSA	Marketing Officer	500	5.II	951	674,191
273	EWSA	NCC Lines Men	500	5.II	951	674,191
274	EWSA	Network Administrator	500	5.II	951	674,191
275	EWSA	Nursing/Health Care	500	5.II	951	674,191
276	EWSA	Procurement Officer	500	5.II	951	674,191
277	EWSA	Project Impl. Officer	500	5.II	951	674,191
278	EWSA	Recovery Officer	500	5.II	951	674,191
279	EWSA	Recovery officer in Branch	500	5.II	951	674,191
280	EWSA	Revenue Protection Officer	500	5.II	951	674,191
281	EWSA	RTU Technician / SCADA S/S	500	5.II	951	674,191
282	EWSA	Sanitary Officer	500	5.II	951	674,191
283	EWSA	Senior Technicians Operator	500	5.II	951	674,191
284	EWSA	Sociologist Officer	500	5.II	951	674,191
285	EWSA	Software Developer	500	5.II	951	674,191
286	EWSA	Special customer Officer	500	5.II	951	674,191
287	EWSA	Statistician	500	5.II	951	674,191
288	EWSA	Store Manager officer	500	5.II	951	674,191

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289	EWSA	Store Stationary Officer	500	5.II	951	674,191
290	EWSA	Store Stationary Officer	500	5.II	951	674,191
291	EWSA	System Administrator	500	5.II	951	674,191
292	EWSA	Transport Officer	500	5.II	951	674,191
293	EWSA	Water Maintenance Officer	500	5.II	951	674,191
294	EWSA	Water Meter Reparation officer	500	5.II	951	674,191
295	EWSA	Water Mobile Brigade Officer	500	5.II	951	674,191
296	EWSA	Water Network Maintenance Officer	500	5.II	951	674,191
297	EWSA	Water Supply Monitoring Officer	500	5.II	951	674,191
298	EWSA	Water Utility Accountant	500	5.II	951	674,191
299	EWSA	Webmaster	500	5.II	951	674,191
300	EWSA	Archivist and Documentation	500	6.II	793	562,180
301	EWSA	Chief Technician	500	6.II	793	562,180
302	EWSA	Customer Service Officer	500	6.II	793	562,180
303	EWSA	Customers Care Officer	500	6.II	793	562,180
304	EWSA	Customers service assistant	500	6.II	793	562,180
305	EWSA	Electricity Customer Care	500	6.II	793	562,180
306	EWSA	Equipment Maintenance Technician	500	6.II	793	562,180
307	EWSA	HR Archivist	500	6.II	793	562,180
308	EWSA	Linesmen and Team Leader	500	6.II	793	562,180
309	EWSA	Maintenance Technician	500	6.II	793	562,180
310	EWSA	Procurement Archivist	500	6.II	793	562,180
311	EWSA	Protection Technician (NCC)	500	6.II	793	562,180
312	EWSA	Topographer	500	6.II	793	562,180
313	EWSA	Transmission Lines Senior Technician	500	6.II	793	562,180
314	EWSA	Transmission Lines Senior Linesmesn	500	6.II	793	562,180
315	EWSA	Transport Assistant	500	6.II	793	562,180
316	EWSA	Water Utility assistant accountant	500	6.II	793	562,180
317	EWSA	Administrative Assistant to the Head of Energy Development Department	500	7.II	660	467,893
318	EWSA	Administrative Assistant to the Head of Water & Sanitation Development Department	500	7.II	660	467,893

