

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

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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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

PRESIDENTIAL ORDER N° 53/01 OF 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

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 ryavugururwe kugeza ubu, cyane cyane mu ngingo zaryo, iya 112, iya 113, iya 121, n'ya 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'ya 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 ORDER:

AVONS ARRETE ET ARRETONS :

UMUTWE WA MBERE: INGINGO RUSANGE

Ingingo ya mberere: icyo iri teka rigamije

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

Ingingo ya 2: Imirimu irebwa n'urutonde

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

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

UMUTWE WA II: URUTONDE RW'IMIRIMO

Ingingo ya 3: Ibigenderwaho mu kugena urutonde

Imirimu 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'uruherekane rw'imiyobore 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 tekiniki;
- 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

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

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.

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.

Ingingo ya 8: Icyiciro cy'imirimo yunganira

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

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

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 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 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.

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

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.

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.

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'imirimiro rukozwe ku buryo imirimiro yose ikusanirizwa mu mbonerahamwe igizwe n'ibyiciro bine (4) buri cyose kirimo inzego makumyabiri (20), urwa 14 murizo rukaba ari rwo ruhara 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 imirimiro ya politiki n'abayobozi bakuru bavugwa mu mbonerahamwe y'imyanya y'imirimiro, 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 imirimiro y'abayobozi, iy'abaporofesiyoneli, iya tekiniiki n'imirimiro yunganira, muri two '14' kakaba ariko gato muri twose, naho '3' kakaba ariko gasumba utundi.

Mu mbonerahamwe y'urutonde rw'imirimiro 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'imirimiro iri ku rwego rwa A kugeza kuri G/1 ni IV, mu gihe imyanya y'imirimiro 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'imirimo 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'imirimo 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'imirimo n'imbonerahamwe y'imibare fatizo

Imbonerahamwe y'urutonde rw'imirimo 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 protokole gusa kuri iyo mirimo yihariye.

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.

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.

UMUTWE WA III: INGINGO ZISOZA

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

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

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.

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.

Ingingo ya 14: Abashinzwe kubahiriza iri teka iri teka

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

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 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.

Ingingo ya 15: Igihe iteka ritangira gukurikizwa

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

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.

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.

Official Gazette n° 39 of 28/09/2015

Kigali, ku wa 19/08/2015

(sé)
KAGAME Paul
Perezida wa Repubilika

(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

<p>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 BUTEGETSU BWA LETA</p>	<p>ANNEX I TO THE PRESIDENTIAL ORDER N° 53/01 OF 19/08/2015 ESTABLISHING THE JOB CLASSIFICATION AND SALARY INDEX GRID IN PUBLIC SERVICE</p>	<p>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</p>
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Table of Job classification

LEGISLATIVE Senate / Chamber of Deputies	EXECUTIVE		JUDICIARY Supreme Court	Category of job	Scale with letters	Scale with figures
	PRESIDENT'S Office	PM'S Office				
	PRESIDENT OF THE REPUBLIC				A	
PRESIDENT OF THE SENATE SPEAKER OF THE CHAMBER OF DEPUTIES		PRIME MINISTER	PRESIDENT OF THE SUPREME COURT		B	
V/PRESIDENT OF THE SENATE DEPUTY SPEAKER OF THE CHAMBER OF DEPUTIES	MINISTER IN PRESIDENT OFFICE	MINISTER IN PRIME MINISTER OFFICE	V/P SUPREME COURT		C	
	DIRECTOR OF CABINET	DIRECTOR OF CABINET	JUDGE SUPREME COURT PRESIDENT HIGH COURT PRESIDENT COMMERCIAL HIGH COURT		D	
	DEPUTY DIRCAB		SECRETARY GENERAL SC V / PRESIDENT HIGH COURT		E	
MEMBER OF PARLIAMENT (SENATE & CHAMBER OF DEPUTIES) CLERK	PERSONAL PHYSICIAN OF THE PRESIDENT PRINCIPAL PRIVATE SECRETARY OF THE PRESIDENT SENIOR SPEECH WRITER SPEECH WRITER	PERMANENT SECRETARY SOLICITOR GENERAL AMBASSADOR	V / PRESIDENT COMMERCIAL HIGH COURT INSPECTOR GENERAL SUPREME COURT		F	
ADVISOR TO THE PRESIDENT OF THE SENATE ADVISOR TO THE SPEAKER	DEPUTY HEAD OF STRATEGY AND POLICY UNIT	ADVISOR TO THE PM HEAD OF GOVERNMENT ACTION COORDINATION UNIT SPEECH WRITER	ADVISOR TO THE PRESIDENT SUPREME COURT INSPECTOR SUPREME COURT CHIEF REGISTRAR SUPREME COURT JUDGE HIGH COURT JUDGE COMMERCIAL HIGH COURT		G	1
		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				

