

N°04/03 RYO KUWA 18/02/2011
RISHYIRAHO IMISHAHARA N'IBINDI
BIGENERWA ABAKOZI B'IKIGO CYA
LETA GISHINZWE GUTEZA IMBERE
UBUMENYINGIRO N'IMYIGISHIRIZE
Y'IMYUGA MU RWANDA

18/02/2011 ESTABLISHING SALARIES
AND FRINGE BENEFITS FOR THE
WORKFORCE DEVELOPMENT
AUTHORITY PERSONNEL

N°04/03 DU 18/02/2011 FIXANT LES
SALAIRES ET AUTRES AVANTAGES
ACCORDES AU PERSONNEL DE
L'OFFICE RWANDAIS DE
DEVELOPPEMENT DE LA MAIN
D'OEUVRE

ISHAKIRO

TABLE OF CONTENTS

TABLE DE MATIERES

Ingingo ya mbere: icyo iri teka rigamije

Article One: Purpose of this Order

Article premier : Objet du présent arrêté

Ingingo 2: Igenwa ry'umushahara

Article 2: Determination of the salary

Article 2 : Détermination du salaire

Ingingo 3: Ibigize umushahara

Article 3: Composition of the salary

Article 3 : Composition du salaire

Ingingo ya 4 : Koroherezwa ingendo

Article 4: Transport facilitation and allowances

Article 4 : Facilitation de transport et frais de transport

Ingingo ya 5: Amafaranga y'itumanaho

Article 5: Communication allowances

Article 5 : Frais de communication

Ingingo ya 6: Amafaranga yo kwakira abashyitsi

Article 6: Entertainment fee

Article 6 : Frais de représentation

Ingingo ya 7 : Abashinzwe gushyira mu bikorwa iri teka

Article 7: Authorities entrusted with the implementation of this Order

Article 7 : Autorités chargées de l'exécution du présent arrêté

Ingingo ya 8: Ivanwaho ry'ingingo zinyuranye n'iri teka

Article 8 : Repealing provision

Article 8: Disposition abrogatoire

Ingingo ya 9 : Igihe iri teka ritangira gukurikizwa

Article 9: Commencement

Article 9: Entrée en vigueur

ITEKA RYA MINISITIRI W'INTEBE

PRIME MINISTER'S ORDER N°04/03

ARRETE DU PREMIER MINISTRE

N°04/03 RYO KUWA 18/02/2011 RISHYIRAHO IMISHAHARA N'IBINDI BIGENERWA ABAKOZI B'IKIGO CYA LETA GISHINZWE GUTEZA IMBERE UBUMENYINGIRO N'IMYIGISHIRIZE Y'IMYUGA MU RWANDA

OF 18/02/2011 ESTABLISHING SALARIES AND FRINGE BENEFITS FOR THE WORKFORCE DEVELOPMENT AUTHORITY PERSONNEL

N°04/03 DU 18/02/2011 FIXANT LES SALAIRES ET AUTRES AVANTAGES ACCORDES AU PERSONNEL DE L'OFFICE RWANDAIS DE DEVELOPPEMENT DE LA MAIN D'OEUVRE

Minisitiri w'Intebe,

The Prime Minister,

Le Premier Ministre,

Ashingiyeye ku Itegeko Nshinga rya Repubulika y'u Rwanda ryo kuwa 04 Kamena 2003 nk'uko ryavugururwe kugeza ubu, cyane cyane mu ngingo zaryo iya 37, iya 118, iya 119, iya 120, 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 37, 118, 119, 120, 121 and 201;

Vu la Constitution de la République du Rwanda du 04 Juin 2003, telle que révisée à ce jour, spécialement en ses articles 37, 118, 119, 120, 121 et 201;

Ashingiyeye ku Itegeko n° 03/2009 ryo kuwa 27/03/2009 rishyiraho Ikigo cya Leta Gishinzwe Guteza imbere Ubumenyigiro n'Imyigishirize y'Imyuga mu Rwanda rikanagena Inshingano, Imiterere n'Imikorere byacyo, cyane cyane mu ngingo zaryo, iya 21 n'ya 22;

Pursuant to Law N°03/2009 of 27/03/2009 establishing the Workforce Development Authority and determining its Missions, Organisation and Functioning, especially in Articles 21 and 22;

Vu la Loi n° 03/2009 du 27/03/2009 portant création de l'Office Rwandais de Développement de la Main d'œuvre et déterminant ses Attributions, son Organisation et son Fonctionnement, spécialement dans ses articles 21 et 22;

Ashingiyeye ku Itegeko n° 22/2002 ryo kuwa 09/07/2002 rishyiraho Sitati rusange y'Abakozi ba Leta n'Inzego z'Imirimo ya Leta, cyane cyane mu ngingo zaryo iya 66, iya 106, iya 107, iya 108, iya 109, iya 110, iya 112, iya 113, iya 114 n'ya 115;

Pursuant to Law n° 22/2002 of 09/07/2002 on General Statutes for Rwanda Public Service, especially in Articles 66, 106, 107, 108, 109, 110, 112, 113, 114 and 115;

Vu la Loi n° 22/2002 du 09/07/2002 portant Statut Général de la Fonction Publique Rwandaise, spécialement en ses articles 66, 106, 107, 108, 109, 110, 112, 113, 114 et 115;

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

On proposal by the Minister of Public Service and Labour;

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

Inama y'Abaminisitiri yateranye kuwa 27/10/2010 imaze kubisuzuma no kubyemeza;

After consideration and approval by the Cabinet in its session of 27/10/2010;

Après examen et adoption par le Conseil des Ministres, en sa séance du 27/10/2010;

ATEGETSE :

Ingingo ya mbere: Icyo iri teka rigamije

Iri teka rishyiraho imishahara n'ibindi bigenerwa abakozi b'Ikigo cya Leta Gishinzwe Guteza imbere Ubumenyigiro n'Imyigishirize y'Imyuga mu Rwanda (WDA).

