

ITEKA RYA PEREZIDA N° 53/01 RYO KU
WA 19/08/2015 RISHYIRAHU
IMBONERAHAMWE Y'URUTONDE
RW'IMIRIMO N'IMIBARE FATIZO
Y'IMISHAHARA MU BUTEGETSI BWA
LETA

PRESIDENTIAL ORDER N° 53/01 RYO KU
WA 19/08/2015 ESTABLISHING THE JOB
CLASSIFICATION AND SALARY INDEX
GRID IN PUBLIC SERVICE

ARRETE PRESIDENTIEL N°53/01 DU
19/08/2015 PORTANT CLASSIFICATION
DES EMPLOIS ET GRILLE INDICIAIRE
DE SALAIRES DANS LA FONCTION
PUBLIQUE

ISHAKIRO

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Twebwe, KAGAME Paul,
Perezida wa Repubulika;

We, KAGAME Paul,
President of the Republic;

Nous, KAGAME Paul,
Président de la République ;

Dushingiye ku Itegeko Nshinga rya Repubulika y'u Rwanda ryo ku wa 04 Kamena 2003 nk'uko ryavuguruwe kugeza ubu, cyane cyane mu ngingo zaryo, iya 112, iya 113, iya 121, n'iya 201;

Pursuant to the Constitution of the Republic of Rwanda of 04 June 2003 as amended to date, especially in Articles 112, 113, 121 and 201

Vu la Constitution de la République du Rwanda du 04 juin 2003 telle que révisée à ce jour, spécialement en ses articles 112, 113, 121 et 201

Dushingiye ku Itegeko n° 86/2013 ryo ku wa 11/09/2013 rishyiraho sitati rusange igenga abakozi ba Leta, cyane cyane mu ngingo yaryo iya 5, iya 6 n'iya 54 ;

Pursuant to Law n° 86/2013 of 11/09/2013 establishing the general statutes for public service, especially in Articles 5, 6 and 54;

Vu la Loi n° 86/2013 du 11/09/2013 portant statut général de la fonction publique, spécialement en ses articles 5, 6 et 54;

Dusubiye ku Iteka rya Perezida n° 17/01 ryo ku wa 23/01/2013 rishyiraho imbonerahamwe y'urutonde rw'imirimo mu Butegetsi bwa Leta;

Reviewing Presidential Order n° 17/01 of 23/01/2013 establishing the job classification in Rwanda Public Service;

Revu l'Arrêté Présidentiel n° 17/01 du 23/01/2013 portant classification des emplois de l'Administration Publique;

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

On proposal by the Minister of Public Service and Labour;

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

Inama y'Abaminisitiri yateranye ku wa 29/07/2014 imaze kubizuzuma no kubyemeza;

After consideration and approval by the Cabinet, in its session of 29/07/2014;

Après examen et adoption par le Conseil des Ministres, en sa séance du 29/07/2014;

TWATEGETSE KANDI DUTEGETSE:

**HAVE ORDERED AND DO HEREBY
ORDER:**

AVONS ARRETE ET ARRETONS :

UMUTWE WA MBERE: INGINGO RUSANGE

Ingingo ya mbere: Icyo iri teka rigamije

Iri teka rishyiraho imbonerahamwe y'urutonde rw'imirimo n'imibare fatizo y'imishahara mu butegetsi bwa Leta.

Ingingo ya 2: Imirimo irebwa n'urutonde

Urutonde rureba imyanya yose y'imirimo mu butegetsi bwa Leta.

Urutonde rw'imirimo rugaragaza imyanya y'imirimo ngenderwaho mu butegetsi bwa Leta.

UMUTWE WA II: URUTONDE RW'IMIRIMO

Ingingo ya 3: Ibigenderwaho mu kugena urutonde

Imirimo yo mu butegetsi bwa Leta ishyirwa mu byiciro hakurikijwe ibigenderwaho bijyanye n'urwego rw'amashuri asabwa, uburambe ku kazi, imiterere y'umurimo ku rwego rwa tekiniki, ukwibwiriza n'ubwisanzure mu mikorere, kimwe n'uruhare uwuriho agira mu ifatwa ry'ibyemezo n'ishyirwa mu bikorwa ryabyo.

CHAPTER ONE: GENERAL PROVISIONS

Article One: Purpose of this Order

This Order establishes the job classification and salary index grid in public service.

Article 2: Application of Job Classification

The job classification shall apply to all the jobs in public service.

The job classification table indicates benchmarking jobs in public service.

CHAPTER II: JOB CLASSIFICATION

Article 3: Criteria for classification

Jobs in public service shall be classified according to the criteria linked to the required educational qualifications, professional experience, the technical nature of the job, initiative and autonomy, as well as the degree of responsibility and decision – making.

CHAPITRE PREMIER : DISPOSITIONS GENERALES

Article premier : Objet du présent arrêté

Le présent arrêté porte classification des emplois et grille indiciaire de salaires dans la fonction publique.

Article 2: Application de la classification des emplois

La classification des emplois s'applique à tous les emplois de la fonction publique.

Le tableau de classification des emplois indique les emplois de référence au sein de la fonction publique.

CHAPITRE II: CLASSIFICATION DES EMPLOIS

Article 3: Critères de classification

Les emplois de la fonction publique sont classés conformément aux critères liés au niveau de formation requise, expérience professionnelle, technicité exigée par l'emploi, initiative et autonomie ainsi que le degré de responsabilité et de prise de décision.

Ingingo ya 4: Ibyiciro by'imirimo

Icyiciro cy' imirimo gikubiyemo imirimo ifite ibyo ihuje mu byerekeye imiterere y'inshingano n'ibikorwa abayirimo basabwa, uburyo bw'ishyirwa mu myanya, bw'izamurwa mu ntera n'ubw'isuzumamikorere, ibyangombwa bigenerwa akazi n'imiterere yako, kimwe n'uburyo bwo kuva ku kazi burundu.

Urwego rw'umurimo ni aho umurimo uherereye n'uruhererekane rw'imiyoborere mu cyiciro urimo.

Ingazi ntambike yerekana aho umurimo cyangwa umwanya uyu n'uyu uherereye mu cyiciro kimwe cy'umurimo mu buryo ntambike.

Imirimo yo mu butegetsi bwa Leta iri mu byiciro bine (4) bikurikira:

- 1° icyiciro cy'imirimo ya politiki n'iy'ubuyobozi;
- 2° icyiciro cy'imirimo y'aba porofesiyoneri;
- 3° icyiciro cy'imirimo ya tekini;
- 4° icyiciro cy'imirimo yunganira

Ingingo ya 5: Icyiciro cy'imirimo ya politiki n'iy'ubuyobozi

Icyiciro cy'imirimo ya politiki n'iy'ubuyobozi cyerekeranye n'imyanya y'akazi yose ba nyirayo

Article 4: Job categories

Category shall refer to a grouping of jobs with common characteristics with regard to the nature of duties or tasks assigned, access criteria, promotion and assessment modalities, conditions of service and organisation, as well as the mode for job termination.

Employment level refers to the hierarchical positioning of the job on a classification scale.

Echelon shall refer to the indicator which specifies the horizontal promotional status of employees in the same job.

Jobs in public service shall be grouped in the following four (4) categories:

- 1° the category of political appointment and senior public servants;
- 2° the category of professionals;
- 3° the category of technicians;
- 4° the category of supporting staff.

Article 5: Political and senior public servants category

The political and senior public servants category shall refer to any employment position whereby

Article 4 : Catégories d'emplois

La catégorie est un regroupement d'emplois ayant des caractéristiques communes en ce qui concerne la nature des fonctions ou tâches exercées, les critères d'accès, les modalités de promotion et d'évaluation, les conditions de travail et son organisation, ainsi que le mode de cessation des services.

Le niveau de l'emploi est le positionnement hiérarchique de cet emploi sur une échelle de classification.

L'échelon est l'indicateur qui précise la situation d'avancement horizontal d'un agent dans un même emploi.