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319	EWSA	Administrative Assistant to the Head of Water & Sewerage Utility Department	500	7.II	660	467,893
320	EWSA	Administrative Assistant to Head of Electricity Dept	500	7.II	660	467,893
321	EWSA	Electricity Metering Technician	500	7.II	660	467,893
322	EWSA	Electricity Transmission Technician	500	7.II	660	467,893
323	EWSA	Head of Central Secretariat	500	7.II	660	467,893
324	EWSA	Lab Assistant	500	7.II	660	467,893
325	EWSA	Meter Park Technician	500	7.II	660	467,893
326	EWSA	Meter Reader in Branch	500	7.II	660	467,893
327	EWSA	Plant Electrician	500	7.II	660	467,893
328	EWSA	Plant Mechanician	500	7.II	660	467,893
329	EWSA	Plant Operator	500	7.II	660	467,893
330	EWSA	sewerage Operation Technician	500	7.II	660	467,893
331	EWSA	Store Technician	500	7.II	660	467,893
332	EWSA	Technicians Operator (A2)	500	7.II	660	467,893
333	EWSA	Technician	500	7.II	660	467,893
334	EWSA	Technician / Construction	500	7.II	660	467,893
335	EWSA	Technician /Carpenter	500	7.II	660	467,893
336	EWSA	Technician /Mechanic Garage	500	7.II	660	467,893
337	EWSA	Technician /Office furniture	500	7.II	660	467,893
338	EWSA	Technician /Security officer	500	7.II	660	467,893
339	EWSA	Technicians ( Electricity Distribution and Branches )	500	7.II	660	467,893
340	EWSA	Water Distribution Network Technician	500	7.II	660	467,893
341	EWSA	Water Meter Technician	500	7.II	660	467,893
342	EWSA	Water Treatment Plant Technician	500	7.II	660	467,893
343	EWSA	Arpenteur - Tireur de Plan	500	8.II	508	360,136
344	EWSA	Branch Storekeeper	500	8.II	508	360,136
345	EWSA	Cashier	500	8.II	508	360,136
346	EWSA	Gestion Stock Médical	500	8.II	508	360,136
347	EWSA	Kivu Lake Secretary	500	8.II	508	360,136
348	EWSA	Laborantin	500	8.II	508	360,136

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349	EWSA	Nurse	500	8.II	508	360,136
350	EWSA	Plant Storekeeper	500	8.II	508	360,136
351	EWSA	Recovery Agent in Branch	500	8.II	508	360,136
352	EWSA	Secretary in Electricity Commercial Unit	500	8.II	508	360,136
353	EWSA	Secretary of Finance , Budget & Accounting Unit	500	8.II	508	360,136
354	EWSA	Secretary in Central Secretariat	500	8.II	508	360,136
355	EWSA	Secretary in Legal & Transaction Unit	500	8.II	508	360,136
356	EWSA	Secretary of Revenue Protection and Safeguards Unit	500	8.II	508	360,136
357	EWSA	Secretary of Water Commercial Unit	500	8.II	508	360,136
358	EWSA	Storekeeper	500	8.II	508	360,136
359	EWSA	Storekeeper	500	8.II	508	360,136
360	EWSA	Technician /Data entry clerk Fuel	500	8.II	508	360,136
361	EWSA	Technician /Data entry clerk Garage	500	8.II	508	360,136
362	EWSA	Technician /Store keeper Stationery	500	8.II	508	360,136
363	EWSA	Water and Sanitation Office Secretary	500	8.II	508	360,136
364	EWSA	water Treatment Plant Storekeeper	500	8.II	508	360,136
365	EWSA	Drive Forklift	500	10.II	300	212,679
366	EWSA	Driver S (2 no. Lake Kivu)	500	10.II	300	212,679
367	EWSA	Lab Support Staff	500	10.II	300	212,679
368	EWSA	Nurse Assistant	500	10.II	300	212,679
369	EWSA	Support lines men	500	10.II	300	212,679
370	EWSA	Support operator	500	10.II	300	212,679
371	EWSA	support technicians	500	10.II	300	212,679
372	EWSA	Water Distribution Network Support Technician	500	10.II	300	212,679
373	EWSA	Water Purification and Pump Attendant	500	10.II	300	212,679
374	EWSA	Welder	500	10.II	300	212,679
375	EWSA	Branch Security Guards	500	11.II	231	163,763
376	EWSA	Dam Cleaner	500	11.II	231	163,763
377	EWSA	Electricity Commercial office cleaner	500	11.II	231	163,763
378	EWSA	Office Cleaner	500	11.II	231	163,763
379	EWSA	Office Messagers	500	11.II	231	163,763

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380	EWSA	Plant security guards	500	11.II	231	163,763
381	EWSA	Security Guards	500	11.II	231	163,763
382	EWSA	Water sources and reservoirs security guards	500	11.II	231	163,763
<b>RWANDA CIVIL AVIATION AUTHORITY (RCAA)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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 Airport 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
25	RCAA	Manager Area Control Center (ACC)	500	4.III	1313	930,823

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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	Mechanical 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 engineers	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
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