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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 PPS SENIOR LEGAL ANALYST SENIOR ANALYST DIRECTOR GENERAL DEPUTY DIRECTOR GENERAL 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 2 nd 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					
EXECUTIVE ASSISTANT TO THE PRESIDENT OF THE SENATE EXECUTIVE ASSISTANT TO THE SPEAKER DIRECTOR RESEARCHER TRANSLATOR REVISOR 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 LEGISLATIVE TRACKER PUBLIC REQUEST OFFICER OFFICIAL GAZETTE EDITOR HEAD OF CENTRAL SECRETARIAT	DIRECTOR LEGAL ADVISOR 1 st SECRETARY EMBASSY 2 nd SECRETARY EMBASSY 3 rd SECRETARY EMBASSY STATE ATTORNEY CIVIL LITIGATION ASSISTANT INSPECTOR / MINIJUST SENIOR ENGINEER SENIOR TECHNOLOGIST SPECIALIST	EXECUTIVE ASSISTANT TO PRESIDENT SC 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					
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 ARCHIVIST CENTER OFFICER	PROFESSIONAL IN TECHNICAL UNIT PUBLIC RELATIONS AND COMMUNICATION OFFICER COMMUNICATION AND INFORMATION OFFICER COMMUNICATION AND DISPATCH OFFICER 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 Senate / Chamber of Deputies	PRESIDENT'S Office	PM's Office	Ministry	JUDICIARY Supreme Court					
ASSISTANT HEAD WAITER	ASSISTANT HEAD WAITER	ANASTHESIOLOGIST (A0) / (A1)							