Les emplois de la fonction publique sont regroupés en quatre (4) catégories suivantes :

- 1° la catégorie des emplois politiques et de hauts fonctionnaires publics ;
- 2° la catégorie des professionnels ;
- 3° la catégorie des techniciens ;
- 4° la catégorie des emplois d'exécution.

Article 5: Catégorie des emplois politiques et des hauts fonctionnaires

La catégorie des emplois politiques et des hauts fonctionnaires se rapporte à toute position de

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bakora ijyanye no guhagararira ubutegetsi bw'Igihugu n'ubusugire bwacyo cyangwa kugihagararira mu mahanga, imirimo yo kuyobora ibikorwa no kubihuza.

the incumbent performs duties representing the authority of the State, duties reflecting national sovereignty or representing the Country abroad, supervisory, managerial and coordination duties.

travail où le titulaire exerce des fonctions de représentation de l'autorité de l'Etat, d'expression de la souveraineté nationale, de représentation du pays à l'extérieur, de supervision, de gestion et de coordination.

Ingingo ya 6: Icyiciro cy'imirimo y'abaporofesiyoneli

Icyiciro cy'imirimo y'abaporofesiyoneli cyerekeranye n'imyanya y'akazi yose ba nyirayo bakora ijyanye no gutegura ibigomba gukorwa, gukurikirana, kugenzura no gusuzuma uburyo bikorwamo, gusesengura no gukora ubushakashatsi, gutegura za politiki, kwerekana ibyerekezo no kugaragaza uko byashyirwa mu bikorwa.

Article 6: Category of professional employment

The professional category shall refer to any employment position whereby the incumbent performs planning, monitoring and evaluation duties, carries out analysis and research, formulates policies, guidelines and implementation strategies.

Article 6: Catégorie des emplois professionnels

La catégorie des emplois professionnels se rapporte à toute position de travail où le titulaire exerce des fonctions de planification, contrôle, suivi et évaluation, analyses et recherches, conception de politiques, orientations et stratégies de mise en œuvre.

Ingingo ya 7: Icyiciro cy'imirimo ya tekiniki

Icyiciro cy'imirimo ya tekiniki cyerekeranye n'imyanya y'akazi ba nyirayo bakora bashyira mu bikorwa imirimo y'ubuhanga n'iyerekeranye n'ibya tekiniki.

Article 7: Category of technical employment

The technical category shall refer to any employment position whereby the incumbent performs duties or tasks of technical implementation nature.

Article 7 : Catégorie des emplois techniques

La catégorie des emplois techniques se rapporte à toute position de travail où le titulaire exerce des fonctions de mise en application technique.

Ingingo ya 8: Icyiciro cy'imirimo yunganira

Icyiciro cy'imirimo yunganira cyerekeranye n'imyanya y'akazi nyirayo akora imirimo yeretswe ku buryo ntawe azenzura nta n'undi yayishinga. Akora imirimo yunganira abandi ashingiye ku mabwiriza ahabwa n'umuyobora.

Article 8: Category of supporting staff

The supporting staff category shall refer to any employment position whereby the incumbent performs simple supporting duties in accordance with the supervisor's guidance and without any supervisory role or possibilities of delegation. He/she applies to support tasks following the guidelines of the hierarchical superior.

Article 8 : Catégorie des emplois d'exécution

La catégorie des emplois d'exécution se rapporte à toute position de travail où le titulaire exerce des fonctions de simple exécution sans rôle de supervision, ni possibilité de délégation. Il s'applique à des tâches d'appui conformément aux directives du supérieur hiérarchique.

Ingingo ya 9: Imyanya yo mu byiciro

Urutonde rw'imirimo rukozwe ku buryo imirimo yose ikusanirizwa mu mbonerahamwe igizwe n'ibyiciro bine (4) buri cyose kirimo inzego makumyabiri (20), urwa 14 murizo rukaba ari rwo ruhera hasi, naho urwa A rukaba ari rwo rusumba izindi; n'ingazi cumi n'esheshatu (XVI), iya mbere I muri zo ikaba ari yo ntoya ku zindi, na ho iya XVI ikaba ari yo izisumba.

Inzego makumyabiri (20) zirimo uduce umunani (8) twanditse mu nyuguti kuva kuri 'A' kugeza kuri 'H' twerekeye imirimo ya politiki n'abayobozi bakuru bavugwa mu mbonerahamwe y'imyanya y'imirimo, muri two 'A' kakaba ariko ko hejuru, naho 'H' kakaba ariko gahera utundi; n'uduce cumi na tubiri (12) twanditse mu mibare kuva kuri 3 kugeza kuri 14 twerekeye imirimo y'abayobozi, iy'abaporofesiyoneli, iya tekini n'imirimo yunganira, muri two '14' kakaba ariko gato muri twose, naho '3' kakaba ariko gasumba utundi.

Mu mbonerahamwe y'urutonde rw'imirimo inyuguti ya 'G' ibangikana n'umubare '1' naho 'H' ikabangikana na '2'.

Ingingo ya 10 : Kuzamuka mu ntera ntambike

Mu mbonerahamwe y'imibare fatizo, ingazi ntambike itangirirwaho ku myanya y'imirimo iri ku rwego rwa A kugeza kuri G/1 ni IV, mu gihe imyanya y'imirimo iri ku rwego rwa H/2 igira ingazi ntambike itangirirwaho ya III.

Article 9: Positioning in categories

Job classification shall be carried out by grouping all the jobs in a general framework comprising four (4) categories and positioning them on a scale consisting of twenty (20) levels, of which the 14th shall be the lowest and 'A' the highest level, and sixteen (XVI) grades of which 'I' shall be the lowest and XVI the highest grade.

The twenty (20) levels shall be broken down in eight (8) levels expressed in letters from 'A' to 'H' representing political and other specified senior servants in the classification table where 'A' shall be the highest and 'H' the lowest position; and twelve (12) levels expressed in numbers from 3 to 14 representing the directors, professional, technical and junior jobs, where '14' shall be the lowest and '3' the highest position.

In the classification table the letters 'G' and 'H' shall respectively overlap with numbers '1' and '2'.

Article 10 : Horizontal step promotion

According to the index grid table, the horizontal step' entry point for job positions on A to G/1 levels shall be IV, while it shall be III for job positions on H/2 level.

Article 9: Positionnement dans les catégories

La classification des emplois se fait en regroupant tous les emplois dans un cadre général comprenant quatre (4) catégories et en les positionnant sur une échelle comprenant vingt (20) niveaux, 14 étant le niveau le plus bas, et A étant le niveau le plus élevé, et seize (XVI) échelons, I étant l'échelon le plus bas, et XVI étant l'échelon le plus élevé.

Les vingt (20) niveaux comprennent huit (8) niveaux exprimés sous forme de lettres allant de 'A' à 'H' correspondant aux emplois politiques et autres hauts fonctionnaires spécifiés dans le tableau de classification, 'A' étant le positionnement le plus élevé et 'H' étant le positionnement le moins élevé, et douze (12) niveaux exprimés en chiffres allant de 3 à 14 correspondant aux emplois des directeurs, professionnels, des techniciens, et du personnel d'exécution, '14' étant le positionnement le moins élevé et '3' étant le positionnement le plus élevé.

Dans le tableau général de classification des emplois, les lettres 'G' et 'H' correspondent respectivement aux nombres '1' et '2'.

Article 10 : Progression en échelons

Dans la grille indiciaire de salaire, l'échelon de départ pour les postes d'emplois de niveau A jusqu'au niveau G/1 est IV, alors que pour les emplois de niveau H/2, l'échelon de départ est III.

Iyo imyanya y'imirimu iri ku nzego za 3 kugeza kuri 14, kuyizamukaho mu ntera ntambike uva kuri I ujya kuri II bihesha umukozi uzamuwe uburenganzira ku nyongera ya gatanu ku ijana (5%) y'umubare fatizo. Kuva ku ngazi ntambike ya II ujya kuya III, bihesha umukozi uzamuwe uburenganzira ku nyongera ya cumi na gatanu ku ijana (15%) by'umubare fatizo.