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57	RCAA	Head of Logistics and Store 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	4.II	1141	808,888
76	RCAA	Salaries and Wage Administration Officers	500	4.II	1141	808,888
77	RCAA	Administration Archives Officer	500	6.II	793	562,180
78	RCAA	Customer care	500	6.II	793	562,180
79	RCAA	Library and Records keeper	500	6.II	793	562,180
80	RCAA	Administrative Assistant to DG	500	5.II	951	674,191
81	RCAA	Electricians	500	5.II	951	674,191
82	RCAA	Plumber	500	5.II	951	674,191
83	RCAA	Marshalls	500	5.II	951	674,191
84	RCAA	Fire fighters and Ambulance Services	500	5.II	951	674,191
85	RCAA	Revenue Collectors (Road Toll and Passenger Service Fee)	500	7.II	660	467,893
86	RCAA	Butare Airstrip Staff	500	7.II	660	467,893
87	RCAA	Ruhengeri Airstrip staff	500	7.II	660	467,893



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88	RCAA	Nemba Airstrip Staff	500	7.II	660	467,893
89	RCAA	Fire fighters	500	5.II	951	674,191
90	RCAA	Fire fighting Drivers	500	5.II	951	674,191
91	RCAA	Revenue collectors airport fees, Road Toll	500	8.II	508	360,136
92	RCAA	Receptionist	500	8.II	508	360,136
93	RCAA	Aviation Security Officer	500	8.II	508	360,136
94	RCAA	Mechanical	500	8.II	508	360,136
95	RCAA	Store Officer	500	8.II	508	360,136
96	RCAA	Cashier	500	8.II	508	360,136
97	RCAA	Cashier Gisenyi	500	8.II	508	360,136
98	RCAA	Secretary	500	8.II	508	360,136
99	RCAA	Store Keeper	500	8.II	508	360,136
100	RCAA	Driver Tractor	500	8.II	508	360,136
101	RCAA	Drivers Push Back	500	10.II	300	212,679
102	RCAA	Drivers for Operations Vehicles	500	10.II	300	212,679
103	RCAA	Drivers for Apron vehicles	500	10.II	300	212,679
104	RCAA	Airport Drivers (Patrol vehicle+Ambulance)	500	10.II	300	212,679
105	RCAA	Driver Gisenyi vehicle	500	10.II	300	212,679
106	RCAA	Drivers Technical service vehicles	500	10.II	300	212,679
107	RCAA	Drivers	500	10.II	300	212,679

**Ministry of Public Service and Labour (MIFOTRA)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	MIFOTRA	Permanent Secretary	441	F	2869	1,613,167
2	MIFOTRA	Director General 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

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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	Professional 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
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)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	RIAM	Director General	441	F	2869	1613166.98
2	RIAM	Director of Training Service	400	3.II	1369	784007.91
3	RIAM	Director in charge of Research and Counseling	400	3.II	1369	784007.91
4	RIAM	Director of Administration	400	3.II	1369	784007.91
5	RIAM	Director Finance	400	3.II	1369	784007.91
6	RIAM	Human Resources Officer	400	4.II	1141	647110.00
7	RIAM	Development and Policy Strategies Officer	400	5.II	951	539352.86
8	RIAM	Project Management Officer	400	5.II	951	539352.86
9	RIAM	In charge of E-learning and language laboratory	400	5.II	951	539352.86
10	RIAM	In charge of Skills gap bridging	400	5.II	951	539352.86
11	RIAM	In charge of partnership development and customer service	400	5.II	951	539352.86
12	RIAM	In charge of ICT	400	5.II	951	539352.86
13	RIAM	Human Resources development and management officer	400	5.II	951	539352.86
14	RIAM	In charge of induction programs	400	5.II	951	539352.86
15	RIAM	In charge of gender and leadership	400	5.II	951	539352.86
16	RIAM	In charge of projects planning and development	400	5.II	951	539352.86
17	RIAM	In charge of seminars and scientific feast days	400	5.II	951	544624.93
18	RIAM	In charge of data base	400	5.II	951	539352.86

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19	RIAM	In charge of Publication, Printing and Reproduction	400	5.II	951	539352.86
20	RIAM	Internal Auditor	400	5.II	951	539352.86
21	RIAM	Budget Officer	400	5.II	951	539352.86
22	RIAM	Accountant	400	5.II	951	539352.86
23	RIAM	Librarian	400	6.II	793	449744.29
24	RIAM	In charge of Logistics and Stock	400	6.II	793	449744.29
25	RIAM	Administrative Assistant	400	7.II	660	374314.29
26	RIAM	Storekeeper	400	8.II	508	288108.57
<b>Ministry of the East African Community (MINEAC)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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, Defense, 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