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LEGISLATIVE Senate / Chamber of Deputies	EXECUTIVE			JUDICIARY Supreme Court	Scale with letters	Scale with figures
	PRESIDENT'S Office	PM's Office	Ministry			
SUPPORT PROFESSIONALS	ADMIN ASSISTANT TO THE HEADS AT LEVELS D, E, F	SUPPORT PROFESSIONAL	SUPPORT PROFESSIONAL	REGISTRAR IC, CC		5
ADMINISTRATIVE LIAISON OFFICER	MAINTENANCE OFFICER	ADMINISTRATIVE ASSISTANT TO THE HEADS AT LEVELS D, E, F	ADMINISTRATIVE ASSISTANT TO THE HEADS AT LEVELS D, E, F			
ADMINISTRATIVE ASSISTANT TO THE HEAD AT LEVEL D,E,F	HEAD VALET	MAINTENANCE OFFICER	VERIFICATION OFFICER			
DOCUMENTALIST	SUPPORT PROFESSIONAL	ADMINISTRATIVE LIAISON OFFICER	ADMINISTRATIVE LIAISON OFFICER			
ARCHIVIST	ADMINISTRATIVE ASSISTANT TO ADVISORS	CUSTOMER CARE	DOCUMENTALIST	CHIEF REGISTRAR PRIMARY COURT		6
	ADMINISTRATIVE ASSISTANT TO THE DG	STORE KEEPER	LIBRARIAN			
	STOREKEEPER		CUSTOMER CARE			
	SECRETARY IN CENTRAL SECRETARIAT		ARCHIVIST			
	SENIOR COOK		COMMUNICATION AND DISPATCH OFFICER			
	SENIOR WAITER					
	SENIOR DOMESTIC ASSISTANT					
	VALET					
	MAILS SECRETARY					
	RECEPTIONIST					
CHAMBER ATTENDANT	JUNIOR WAITER		ADMIN ASS TO THE HEADS AT LEVELS "G"/ "1".	REGISTRAR PRIMARY COURT		7
SECRETARY IN CENTRAL SECRETARIAT	JUNIOR COOK	SECRETARY IN CENTRAL SECRETARIAT	HEAD OF CENTRAL SECRETARIAT			
DRIVER VIP	DRIVER VIP	DRIVER VIP	SECRETARY	DRIVER VIP		8
	DOMESTIC ASSISTANT		STOREKEEPER			9
COMMITTEE SUPPORT	MESSANGER		DRIVER			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.
				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, GOVERNMENT 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, RLRG, GMD, 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, REMARHA, 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 / EMMIGRATION, Head of NIA, ADMINISTRATION & FINANCE) / SENIOR ASSISTANT CHIEF INTELLIGENCE OFFICER/ SENIOR ASSISTANT CHIEF IMMIGRATION	F	
MAYOR DISTRICT	DIRECTOR OF RESEARCH INSTTT. ASSOCIATE PROFESSOR	CONSULTANT (MEDICAL / DENTAL SURGEON) SENIOR CONSULTANT PHARMACIST	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 PROVINCE 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 DEPUTY HEADS WHERE HEADS ARE AT "G" LEVEL	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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LEGAL ADVISOR AT PROVINCE	SPECIALIST		NISS/ HEAD OF INTELLIGENCE / IMMIGRATION IN KIGALI / PROVINCE		
DISTRICT COUNCIL AFFAIRS SPECIALIST	ADVISOR TO DEPUTY VICE CHANCELLOR	DIRECTOR OF UNIT	NISS/ INTERNAL AUDITOR SPECIALIST		
ADVISOR TO EXECUTIVE COMMITTEE	EXECUTIVE ASSISTANT TO THE PRINCIPAL EXECUTIVE ASSISTANT TO THE VICE - PRINCIPAL	SPECIALIST	NISS/ LEGAL SPECIALIST		3
			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		
LEGAL AFFAIRS /NOTARY AT DISTRICT	ASSISTANT LECTURER	SENIOR MEDICAL OFFICER/SENIOR DENTAL SURGEON	SENIOR PRINCIPAL AUDITOR		
LABOR INSPECTOR	RESEARCH ASSISTANT	MEDICAL OFFICER/ DENTAL SURGEON	PRINCIPAL AUDITOR		
PUBLIC RELATION & COMMUNICATION OFFICER	TUTORIAL ASSISTANT	JUNIOR MEDICAL OFFICER/JUNIOR DENTAL SURGEON	SENIOR AUDITOR		
PLANNING, M&E OFFICER	JUNIOR RESEARCH OFFICER	HEAD OF SERVICE AT DISTRICT HOSPITAL	CRIMINAL ANALYSIS OFFICER/NPPA		
HR OFFICER	SCHOOLS MONITOR IPRC	PHARMACIST (A0)	PROSECUTOR AT PRIMARY LEVEL		
	SENIOR TRAINER IWAWA	DENTAL THERAPISTS (A0)	CHIEF ASSISTANT TO THE PROSECUTOR AT INTERMEDIATE LEVEL		
	HEAD TEACHER UPPER SECONDARY SCHOOL (A0)	NURSE / MIDWIFE / NURSE (A0) (WITH SPECIALIZATION)	INVESTIGATOR IN SPECIAL UNIT / OMBUDSMAN		
	HEAD TEACHER LOWER SECONDARY SCHOOL (A0)	NURSE /MIDWIFE /NURSE IN ALLIED SCIENCES (A0)	HEAD OF DIVISON AT NISS/ PRINCIPAL INTELLIGENCE OFFICER/ PRINCIPAL IMMIGRATION OFFICER		
	HEAD TEACHER TSS (A0)	DISTRICT PHARMACIST MANAGER (A0)	HEAD OF SECTION AT NISS / ASSISTANT PRINCIPAL INTELLIGENCE OFFICER/ ASSISTANT PRINCIPAL IMMIGRATION OFFICER		
	SCHOOL MANAGER VTC (A0) CHIEF LABORATORY TECHNICIAN / UR (A0)	HR OFFICER PUBLIC RELATIONS AND COMMUNICATION OFFICER	AGRICULTURE RESEARCH ASSISTANT		4