Ku myanya y'imirimu yose, iyo Umukozi avuye ku ngazi ntambike ya III ajya ku ikurikiye kugeza kuya XVI, buri zamurwa mu ngazi ntambike imwe rimuhesha uburenganzira ku nyongera y'icumi ku ijana (10%) by'umubare fatizo.

Iyo umwanya w'umutangizi ufite ingazi ntambike ya III cyangwa iyisumba, buri zamurwa mu ngazi ntambike ry'umukozi uwukoraho rimuhesha uburenganzira ku nyongera y'icumi ku ijana (10%) by'umubare fatizo.

Ingingo ya 11: Imbonerahamwe y'urutonde rw'imirimu n'imbonerahamwe y'imibare fatizo

Imbonerahamwe y'urutonde rw'imirimu n'imbonerahamwe y'imibare fatizo ziri ku mugereka ya I n'uwa II y'iri teka.

Ingingo ya 12: Ibigenerwa umwanya w'umurimo

Umukozi agenerwa umushahara n'ibindi hakurikijwe uburemere bw'umurimo akora

For job positions on level 3 to 14, the horizontal promotion from step I to II shall give right to an increment of five percent (5%) of the index. From step II to III, the horizontal promotion shall give right to an increment of fifteen percent (15%) of the index.

For all jobs, each horizontal step promotion from step III gradually to XVI, the step promotion gives right to an increment of ten percent (10%) of the index.

Where a job position has an entry point of step III or higher, each horizontal step promotion applied to the incumbent shall give right to an increment of ten percent (10%) of the index.

Article 11: Job classification table and index grid

The classification table of jobs and the index grid are respectively in annex I and II of this Order.

Article 12: Job benefits

The salary and fringe benefits shall be determined in consideration of the weight of the

Pour les postes d'emplois du niveau 3 à 14, la progression horizontale de l'échelon I à l'échelon II donne à l'agent de l'Etat le droit à une augmentation de cinq pour cent (5%) de l'indice. La progression horizontale de l'échelon II à l'échelon III donne droit à une augmentation de quinze pour cent (15%) de l'indice.

De l'échelon III à l'échelon XVI la progression horizontale d'un échelon à l'autre donne droit à une augmentation de dix pour cent (10%) de l'indice, pour tous les postes d'emploi.

Toute progression horizontale pour les postes d'emploi dont l'échelon de départ est supérieur ou égal à III donne droit à une augmentation de dix pour cent (10 %) de l'indice.

Article 11: Tableau de classification des emplois et grille indiciaire

Le tableau de classification des emplois et la grille indiciaire sont respectivement aux annexes I et II du présent arrêté.

Article 12: Avantages liés à l'emploi

Le salaire et avantages liés à l'emploi sont déterminés par l'importance de la fonction

n'intera agezeho.

Icyakora iyo umushahara n'ibindi bigenerwa umukozi bigenwa mu buryo bwihariye hakurikijwe imiterere yihariye y'umurimo, urutonde rw'imirimo rwifashishwa mu bijyanye na porotokole gusa kuri iyo mirimo yihariye.

UMUTWE WA III: INGINGO ZISOZA

Ingingo ya 13: Ivanwaho ry'ingingo zinyuranije n'iri teka

Iteka rya Perezida n° 17/01 ryo ku wa 23/01/2013 rishyiraho imbonerahamwe y'urutonde rw'imirimo mu Butegetsu bwa Leta n'izindi ngingo zose z'amateka abanziriza iri zinyuranyije na ryo bivanyweho.

Ingingo ya 14: Abashinzwe kubahiriza iri teka

Minisitiri w'Intebe, Minisitiri w'Abakozi ba Leta n'Umurimo na Minisitiri w'Imari n'Igenamigambi basabwe kubahiriza iri teka.

Ingingo ya 15: Igihe iteka ritangira gukurikizwa

Iri teka ritangira gukurikizwa ku muni ritangarijweho mu Igazeti ya Leta ya Repubulika y'u Rwanda. Agaciro karyo gahera ku wa 29/07/2014.

job and the attained grade.

However, in case salaries and fringe benefits are determined according to special criteria required by the nature of the service, the job classification shall be referred to for protocol purposes only.

CHAPTER III: FINAL PROVISIONS

Article 13: Repealing provision

The Presidential Order n° 17/01 of 23/01/2013 establishing the job classification in Rwanda Public Service and all other prior regulations contrary to this Order are hereby repealed.

Article 14: Authorities responsible for the implementation of this Order

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

Article 15: Commencement

This Order shall come into force on the date of its publication in the Official Gazette of the Republic of Rwanda. It shall take effect as of 29/07/2014.

exercée et le grade atteint.

Cependant, au cas où les salaires et autres avantages sont déterminés sur base des critères spéciaux requis par la nature du service concerné, la classification des emplois sert pour usage protocolaire seulement.

CHAPITRE III : DISPOSITIONS FINALES

Article 13: Disposition abrogatoire

L'Arrêté Présidentiel n° 17/01 du 23/01/2013 portant classification des emplois de l'Administration Publique ainsi que toutes les dispositions réglementaires antérieures contraires au présent arrêté sont abrogés.

Article 14: Autorités chargées de l'exécution du présent arrêté

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

Article 15: Entrée en vigueur

Le présent arrêté entre en vigueur le jour de sa publication au Journal Officiel de la République du Rwanda. Il sort ses effets à partir du 29/07/2014.

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Kigali, ku wa 19/08/2015

(sé)
KAGAME Paul
Perezida wa Repubulika

(sé)
MUREKEZI Anastase
Minisitiri w'Intebe

**Bibonywe kandi bishyizeho Ikirango cya
Repubulika:**

(sé)
BUSINGYE Johnston
Minisitiri w'Ubutabera/Intumwa Nkuru ya Leta

Kigali, on 19/08/2015

(sé)
KAGAME Paul
President of the Republic

(sé)
MUREKEZI Anastase
Prime Minister

Seen and sealed with the Seal of the Republic:

(sé)
BUSINGYE Johnston
Minister of Justice/Attorney General

Kigali, le 19/08/2015

(sé)
KAGAME Paul
Président de la République

(sé)
MUREKEZI Anastase
Premier Ministre

Vu et scellé du Sceau de la République :

(sé)
BUSINGYE Johnston
Ministre de la Justice/Garde des Sceaux

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UMUGEREKA WA I W'ITEKA RYA PEREZIDA N° 53/01 RYO KU WA 19/08/2015 RISHYIRAHO IMBONERAHAMWE Y'URUTONDE RW'IMIRIMO N'IMIBARE FATIZO Y'IMISHAHARA MU BUTEGETSI BWA LETA	ANNEX I TO THE PRESIDENTIAL ORDER N° 53/01 OF 19/08/2015 ESTABLISHING THE JOB CLASSIFICATION AND SALARY INDEX GRID IN PUBLIC SERVICE	ANNEXE I A L'ARRETE PRESIDENTIEL N° 53/01 DU 19/08/2015 PORTANT CLASSIFICATION DES EMPLOIS ET GRILLE INDICIAIRE DE SALAIRES DANS LA FONCTION PUBLIQUE
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Table of Job classification