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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
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

**Ministry of Natural Resources (MINIRENA)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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 Planning 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 Mgt	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 Market Mgt	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 of Central Secretariat	300	7.II	660	280,736
34	MINIRENA	Secretary	300	8.II	508	216,081

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<b>Rwanda Natural Resources Authority (RNRA)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
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
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



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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
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

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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	5.II	951	539,353
105	RNRA	Technician in Geology	400	5.II	951	539,353
106	RNRA	Technician in Geophysics	400	5.II	951	539,353
107	RNRA	Technician in Petrography / Mineralogy	400	5.II	951	539,353
108	RNRA	Technician in Geochemistry	400	5.II	951	539,353
109	RNRA	Technician in drilling	400	5.II	951	539,353
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

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116	RNRA	Secretary	400	8.II	508	288,109
117	RNRA	Central Secretariat	400	8.II	508	288,109
<b>Rwanda Environment Management Authority (REMA)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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
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

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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	Administrative Assistant to DG	500	5.II	951	674,191
36	REMA	Administrative Assistant to DDG	500	7.II	660	467,893
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

**Ministry of Local Government (MINALOC)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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

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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
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

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<b>Province</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
3	PROVINCE	Advisor to the Governor of Province	330	2.III	1890	892,962
4	PROVINCE	Director of District Development Programmes	330	3.II	1369	646,807
5	PROVINCE	Director of Good Governance & Social Affairs	330	3.II	1369	646,807
6	PROVINCE	Director of Specific Programmes	330	3.II	1369	646,807
7	PROVINCE	Regional Auditor	330	3.II	1369	646,807
8	PROVINCE	Director of Planning & Budgeting	330	3.II	1369	646,807
9	PROVINCE	ICT Officer	300	4.II	1141	485,333
10	PROVINCE	Human Resources and Budget Officer	300	4.II	1141	485,333
11	PROVINCE	Public Relations and Communication Officer	300	4.II	1141	485,333
12	PROVINCE	Accountant	300	5.II	951	404,515
13	PROVINCE	Procurement Officer	300	5.II	951	404,515
14	PROVINCE	Logistics Officer	300	5.II	951	404,515
15	PROVINCE	Administrative Assistant to the Governor of Province	300	5.II	951	404,515
16	PROVINCE	Administrative Assistant to the E.S. of Province	300	5.II	951	404,515
17	PROVINCE	Secretary in Central Secretariat	300	8.II	508	216,081
<b>Genocide Survivor's Assistance Fund (FARG)</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
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 of Programme and Mobilization 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	Project Manager	400	5.II	951	539,353

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11	FARG	In Charge of Planning and Monitoring	400	5.II	951	539,353
12	FARG	In Charge of Shelter	400	5.II	951	539,353
13	FARG	In Charge of Computer Maintenance	400	5.II	951	539,353
14	FARG	Education Officer	400	5.II	951	539,353
15	FARG	Revenue Officer	400	5.II	951	539,353
16	FARG	Network Administrator	400	5.II	951	539,353
17	FARG	Internal Auditor	400	5.II	951	539,353
18	FARG	Procurement Officer	400	5.II	951	539,353
19	FARG	Accountant	400	5.II	951	539,353
20	FARG	Budget Officer	400	5.II	951	539,353
21	FARG	Administrative Assistant	400	5.II	951	539,353
22	FARG	Customer Care Officer	400	6.II	793	449,744
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 Salary (Rwf/Month)
1	NCPD	Executive Secretary	330	G	2608	1,097,316
2	NCPD	Director of Economic and Social Empowerment 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 Friendly 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