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PROVINCE & LOCAL GOVERNMENT	EDUCATION	HEALTH	NATIONAL COMMISSIONS, SPECIAL ORGANS, NATIONAL COUNCILS AND PUBLIC INSTITUTIONS	scale with letters	scale with fig.
	SENIOR LABORATORY TECHNICIAN / UR (A0) HR OFFICER PUBLIC RELATIONS AND COMMUNICATION OFFICER LEGAL AFFAIRS OFFICER CHIEF LIBRARIAN / UR	LEGAL AFFAIRS OFFICER	HEAD OF CENTER AT RAB 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	r o f e s s i o n a l i s	
PROFESSIONALS IN UNITS AT DISTRICT LEVEL	TRAINER IWAWA CHIEF INSTRUCTOR / POLYTECHNIC 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)	PROFESSIONALS	AUDITOR		
ADMINISTRATIVE ASSISTANT TO THE HEADS AT D.E.F ICT OFFICER (A0) / (A1) CONSTITUENCY AFFAIRS OFFICER STATISTICIAN FINANCE AND ADMINISTRATION OFFICER AT SECTOR LEVEL	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	HEAD OF HEALTH CENTER (A1) HEAD OF NURSING AT DISTRICT HOSPITAL (A1)	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

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

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ARMY	POLICE	RCS	Category of job	scale with letters	scale with fig.
				A	
				B	
				C	
				D	
CHIEF OF DEFENSE STAFF	INSPECTOR GENERAL OF POLICE	COMMISSIONER GENERAL OF RCS			
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	G E N E R A L O F F I C E R S	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	
BATTALION COMMANDER SQUADRON COMMANDER (AIR) CHIEF INSTRUCTOR MILITARY SCHOOL LT COLONEL DEFENSE ATTACHE / LIAISON OFFICER VICE-PRESIDENT OF MILITARY TRIBUNAL DEPUTY BATTALION 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	O F F I C E R S		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 F F I C E R S		4
LIEUTENANT PLATOON COMMANDER CLERK MILITARY HIGH COURT	INSPECTOR OF POLICE PLATOON COMMANDER STAFF OFFICER	INSPECTOR			J U N I C	5

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

<p>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</p>	<p>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</p>	<p>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</p>
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Official Gazette n° 39 of 28/09/2015

Grade -Related Salary Scale

Progress steps from level 14 to 6

Lower index :

Progress steps from level 6 to 1

Grade related scale	Scale																Political Positions	Grade in Letters	
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV	XVI			
Bench-mark job	grades																President of the Republic	A	5,280
	progress																President of the Senate, Speaker of Chamber of Deputies, Chief Justice, Prime Minister	B	4,591
Professionalism in Core Mission Professionalism in Support and Operation units	levels				5,280												Minister, Minister of State, Other Cabinet Member, Mayor of Kigali City, Governor	C	3,993
	1				4,591												Vice-Mayor of Kigali	E	3,166
	2				3,993												Members of Parliament, Ambassador	F	2,869
	3				3,472												Mayor of District	G	2,608
Job of higher technician	4	1,087			2,869														
	5	906	1,094		2,608														
	6	755	793	912	2,079	2,287	2,516	3,044	3,348	3,683	4,051	4,457	4,902	5,392	5,932	6,525			
	7	629	660	760	1,890	1,905	2,096	2,305	2,536	2,789	3,068	3,375	3,713	4,084	4,492	4,942	5,436		
	8	484	508	584	1,588	1,588	1,747	1,922	2,114	2,325	2,558	2,814	3,095	3,404	3,745	4,119	4,531		
	9	372	391	449	1,324	1,324	1,456	1,602	1,762	1,938	2,132	2,345	2,580	2,838	3,121	3,433	3,777		
	10	286	300	345	1,103	1,103	1,213	1,335	1,468	1,615	1,777	1,954	2,150	2,365	2,601	2,861	3,147		
	11	220	231	266	835	835	919	1,011	1,112	1,223	1,346	1,480	1,628	1,791	1,970	2,167	2,384	2,622	
	12	169	177	204	643	643	707	778	856	941	1,035	1,139	1,253	1,378	1,516	1,667	1,834	2,018	
	13	130	137	157	494	494	544	598	658	723	796	875	963	1,059	1,165	1,282	1,410	1,551	
	14	100	105	121	380	380	418	460	506	556	612	673	740	814	896	985	1,084	1,192	
	Duty job	11	220	231	266	292	321	354	389	428	471	518	569	626	689	758	834	917	
12		169	177	204	224	247	272	299	329	362	398	437	481	529	582	640	704		
Duty job	13	130	137	157	173	190	209	230	253	278	306	336	370	407	448	493	542		
	14	100	105	121	133	146	161	177	194	214	235	259	285	313	345	379	417		

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 Repubulika :

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