LEGISLATIVE	EXECUTIVE			JUDICIARY	Category of job	Scale with letters	Scale with figures
Senate / Chamber of Deputies	PRESIDENT's Office	PM's Office	Ministry	Supreme Court			
	PRESIDENT OF THE REPUBLIC				P o l i t i c i a n s a n d S e n i o r P u b l i c S e r	A	
PRESIDENT OF THE SENATE SPEAKER OF THE CHAMBER OF DEPUTIES		PRIME MINISTER		PRESIDENT OF THE SUPREME COURT		B	
						C	
V/PRESIDENT OF THE SENATE DEPUTY SPEAKER OF THE CHAMBER OF DEPUTIES	MINISTER IN PRESIDENT OFFICE	MINISTER IN PRIME MINISTER OFFICE	MINISTER / ATTORNEY GENERAL	V/P SUPREME COURT		D	
	DIRECTOR OF CABINET	DIRECTOR OF CABINET	MINISTER OF STATE OTHER CABINET MEMBER			E	
	DEPUTY DIRCAB			JUDGE SUPREME COURT PRESIDENT HIGH COURT PRESIDENT COMMERCIAL HIGH COURT		F	
MEMBER OF PARLIAMENT (SENATE & CHAMBER OF DEPUTIES) CLERK	PERSONAL PHYSICIAN OF THE PRESIDENT PRINCIPAL PRIVATE SECRETARY OF THE PRESIDENT SENIOR SPEECH WRITER SPEECH WRITER SENIOR ADVISOR OF THE PRESIDENT ADVISOR OF THE PRESIDENT PRINCIPAL LEGAL ADVISOR HEAD OF STRATEGY AND POLICY UNIT		PERMANENT SECRETARY SOLLICITOR GENERAL AMBASSADOR	SECRETARY GENERAL SC V / PRESIDENT HIGH COURT V / PRESIDENT COMMERCIAL HIGH COURT INSPECTOR GENERAL SUPREME COURT		G	1
ADVISOR TO THE PRESIDENT OF THE SENATE ADVISOR TO THE SPEAKER	DEPUTY HEAD OF STRATEGY AND POLICY UNIT PRIVATE SECRETARY	ADVISOR TO THE PM HEAD OF GOVERNMENT ACTION COORDINATION UNIT SPEECH WRITER	MINISTER CONSELLOR OF EMBASSY PRINCIPAL STATE ATTORNEY HEAD OF DEPARTMENT ECONOMIC ADVISOR CHIEF INTERNAL AUDITOR CHIEF ECONOMIST DIRECTOR GENERAL OF FINANCIAL SECTOR DIRECTORATE DIRECTOR GENERAL OF NATIONAL BUDGET DIRECTORATE DIRECTOR GENERAL OF NATIONAL DEVELOPMENT PLANNING & RESEARCH DIRECTORATE ACCOUNTANT GENERAL SENIOR PRINCIPAL ENGINEER SENIOR PRINCIPAL TECHNOLOGIST	ADVISOR TO THE PRESIDENT SUPREME COURT INSPECTOR SUPREME COURT CHIEF REGISTRAR SUPREME COURT JUDGE HIGH COURT JUDGE COMMERCIAL HIGH COURT			
DEPUTY CLERK							

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LEGISLATIVE	EXECUTIVE			JUDICIARY	Category of job	Scale with letters	Scale with figures		
Senate / Chamber of Deputies	PRESIDENT's Office	PM's Office	Ministry	Supreme Court					
DIRECTOR GENERAL ADVISOR TO THE VICE-PRESIDENT OF THE SENATE ADVISOR TO THE DEPUTY SPEAKER	CHIEF OF STATE PROTOCOL HEAD OF CLUSTER SPU DEPUTY PRINCIPAL PRIVATE SECRETARY SENIOR LEGAL ANALYST SENIOR ANALYST DIRECTOR GENERAL DEPUTY DIRECTOR GENERAL DEPUTY PRIVATE SECRETARY PROJECT COORDINATOR SENIOR ADVISOR TO DIRCAB ADVISOR TO THE MINISTER COMMUNICATION ANALYST HEALTH AND SPORT SPECIALIST STATE HOUSE MANAGER	DIRECTOR GENERAL ANALYST ADVISOR TO THE MINISTER ADVISOR TO THE DIRCAB CHIEF CABINET NOTES TAKER CABINET NOTES TAKER PM'S OFFICE MANAGER	DIRECTOR GENERAL COORDINATOR JUSTICE SECTOR SECRETARIAT DIVISION MANAGER COMMERCIAL ATTACHE 1 st COUNSELLOR EMBASSY 2nd COUNSELLOR EMBASSY POLICY AND DIPLOMATIC ADVISOR SPOKESPERSON ASSISTANT ADVISOR TO THE MINISTER PRINCIPAL ENGINEER PRINCIPAL TECHNOLOGIST SENIOR STATE ATTORNEY ANALYST	PRESIDENT INTERMEDIATE COURT PRESIDENT COMMERCIAL COURT ADVISOR TO THE VICE PRESIDENT SC EXECUTIVE SECRETARY OF CSM	v a n t s	H	2		
EXECUTIVE ASSISTANT TO THE PRESIDENT OF THE SENATE EXECUTIVE ASSISTANT TO THE SPEAKER DIRECTOR RESEACHER TRANSLATOR REVISER TABLE OFFICER COMMITTEE CLERK SPECIALIST PROTOCOL OFFICER HEAD OF CENTRAL SECRETARIAT	DIRECTOR DEPUTY DIRECTOR SPECIALIST JUNIOR LEGAL ANALYST JUNIOR ANALYST ADVISOR TO DIRCAB ADVISOR TO DEPUTY DIRCAB INTERNAL AUDITOR EXECUTIVE ASSISTANT HEAD WAITER NURSE - STATE HOUSE CAMERAMAN PHOTOGRAPHER DIRECTOR OF CENTRAL SECRETARIAT	DIRECTOR SPECIALIST PROTOCOL OFFICER EXECUTIVE ASSISTANT TO PM TRANSLATOR SENIOR LEGAL OFFICER LEGISTRATIVE TRACKER PUBLIC REQUEST OFFICER OFFICIAL GAZETTE EDITOR HEAD OF CENTRAL SECRETARIAT	DIRECTOR LEGAL ADVISOR 1st SECRETARY EMBASSY 2nd SECRETARY EMBASSY 3rd SECRETARY EMBASSY STATE ATTORNEY CIVIL LITIGATION ASSISTANT INSPECTOR / MINIJUST SENIOR ENGINEER SENIOR TECHNOLOGIST SPECIALIST	EXECUTIVE ASSISTANT TO PRESIDENT SC REGISTRAR SC CHIEF REGISTRAR HC AND CHC V/ PRESIDENT IC AND CC JUDGES IC, CC REGISTRAR HC, REGISTRAR CHC LEGAL RESEARCH SC INTERNAL RESOURCE MANAGER HC, CHC AND I.C PRESIDENT PRIMARY COURT TRANSLATOR				D i r e c t o r s a n d P r o f e s s i o n a l s	3
VOICE SYSTEM PROTOCOL ASSISTANT HANSARD EDITOR CHAMBER OPERATOR PLANNING OFFICER HR OFFICER TECHNICAL MAINTENANCE OFFICER PUBLIC RELATIONS & COMMUNICATION OFFICER ICT OFFICER DATABASE ADMINISTRATOR PUBLIC EDUCATION AND OUTREACH OFFICER STATISTICIAN	SECURITY & DEFENSE OFFICER CHIEF COOK ASSISTANT CHIEF COOK ICT OFFICER HR OFFICER ACCOUNTANT PROCUREMENT OFFICE MANAGER DIR CAB/ DEPUTY DIR CAB LOGISTICS OFFICER VISITS OFFICER AUDIENCES OFFICER CEREMONIES OFFICER E- DOCUMENTATION OFFICER LIBRARIAN	PROFESSIONAL IN TECHNICAL UNIT HR OFFICER TRAVEL CLEARANCE OFFICER LEGAL AFFAIRS OFFICER DOCUMENTATION AND ACHIVIST CENTER OFFICER	PROFESSIONAL IN TECHNICAL UNIT PUBLIC RELATIONS AND COMMUNICATION OFFICER COMMUNICATION AND INFORMATION OFFICER COMMUNICATION AND DISPATCH OFFICER TEAM LEADER TEAM LEADER HR OFFICER PRINCIPAL AUDITOR / MINADEF SENIOR AUDITOR / MINADEF ENGINEER / TECHNOLOGIST (A0) / (A1) NETWORK ADMINISTRATOR SYSTEM ADMINISTRATOR DATABASE AND APPLICATION ADMINISTRATOR ICT OFFICER (A0) / (A1) PRE-HOSPITAL TEAM LEADER	CHIEF REGISTRAR IC, CC JUDGE PRIMARY COURT					
LEGISLATIVE	EXECUTIVE	JUDICIARY	Category of job	Scale with letters	Scale with figures				
Senate / Chamber of Deputies	PRESIDENT's Office	PM's Office	Ministry	Supreme Court					
	ASSISTANT HEAD WAITER		ANASTHESIOLOGIST (A0) / (A1)						