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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
<b>Rwanda Governance Board (RGB)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
1	RGB	CEO	500	E	3156	2,011,950
2	RGB	D/CEO	441	F	2869	1,613,167
3	RGB	Division Manager	400	2.III	1890	1,082,378
4	RGB	Senior Researcher of HGS Documentation and Governance	400	2.III	1890	1,082,378
5	RGB	Advisor to the CEO	400	3.II	1369	784,008
6	RGB	Director of Governance & Service Delivery Monitoring Unit	400	3.II	1369	784,008
7	RGB	Director of Decentralization & LG Capacity Building Unit	400	3.II	1369	784,008
8	RGB	Director of Governance Promotion Unit	400	3.II	1369	776,419
9	RGB	Director of Planning & ICT Unit	400	3.II	1369	776,419
10	RGB	Director of Finance and Administration Unit	400	3.II	1369	776,419
11	RGB	Pool of HGS Documentation and Governance Researchers	400	3.II	1369	776,419
12	RGB	Legal Advisor	400	4.III	1313	744,659
13	RGB	Media Affairs & Communication Specialists	400	3.II	1369	776,419
14	RGB	Human Resources Officer	400	4.II	1141	647,110
15	RGB	Information, Education & Communication	400	4.II	1141	647,110
16	RGB	Pool of Professionals in NGO / FBO's / Political Parties	400	5.II	951	539,353
17	RGB	Pool of Professionals in charge Governance & Service Delivery Monitoring	400	5.II	951	539,353



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18	RGB	Pool of Professionals in charge of Decentralization LG Capacity Building	400	5.II	951	539,353
19	RGB	Pool of Professional in charge of Good Governance Promotion	400	5.II	951	539,353
20	RGB	ICT Officer	400	5.II	951	539,353
21	RGB	Database and Application Administrator	400	5.II	951	539,353
22	RGB	System Administrator	400	5.II	951	539,353
23	RGB	Planning Officer	400	5.II	951	539,353
24	RGB	Internal Auditor	400	5.II	951	539,353
25	RGB	Accountant	400	5.II	951	539,353
26	RGB	Budget Officer	400	5.II	951	539,353
27	RGB	Procurement Officer	400	5.II	951	539,353
28	RGB	Logistics Officer	400	5.II	951	539,353
29	RGB	Monitoring & Evaluation & Special Programs Officer	400	5.II	951	539,353
30	RGB	Administrative Assistant to CEO	400	5.II	951	539,353
31	RGB	Administrative Assistant to D/CEO	400	5.II	951	539,353
32	RGB	Customer Care Officer	400	6.II	793	449,744
33	RGB	Documentation & Publication Officer	400	6.II	793	449,744
34	RGB	Administrative Assistant to the Division Manager	400	7.II	660	374,314
35	RGB	Head of Central Secretariat	400	7.II	660	374,314
36	RGB	Secretary in Central Secretariat	400	8.II	508	288,109
<b>Rwanda Local Development Support Fund (RLDSF)</b>						
N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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
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

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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
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

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<b>ORINFOR</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
1	ORINFOR	Director General	500	E	3,156	2,011,950
2	ORINFOR	Deputy Director General	441	F	2,869	1,613,167
3	ORINFOR	Director of CRI and Community Radio	330	3.II	1,369	646,807
4	ORINFOR	Director of Administration and Finance	330	3.II	1,369	646,807
5	ORINFOR	Director of Written Media Service	330	3.II	1,369	646,807
6	ORINFOR	Director of Technical Service	330	3.II	1,369	646,807
7	ORINFOR	Director of TVR Service	330	3.II	1,369	646,807
8	ORINFOR	Director of Radio Rwanda Service	330	3.II	1,369	646,807
9	ORINFOR	Legal Officer	300	4.III	1,313	563,953
10	ORINFOR	Human Resources Manager	300	4.II	1,141	490,077
11	ORINFOR	Communications and Public Relations Officer	300	4.II	1,141	490,077
12	ORINFOR	Planning Officer	300	5.II	951	408,469
13	ORINFOR	IT Professional	300	5.II	951	408,469
14	ORINFOR	Chief Editor	300	5.II	951	408,469
15	ORINFOR	Chief Internal and External TVR producer	300	5.II	951	404,515
16	ORINFOR	Head of CRI	300	5.II	951	404,515
17	ORINFOR	Chief Accountant	300	5.II	951	404,515
18	ORINFOR	Internal and External TVR Production	300	5.II	951	404,515
19	ORINFOR	In Charge of Theatre	300	5.II	951	404,515
20	ORINFOR	Journalist	300	5.II	951	404,515
21	ORINFOR	Accountant	300	5.II	951	404,515
22	ORINFOR	TVR Antenna Controller	300	5.II	951	404,515
23	ORINFOR	Entertainer Producer	300	5.II	951	404,515
24	ORINFOR	Internal Auditor	300	5.II	951	404,515
25	ORINFOR	Marketing Officer	300	5.II	951	404,515
26	ORINFOR	Debt Recovery Officer	300	5.II	951	404,515
27	ORINFOR	Procurement Officer	300	5.II	951	404,515
28	ORINFOR	Study and Programs Officer	300	5.II	951	404,515
29	ORINFOR	Budget and Budgetary Control Officer	300	5.II	951	404,515
30	ORINFOR	Radio News Presenters	300	5.II	951	404,515
31	ORINFOR	TVR News Presenters	300	5.II	951	404,515