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LEGISLATIVE	EXECUTIVE			JUDICIARY	Category of job	Scale with letters	Scale with figures
Senate / Chamber of Deputies	PRESIDENT's Office	PM's Office	Ministry	Supreme Court			
SUPPORT PROFESSIONALS ADMINISTRATIVE LIAISON OFFICER ADMINISTRATIVE ASSISTANT TO THE HEAD AT LEVEL D,E,F	ADMIN ASSISTANT TO THE HEADS AT LEVELS D, E, F MAINTENANCE OFFICER HEAD VALET SUPPORT PROFESSIONAL	SUPPORT PROFESSIONAL ADMINISTRATIVE ASSISTANT TO THE HEADS AT LEVELS D, E, F MAINTENANCE OFFICER ADMINISTRATIVE LIAISON OFFICER	SUPPORT PROFESSIONAL ADMINISTRATIVE ASSISTANT TO THE HEADS AT LEVELS D, E, F VERIFICATION OFFICER ADMINISTRATIVE LIAISON OFFICER	REGISTRAR IC, CC			5
DOCUMENTALIST ARCHIVIST	ADMINISTRATIVE ASSISTANT TO ADVISORS ADMINISTRATIVE ASSISTANT TO THE DG STOREKEEPER SECRETARY IN CENTRAL SECRETARIAT SENIOR COOK SENIOR WAITER SENIOR DOMESTIC ASSISTANT VALET MAILS SECRETARY RECEPTIONIST	CUSTOMER CARE STORE KEEPER	DOCUMENTALIST LIBRARIAN CUSTOMER CARE ARCHIVIST COMMUNICATION AND DISPATCH OFFICER	CHIEF REGISTRAR PRIMARY COURT			6
CHAMBER ATTENDANT SECRETARY IN CENTRAL SECRETARIAT	JUNIOR WAITER JUNIOR COOK DRIVER VIP DOMESTIC ASSISTANT	SECRETARY IN CENTRAL SECRETARIAT	ADMIN ASS TO THE HEADS AT LEVELS "G"/ "1". HEAD OF CENTRAL SECRETARIAT	REGISTRAR PRIMARY COURT	T e c h n i c i n g S t a n d		7
DRIVER VIP		DRIVER VIP	SECRETARY STOREKEEPER	DRIVER VIP			8
	MESSENGER		DRIVER				9
COMMITTEE SUPPORT							10
							11
							12
							13
						14	

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PROVINCE & LOCAL GOVERNMENT	EDUCATION	HEALTH	NATIONAL COMMISSIONS, SPECIAL ORGANS, NATIONAL COUNCILS AND PUBLIC INSTITUTIONS		scale with letters	scale with fig.
				P o l i t i c i a n s a n d S e n i o r P u b l i c S e r v a n t s	A	
					B	
					C	
MAYOR OF KIGALI CITY, GOVERNOR OF PROVINCE	VICE CHANCELLOR UR		HEAD OF : BNR, OMBUDSMAN, OAG, SG OF NISS/ SENIOR CHIEF INTELLIGENCE OFFICER , PROSECUTOR GENERAL, GOVERNEMENT SPOKESPERSON		D	
VICE MAYOR OF KIGALI CITY	DEPUTY VICE CHANCELLOR PRINCIPAL / RWANDA POLYTECHNIC PRINCIPAL OF COLLEGE / UR	CEO OF UNIVERSITY TEACHING HOSPITAL / HEAD OF UNIVERSITY TEACHING HOSPITAL HEAD OF UNIVERSITY TEACHING HOSPITAL / CHU DIVISION	HEAD OF : RNRA, RSSB, RRA, REB, RGB, RBC, RAB, NAEB, NCHR, RURA, RSB, CNLG, NEC, PSC, RLRC, GMO, RCAA, HEC, NURC, NIRDA, NIC, ILPD, NSTC, NISR, WDA (RTRA) CHIEF REGISTRAR OF LAND TITLES DEPUTY SECRETARY GENERAL / CHIEF INTELLIGENCE OFFICER DEPUTY PROSECUTOR GENERAL DEPUTY HEADS WHERE HEADS ARE AT D		E	
EXECUTIVE SECRETARY OF KIGALI CITY EXECUTIVE SECRETARY OF PROVINCE	CAMPUS DIRECTOR FULL PROFESSOR DIRECTOR OF RESEARCH SENIOR PRINCIPAL RESEARCH FELLOW VICE PRINCIPAL / RWANDA POLYTECHNIC PRINCIPAL IPRC	HEAD OF REFERRAL HOSPITAL CHIEF CONSULTANT (MEDICAL/DENTAL SURGEON) HEAD OF CLINICAL SERVICES DIVISION AT UNIVERSITY TEACHING HOSPITAL SENIOR CONSULTANT (MEDICAL / DENTAL SURGEON) HEAD OF EDUCATION & RESEARCH DIVISION AT UNIVERSITY TEACHING HOSPITAL	HEAD OF : RMI, ONATRACOM, REMA, RHA, LODA, RCA, RPPA, NCBS , ONP, INMR, MMI, FARG, NIDA, METEO RWANDA, RTDA, COO/ RDB; CTO / RDB, CFO/ RDB DEPUTY HEADS WHERE HEADS ARE AT E DIRECTOR OF RESEARCH POLICY, DOCUMENTATION AND DEVELOPMENT DEPARTMENT/ HEC DIRECTOR OF ACADEMIC QUALITY DEPARTMENT / HEC SECRETARY GENERAL OAG, NHRC, OMBUDSMAN, NPPA COMMISSIONER SECRETARY INSPECTOR GENERAL / NPPA DG AT NISS (ES, IS, IMMIGRATION / EMMIGATION, Head of NIA, ADMINISTRATION & FINANCE) / SENIOR ASSISTANT CHIEF INTELLIGENCE OFFICER/ SENIOR ASSISTANT CHIEF IMMIGRATION		F	
MAYOR DISTRICT	DIRECTOR OF RESEARCH INSTIT. ASSOCIATE PROFESSOR	CONSULTANT (MEDICAL / DENTAL SURGEON) SENIOR CONSULTANT PHARMACIST	HEAD OF : NWC, NYC, NCPD, CHENO, RALC, NCC, RMF, MHC, SGF, RNCU, RALSA DEPUTY HEADS WHERE HEADS ARE AT "F" Level HEAD OF DEPARTEMENT			

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	PRINCIPAL RESEARCH FELLOW VICE-PRINCIPAL IPRC	SENIOR CONSULTANT NURSE / SENIOR CONSULTANT IN ALLIED SCIENCES HEAD OF CLINICAL SERVICES AT REFERRAL HOSPITAL HEAD OF PROVINCIAL HOSPITAL HEAD OF EDUCATION & RESEARCH AT REFERRAL HOSPITAL	DEPUTY DG AT NISS AND DEPUTY HEAD OF NIA / ASSISTANT CHIEF INTELLIGENCE OFFICER / ASSISTANT CHIEF IMMIGRATION OFFICER INSPECTOR NPPA NATIONAL PROSECUTOR / NPPA NATIONAL PROSECUTOR / OMBUDSMAN HEAD OF GFTU / NPPA PRINCIPAL LEGAL ADVISOR PERMANENT COMMISSIONER AT NATIONAL COMMISSIONS RWANDAN ELDERS ADVISORY FORUM CHAIRPERSON RWANDAN ELDERS ADVISORY FORUM MEMBERS PRINCIPAL SENIOR TRAINER COORDINATOR	G	1
VICE MAYOR OF DISTRICT EXECUTIVE SECRETARY OF DISTRICT CORPORATE SERVICES DIVISION MANAGER AT DISTRICT ADVISOR TO THE GOVERNOR	SENIOR LECTURER SENIOR RESEARCH FELLOW CAMPUS ADMINISTRATOR UNIVERSITY REGISTRAR DIVISION MANAGER ADVISOR TO VICE CHANCELLOR	CONSULTANT NURSE CONSULTANT IN ALLIED SCIENCES CONSULTANT PHARMACIST HEAD OF CLINICAL DEPARTMENT AT UNIVERSITY TEACHING HOSPITAL JUNIOR CONSULTANT (MEDICAL/DENTAL SURGEON) HEAD OF CLINICAL DEPARTMENT AT PROVINCIAL HOSPITAL HEAD OF DISTRICT HOSPITAL	DEPUTY HEADS WHERE HEADS ARE AT "G" LEVEL DIVISION MANAGER REGISTRAR OF LAND TITLES COORDINATOR / IWAWA SENIOR MEDICAL ADVISOR RSSB ADVISOR TO HEAD AT D CHIEF PROSECUTOR AT INTERMEDIATE LEVEL HEAD OF ECONOMIC & FINANCIAL CRIMES UNIT / NPPA HEAD OF GBV / NPPA ANALYST SENIOR TRAINER / SENIOR CONSULTANT	H	2
EXEC. SECRETARY OF SECTOR DIRECTOR REGIONAL AUDITOR AT PROVINCE KIGALI CITY AUDITOR	LECTURER RESEARCH FELLOW ASSOCIATE RESEARCH FELLOW CAMPUS MANAGER	JUNIOR CONSULTANT PHARMACIST / JUNIOR CONSULTANT NURSE / JUNIOR CONSULTANT IN ALLIED SCIENCES SENIOR RESIDENT (MEDICAL & DENTAL SURGEON) JUNIOR RESIDENT (MEDICAL & DENTAL SURGEON) DIRECTOR OF NURSING AT REFERRAL HOSPITAL	DIRECTOR OF UNIT RCS HEALTH COORDINATOR EXECUTIVE SECRETARY OF CSP / NPPA DIRECTOR AT NISS / SENIOR PRINCIPAL INTELLIGENCE OFFICER/ SENIOR PRINCIPAL IMMIGRATION OFFICER		

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PROVINCE & LOCAL GOVERNMENT	EDUCATION	HEALTH	NATIONAL COMMISSIONS, SPECIAL ORGANS, NATIONAL COUNCILS AND PUBLIC INSTITUTIONS		scale with letters	scale with fia.
LEGAL ADVISOR AT PROVINCE DISTRICT COUNCIL AFFAIRS SPECIALIST	SPECIALIST ADVISOR TO DEPUTY VICE CHANCELLOR	DIRECTOR OF UNIT	NISS/ HEAD OF INTELLIGENCE / IMMIGRATION IN KIGALI / PROVINCE NISS/ INTERNAL AUDITOR SPECIALIST			
ADVISOR TO EXECUTIVE COMMITTEE	EXECUTIVE ASSISTANT TO THE PRINCIPAL EXECUTIVE ASSISTANT TO THE VICE - PRINCIPAL	SPECIALIST	NISS/ LEGAL SPECIALIST NISS INFORMATION TECHNOLOGY SPECIALIST NISS SIGNAL INTELLIGENCE SPECIALIST CHIEF ASSISTANT TO THE NATIONAL PROSECUTOR PROSECUTOR AT INTERMEDIATE LEVEL ASSISTANT TO THE NATIONAL PROSECUTOR INTERNAL RESOURCE MANAGER / NPPA MEDICAL ADVISOR / RSSB ADVISOR OF HEADS AT E & F RESEARCH AT RDB BUSINESS PROGRAM ASSISTANT AT RDB TRAINER / CONSULTANT AUDITOR MANAGER SPECIALIST SENIOR ENGINEER/ARCHITECT / TECHNOLOGY			3
LEGAL AFFAIRS / NOTARY AT DISTRICT LABOR INSPECTOR PUBLIC RELATION & COMMUNICATION OFFICER PLANNING, M&E OFFICER HR OFFICER	ASSISTANT LECTURER RESEARCH ASSISTANT TUTORIAL ASSISTANT JUNIOR RESEARCH OFFICER SCHOOLS MONITOR IPRC SENIOR TRAINER IWAWA HEAD TEACHER UPPER SECONDARY SCHOOL (A0) HEAD TEACHER LOWER SECONDARY SCHOOL (A0) HEAD TEACHER TSS (A0) SCHOOL MANAGER VTC (A0) CHIEF LABORATORY TECHNICIAN / UR (A0)	CHIEF MEDICAL OFFICER/ CHIEF DENTAL SURGEON SENIOR MEDICAL OFFICER/SENIOR DENTAL SURGEON MEDICAL OFFICER/ DENTAL SURGEON JUNIOR MEDICAL OFFICER/JUNIOR DENTAL SURGEON HEAD OF SERVICE AT DISTRICT HOSPITAL PHARMACIST (A0) DENTAL THERAPISTS (A0) NURSE / MIDWIVE / NURSE (A0) (WITH SPECIALIZATION) NURSE /MIDWIVE / NURSE IN ALLIED SCIENCES (A0) DISTRICT PHARMACIST MANAGER (A0) HR OFFICER PUBLIC RELATIONS AND COMMUNICATION OFFICER	SENIOR PRINCIPAL AUDITOR PRINCIPAL AUDITOR SENIOR AUDITOR CRIMINAL ANALYSIS OFFICER/ NPPA PROSECUTOR AT PRIMARY LEVEL CHIEF ASSISTANT TO THE PROSECUTOR AT INTERMEDIATE LEVEL INVESTIGATOR IN SPECIAL UNIT / OMBUDSMAN HEAD OF DIVISON AT NISS/ PRINCIPAL INTELLIGENCE OFFICER/ PRINCIPAL IMMIGRATION OFFICER HEAD OF SECTION AT NISS / ASSISTANT PRINCIPAL INTELLIGENCE OFFICER/ ASSISTANT PRINCIPAL IMMIGRATION OFFICER AGRICULTURE RESEARCH ASSISTANT	D i r e c t o r s a n d p		4

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	SENIOR LABORATORY TECHNICIAN / UR (A0) HR OFFICER	LEGAL AFFAIRS OFFICER	HEAD OF CENTER AT RAB	r o f e s s i o n a l s		
	PUBLIC RELATIONS AND COMMUNICATION OFFICER LEGAL AFFAIRS OFFICER CHIEF LIBRARIAN / UR		SEEDS INSPECTOR AT RAB ENGINEER, TECHNOLOGIST (A0) / (A1) ARCHITECT TEAM LEADER / TEAM MANAGER BRANCH SUPERVISOR / RSSB BRANCH COORDINATION OFFICER / RSSB HEAD OF SECTION PRODUCTION CENTER / RCS SENIOR OFFICER NURSE RCS (A0) PUBLIC RELATIONS AND COMMUNICATION OFFICER LEGAL AFFAIRS OFFICER ICT OFFICER / NPPA			
PROFESSIONALS IN UNITS AT DISTRICT LEVEL ADMINISTRATIVE ASSISTANT TO THE HEADS AT D,E ,F ICT OFFICER (A0) / (A1) CONSTITUENCY AFFAIRS OFFICER STATISTICIAN FINANCE AND ADMINISTRATION OFFICER AT SECTOR LEVEL	TRAINER IWAWA CHIEF INSTRUCTOR / POLYTECHNI COLLEGE SENIOR INSTRUCTOR / POLYTECHNIC COLLEGE PRODUCTION & MANUFACTURING OFFICER INSTRUCTOR POLYTECHNIC COLLEGE (A1/ A0) MECHANICAL ENGINEERING DRAUGHTSMAN (A0 / A1) ARCHECTURAL DRAUGHTSMAN (A0 / A1) MAINTENANCE ENGINEER (A0/ A1) LABORATORY TECHNICIAN (A0 / A1) TECHNOLOGIST IPRC (A0 / A1) ENGINEER POLYTECHNIC COLLEGE (A0 / A1) MAINTENANCE TECHNICIAN POLYTECHNIC COLLEGE (A1) QUANTITY SURVEYOR ASSISTANT POLYTECHNIC COLLEGE (A1) ASSISTANT TRAINER IWAWA	PROFESSIONALS HEAD OF HEALTH CENTER (A1) HEAD OF NURSING AT DISTRICT HOSPITAL (A1)	AUDITOR JUNIOR AUDITOR ASSISTANT AUDITOR ASSISTANT TO THE PROSECUTOR AT INTERMEDIATE LEVEL PROFESSIONALS ICT OFFICER (A0) / (A1) ADMIN ASSISTANT TO THE HEAD OF INSTITUTIONS AT LEVELS D, E, F DESK OFFICER AT NISS / SENIOR INTELLIGENCE OFFICER/ SENIOR IMMIGRATION CASE OFFICER AT NISS / INTELLIGENCE OFFICER/ IMMIGRATION OFFICER LABORATORY TECHNICIAN (A0) / (A1) ADMINISTRATIVE LIAISON OFFICER			5