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32	ORINFOR	Administrative Assistant to the Director General	300	5.II	951	404,515
33	ORINFOR	TVR Cameraman	300	5.II	951	404,515
34	ORINFOR	Logistics Officer	300	6.II	793	337,308
35	ORINFOR	Documentation Officer	300	6.II	793	337,308
36	ORINFOR	FM and TV Station Operator	300	7.II	660	280,736
37	ORINFOR	Maintenance Technician	300	7.II	660	280,736
38	ORINFOR	Energy Technician	300	7.II	660	280,736
39	ORINFOR	Press Maintenance Technician	300	7.II	660	280,736
40	ORINFOR	Community Radio Technician	300	7.II	660	280,736
41	ORINFOR	Composer	300	8.II	508	216,081
42	ORINFOR	Programme Regulator	300	8.II	508	216,081
43	ORINFOR	Video Librarian	300	8.II	508	216,081
44	ORINFOR	Sound Librarian	300	8.II	508	216,081
45	ORINFOR	Press Technician	300	8.II	508	216,081
46	ORINFOR	TVR Sound Taker	300	8.II	508	216,081
47	ORINFOR	In Charge of Logistics	300	8.II	508	216,081
48	ORINFOR	TVR Assembler	300	8.II	508	216,081
49	ORINFOR	Energy Technician	300	8.II	508	216,081
50	ORINFOR	Cash receiving clerks	300	8.II	508	216,081
51	ORINFOR	Assistant Accountant CRI	300	8.II	508	216,081
52	ORINFOR	Chief of Central Secretariat	300	8.II	508	216,081
53	ORINFOR	Cashier	300	8.II	508	216,081
54	ORINFOR	In Charge of Archives	300	8.II	508	216,081
55	ORINFOR	Paying Clerk	300	8.II	508	216,081
56	ORINFOR	Secretary	300	8.II	508	216,081
57	ORINFOR	Driver	300	10.II	300	127,607

**Ministry of Disaster Management and Refugee Affairs (MIDIMAR)**

N°	INSTITUTION	POST	I.V	Level	Index	Gross Salary (Rwf/Month)
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 & Programs Coordination Unit	330	3.II	1369	646,807
5	MIDIMAR	Director of Research & Public Awareness Unit	330	3.II	1369	646,807

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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
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

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<b>CRP GITAGATA</b>						
<b>N°</b>	<b>INSTITUTION</b>	<b>POST</b>	<b>I.V</b>	<b>Level</b>	<b>Index</b>	<b>Gross Salary (Rwf/Month)</b>
1	CRP GITAGATA	Director	330	3.II	1369	646,807
2	CRP GITAGATA	Psychologist	300	5.II	951	404,515
3	CRP GITAGATA	Social Workers	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° 92/03 ryo kuwa 01/03/2013 rihindura kandi ryuzuza 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

Seen to be annexed to the Prime Minister's Order n° 92/03 of 01/03/2013 modifying and complementing the Prime Minister's Order n°53/03 of 14/07/2012 establishing salaries and fringe benefits for public servants of the Central Government

Vu pour être annexé à l'Arrêté du Premier Ministre n° 92/03 du 01/03/2013 modifiant et complétant 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 01/03/2013

Kigali, on 01/03/2013

Kigali, le 01/03/2013

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(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

(sé)

**MUREKEZI Anastase**  
Minister of Public Service and Labour

(sé)

**MUREKEZI Anastase**  
Ministre de la Fonction Publique et du Travail

**Bibonywe kandi bishyizweho Ikirango cya  
Repubulika:**

**Seen and Sealed with the Seal of the Republic:**

**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