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	ENTREPRENEURSHIP DEVPT OFFICER POLYTECHNIC COLLEGE (A0) DEPUTY HEAD TEACHER TSS (A0) DEPUTY SCHOOL MANAGER VTC (A0) SENIOR LIBRARIAN / UR						
CUSTOMER CARE AT DISTRICT PROFESSIONALS AT SECTOR LEVEL A0/A1	HEAD TEACHER TSS (A1) QUALIFIED TEACHER UPPER & LOWER SECONDARY SCHOOL (A0) JUNIOR RESEARCH OFFICER JUNIOR LABORATORY TECHNICIAN SENIOR INSTRUCTOR TSS (A0) / (A1) INSTRUCTOR TSS (A0) / (A1) ASSISTANT INSTRUCTOR TSS (A0)/(A1) LIBRARIAN	SPECIALIST NURSE (A1)	ASSISTANT PROSECUTOR AT PRIMARY LEVEL CUSTOMER CARE / FRONT OFFICER LIBRARIAN / ARCHIVIST			6	
ADMIN. ASSIS TO HEADS AT G,H ARCHIVIST, DOCUMENTATION / DISTRICT ADMINISTRATIVE LIAISON OFFICER AT DISTRICT HEAD OF CENTRAL SECRETARIAT	NON QUALIFIED TEACHER UPPER & LOWER SECONDARY SCHOOL (A1) TEACHER GENERAL COURSES TSS WORKSHOP ASSISTANT POLYTECHNIC COLLEGE STUDENT AFFAIRS TSS/ VTC (A1) ASSISTANT LIBRARIAN / UR	MANAGER OF CURATIVES, PRESENTIVE AND PROMOTIONAL SERVICES AT HEALTH CENTER NURSE,MIDWIVE / NURSE IN ALLIED SCIENCES (A1) PARAMEDICAL TECHNICIAN (A1)	LABORATORY ATTENDANT (A1) HEAD OF CENTRAL SECRETARIAT NURSE AT RCS (A1)	T e c h n i c i a n s & S t a f f S u p p o r t :		7	
SECRETARY/ PROVINCE, DISTRICT	NON QUALIFIED TEACHER LOWER SECONDARY TEACHER GENERAL COURSES VTC SENIOR INSTRUCTOR VTC (A1)/ (A2) INSTRUCTOR VTC (A1) / (A2) ASSISTANT INSTRUCTOR VTC (A1) / (A2)	PARAMEDICAL TECHNICIAN DISTRICT HOSPITAL NURSE, MIDWIVE / NURSE IN ALLIED SCIENCE (A2)	RECEPTIONIST SECRETARY LABORATORY ATTENDANT (A2) STOREKEEPER CASHIER, BILLING, INVOICING			8	
SECRETARY & CUSTOMER CARE AT SECTOR TECHNICIAN A2	HEAD TEACHER PRIMARY SCHOOL (A2) WARDEN TSS / VTC TECHNICIAN TSS/ VTC (TVET Certificate III)		SENIOR SUPPORT STAFF AT NISS OTHER JOB WHERE "A2" IS REQUIRED			9	
	WORKSHOP ASSISTANT TSS/ VTC (A2) QUALIFIED TEACHER A2	ASSISTANT TECHNICIAN	DRIVER SUPPORT STAFF AT NISS			10	
DRIVER AT DISTRICT LEVEL	TECHNICIAN TSS/ VTC (3) (TVET Certificate II)	NURSING ASSISTANT	JUNIOR SUPPORT STAFF AT NISS			11	
						12	
PROVINCE & LOCAL GOVERNMENT	EDUCATION	HEALTH	NATIONAL COMMISSIONS, SPECIAL ORGANS, NATIONAL COUNCILS AND PUBLIC INSTITUTIONS			scale with letters	scale with fig.
							12
EXECUTIVE SECRETARY OF CELL					i n g		13
SOCIO ECONOMIC DEVELOPMENT OFFICER/CELL							14

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ARMY	POLICE	RCS	Category of job	scale with lettres	scale with fig,
					A
				B	
				C	
CHIEF OF DEFENSE STAFF	INSPECTOR GENERAL OF POLICE	COMMISSIONER GENERAL OF RCS	GENERAL OFFICERS	D	
GENERAL ARMY CHIEF OF STAFF AIR FORCES CHIEF OF STAFF RESERVE FORCE CHIEF OF STAFF INSPECTOR GENERAL OF ARMY RECTOR OF DEFENSE UNIVERSITY Lt GENERAL DEPUTY ARMY CHIEF OF STAFF DEPUTY AIR FORCES CHIEF OF STAFF DEPUTY RESERVE FORCE CHIEF OF STAFF	DEPUTY INSPECTOR GENERAL OF POLICE COMMISSIONER GENERAL OF POLICE RECTOR OF POLICE ACADEMY	DEPUTY COMMISSIONER GENERAL OF RCS COMMISSIONER GENERAL OF PRISON		E	
MAJOR GENERAL DIVISION COMMANDER REGIONAL RESERVE FORCE COMMANDER COMMANDANT OF MILITARY SCHOOL / G H Qs PRESIDENT OF MILITARY HIGH COURT MILITARY PROSECUTOR GENERAL VICE-RECTOR DEFENSE UNIVERSITY HEAD OF JOINT GENERAL STAFF/Js 1, 2, 3,4,5 BRIGADIER GENERAL CORPORATE STAFF COMMANDANT OF MILITARY HOSPITAL PROFESSOR OF DEFENSE UNIVERSITY	DEPUTY COMMISSIONER GENERAL OF POLICE COMMISSIONER OF DEPARTMENT VICE-RECTOR OF POLICE ACADEMY COMMANDANT OF POLICE TRAINING SCHOOL REGIONAL POLICE COMMANDER PRINCIPAL COMMANDANT COMMISSIONER OF POLICE ASSISTANT COMMISSIONER OF POLICE COMMANDANT OF POLICE HOSPITAL	COMMANDANT OF RCS TRAINING SCHOOL DEPUTY COMMISSIONER GENERAL OF PRISON COMMISSIONER ASSISTANT COMMISSIONER	F		

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ARMY	POLICE	RCS	Category of job	scale with lettres	scale with fig,
BRIGADE COMMANDER AIR BASE COMMANDANT REGIMENT COMMANDER COLONEL PRESIDENT OF MILITARY TRIBUNAL VICE-PRESIDENT OF MILITARY HIGH COURT DEPUTY MILITARY PROSECUTOR GENERAL DEPUTY BRIGADE COMMANDANT ARMY SPOKES PERSON	COMMANDING OFFICER SPECIALISED UNIT CHIEF SUPERINTENDENT OF POLICE COMMANDER OF POLICE AIRWING DEPUTY COMMISSIONER OF DEPARTMENT COMMANDANT OF POLICE HEADQUARTERS DEPUTY COMMANDANT POLICE TRAINING SCHOOL DIRECTOR GENERAL OF POLICE FORENSIC LABORATORY POLICE SPOKES PERSON	DEPUTY COMMANDER OF RCS TRAINING SHOOOL CHIEF SUPERINTENDENT OF PRISON	S E N I O R O F F I C E R S	G	1
BATALLION COMMANDER SQUADRON COMMANDER (AIR) CHIEF INSTRUCTOR MILITARY SCHOOL LT COLONEL DEFENSE ATTACHE / LIAISON OFFICER VICE-PRESIDENT OF MILITARY TRIBUNAL DEPUTY BATALLION COMMANDER	SENIOR SUPERINTENDENT OF POLICE CHIEF INSTRUCTOR POLICE ACADEMY CHIEF INSTRUCTOR POLICE TRAINING SCHOOL PROFESSOR IN POLICE ACADEMY POLICE LIAISON OFFICER DISTRICT POLICE COMMANDER POLICE ATTACHE	SENIOR SUPERINTENDENT OF PRISON		H	2
DIRECTOR MAJOR COMPANY COMMANDER INSTRUCTOR MILITARY SCHOOL MILITARY PROSECUTORS JUDGE IN MILITARY HIGH COURT	DIRECTOR SUPERINTENDENT HEAD OF SERVICE	SUPERINTENDENT			3
CAPTAIN JUDGE IN MILITARY TRIBUNAL HEAD OF SECTION AT RDF HQ	CHIEF INSPECTOR OF POLICE HEAD OF SECTION WITHIN DIRECTORATE POLICE STATION COMMANDER	CHIEF INSPECTOR OF PRISON SENIOR INSPECTOR	O J F U N I C		4
LIEUTENANT PLATOON COMMANDER CLERK MILITARY HIGH COURT	INSPECTOR OF POLICE PLATOON COMMANDER STAFF OFFICER	INSPECTOR			5

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ARMY	POLICE	RCS	Category of job	scale with lettres	scale with fig,
STAFF OFFICER			O E R R S		
SECOND LIEUTENANT	ASSISTANT INSPECTOR OF POLICE	ASSISTANT INSPECTOR			
MJO PROSECUTION	POLICE POST COMMANDER				6
JUNIOR STAFF OFFICER					
CLERK IN MILITARY TRIBUNAL					
WARRANT OFFICER CLASS 1	CHIEF SERGEANT	CHIEF SERGEANT	C O M M F I N I S C I E N S I O R S E D		7
WARRANT OFFICER CLASS 2					
SERGEANT MAJOR	SENIOR SERGEANT	SENIOR SERGEANT			8
STAFF SERGEANT					
SERGEANT	SERGEANT	SERGEANT			9
SECTION COMMANDER	SECTION COMMANDER	SECTION COMMANDER			10
CAPORAL	CAPORAL	CAPORAL			11
PRIVATE	POLICE CONSTABLE	PRISON WARDER			12
					13
					14

UMUGEREKA WA II W'ITEKA RYA PEREZIDA N°53/01 RYO KUWA 19/08/2015 RISHYIRAHO IMBONERAHAMWE Y'URUTONDE RW'IMIRIMO N'IMIBARE FATIZO Y'IMISHAHARA MU BUTEGETSI BWA LETA	ANNEX II TO THE PRESIDENTIAL ORDER N° N°53/01 OF 19/08/2015 ESTABLISHING THE JOB CLASSIFICATION AND SALARY INDEX GRID IN PUBLIC SERVICE	ANNEXE II A L'ARRETE PRESIDENTIEL N° N°53/01 DU 19/08/2015 PORTANT CLASSIFICATION DES EMPLOIS ET GRILLE INDICIAIRE DE SALAIRES DANS LA FONCTION PUBLIQUE
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Grade -Related Salary Scale

Progress steps from level 14 to 6

30%

Lower index : 100

Progress steps from level 6 to 1

20%

Scale

Political Positions

Grade related scale		grades	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV	XVI	Political Positions	
		progress.	5%	15%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	Bench-mark Job Positions	Grade in Letters
						5,280													President of the Republic	A 5,280
						4,591													President of the Senate, Speaker of Chamber of Deputies, Chief Justice, Prime Minister	B 4,591
						3,993													Minister, Minister of State, Other Cabinet Member, Mayor of Kigali City, Governor	C 3,993
Bench-mark job		levels				3,472														D 3,472
Permanent Secretary		E				3,156	3,472	3,819	4,201	4,621	5,083	5,591	6,150	6,765	7,442	8,186	9,004	9,905	Vice-Mayor of Kigali	E 3,156
		F				2,869	3,156	3,471	3,819	4,201	4,621	5,083	5,591	6,150	6,765	7,441	8,186	9,004	Members of Parliament, Ambassador	F 2,869
		1				2,608	2,869	3,156	3,471	3,818	4,200	4,620	5,082	5,590	6,150	6,764	7,441	8,185	Mayor of District	G 2,608
Director General		2			1,890	2,079	2,287	2,516	2,767	3,044	3,348	3,683	4,051	4,457	4,902	5,392	5,932	6,525		
Director		3	1,304	1,369	1,575	1,732	1,905	2,096	2,305	2,536	2,789	3,068	3,375	3,713	4,084	4,492	4,942	5,436		
Professionals in Core Mission		4	1,087	1,141	1,313	1,444	1,588	1,747	1,922	2,114	2,325	2,558	2,814	3,095	3,404	3,745	4,119	4,531		
Professionals in Support and Operation units		5	906	951	1,094	1,203	1,324	1,456	1,602	1,762	1,938	2,132	2,345	2,580	2,838	3,121	3,433	3,777		
		6	755	793	912	1,003	1,103	1,213	1,335	1,468	1,615	1,777	1,954	2,150	2,365	2,601	2,861	3,147		
		7	629	660	760	835	919	1,011	1,112	1,223	1,346	1,480	1,628	1,791	1,970	2,167	2,384	2,622		
Job of higher technician		8	484	508	584	643	707	778	856	941	1,035	1,139	1,253	1,378	1,516	1,667	1,834	2,018		
		9	372	391	449	494	544	598	658	723	796	875	963	1,059	1,165	1,282	1,410	1,551		
Job of technician		10	286	300	345	380	418	460	506	556	612	673	740	814	896	985	1,084	1,192		
		11	220	231	266	292	321	354	389	428	471	518	569	626	689	758	834	917		
Qualified job		12	169	177	204	224	247	272	299	329	362	398	437	481	529	582	640	704		
		13	130	137	157	173	190	209	230	253	278	306	336	370	407	448	493	542		
Duty job		14	100	105	121	133	146	161	177	194	214	235	259	285	313	345	379	417		

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Bibonywe kugira ngo bishyirwe ku mugereka w'Iteka rya Perezida n° 53/01 ryo kuwa 19/08/2015 rishyiraho imbonerahamwe y'urutonde rw'imirimo n'imibare fatizo y'imishahara mu butegetsi bwa Leta.

Seen to be annexed to the Presidential Order n° 53/01 of 19/08/2015 establishing the job classification and salary index grid in public service.

Vu pour être annexé à l'Arrêté Présidentiel n°53/01 du 19/08/2015 portant classification des emplois et grille indiciaire de salaires dans la fonction publique.

Kigali, ku wa **19/08/2015**

Kigali, on **19/08/2015**

Kigali, le **19/08/2015**

(sé)
KAGAME Paul
PerezidawaRepubulika

(sé)
KAGAME Paul
President of the Republic

(sé)
KAGAME Paul
Président de la République

(sé)
MUREKEZI Anastase
Minisitiriw'Intebe

(sé)
MUREKEZI Anastase
Prime Minister

(sé)
MUREKEZI Anastase
Premier Ministre

Bibonywe kandi bishyizweho Ikirango cya Repbulika :

Seen and sealed with the Seal of the Republic :

Vu et scellé du Sceau de la République :

(sé)
BUSINGYE Johnston
Minisitiriw'Ubutabera/IntumwaNkuruyaLeta

(sé)
BUSINGYE Johnston
Minister of Justice/Attorney General

(sé)
BUSINGYE Johnston
Ministre de la Justice/Garde des Sceaux