Ingingo 2: Igenwa ry'umushahara

Umushahara ugenwa hakurikijwe imirimo n'inzego z'imirimo byemejwe ku bakozi b'Ikigo cya Leta Gishinzwe Guteza imbere Ubumenyigiro n'Imyigishirize y'Imyuga mu Rwanda.

Agaciro k'umubare fatizo, urwego, imibare fatizo n'umushahara mbumbe bigendana na buri murimo ku bakozi b'Ikigo cya Leta Gishinzwe Guteza imbere Ubumenyigiro n'Imyigishirize y'Imyuga mu Rwanda bigaragara ku mugereka w'iri teka.

Ingingo 3: Ibigize umushahara mbumbe

Umushahara mbumbe w'ukwezi wa buri mukazi w'Ikigo cya Leta Gishinzwe Guteza imbere Ubumenyigiro n'Imyigishirize y'Imyuga mu Rwanda ukubiyemo iby'ingenzi bikurikira:

- 1° umushahara fatizo;
- 2° indamunite z'icumbi;
- 3° indamunite z'urugendo;

HEREBY ORDERS :

Article One: Purpose of this Order

This Order establishes the salaries and fringe benefits for Workforce Development Authority personnel (WDA).

Article 2: Determination of the salary

A salary shall be determined basing on jobs and job positions approved for Workforce Development Authority personnel.

An index value, a level, indexes and gross salaries corresponding to each job for Workforce Development Authority personnel are hereby annexed to this Order.

Article 3: Composition of the gross salary

A monthly gross salary of each employee for Workforce Development Authority shall be mainly composed of the following:

- 1° Basic salary;
- 2° Housing allowances;
- 3° Transport allowances;

ARRETE :

Article premier : Objet du présent arrêté

Le présent arrêté fixe les salaires et autres avantages accordés au personnel de l'Office Rwandais de Développement de la Main d'œuvre (WDA).

Article 2 : Détermination du salaire

Le salaire est déterminé suivant les emplois et les postes d'emplois approuvés pour le personnel de l'Office Rwandais de Développement de la Main d'œuvre.

La valeur indiciaire, le niveau, les indices et le salaire brut correspondant à chaque emploi pour le personnel de l'Office Rwandais de Développement de la Main d'œuvre sont en annexe du présent arrêté.

Article 3 : Composition du salaire brut

Le salaire brut mensuel de chaque employé de l'Office Rwandais de Développement de la Main d'œuvre comprend principalement :

- 1° le salaire de base;
- 2° l'indemnité de logement ;
- 3° l'indemnité de transport ;

- 4° inkunga ya Leta yo kuvuza umukozi;
5° inkunga ya Leta mu bwiteganyirize bw'umukozi.

Indamunite z'urugendo zivugwa mu gika kibanziriza iki ntizikomatanywa na *Lump sum* ihabwa bamwe mu bakozi b'Ikigo cya Leta Gishinzwe Guteza imbere Ubumenyigiro n'Imyigishirize y'Imyuga mu Rwanda.

Ingingo ya 4 : Koroherezwa ingendo

Amabwiriza ya Minisitiri ufite ibikorwaremezo mu nshingano ze agena uburyo bwo koroherezwa ingendo no guhabwa amafaranga y'urugendo ku bakozi b'Ikigo cya Leta Gishinzwe Guteza imbere Ubumenyigiro n'Imyigishirize y'Imyuga mu Rwanda.

Ingingo ya 5: Amafaranga y'itumanaho

Amabwiriza ya Minisitiri ufite abakozi ba Leta mu nshingano ze agena uburyo bwo gutanga amafaranga y'itumanaho ku bakozi b'Ikigo cya Leta Gishinzwe Guteza imbere Ubumenyigiro n'Imyigishirize y'Imyuga mu Rwanda.

Ingingo ya 6: Amafaranga yo kwakira abashyitsi

Umuyobozi Mukuru w'Ikigo cya Leta Gishinzwe Guteza imbere Ubumenyigiro n'Imyigishirize y'Imyuga mu Rwanda agenerwa amafaranga yo kwacyira abashyitsi angana n'ibihumbi magana abiri y'u Rwanda (200.000 Frw) buri kwezi;

- 4° State contribution for medical care;
5° State contribution for Social Security.

The transport allowances specified in the previous paragraph shall not be cumulated with the Lump Sum granted to certain categories of Workforce Development Authority personnel.

Article 4: Transport facilitation and allowances

Instructions of the Minister in charge of Infrastructure shall determine the modalities for transport facilitation and for granting transport allowances to Workforce Development Authority personnel.

Article 5: Communication allowances

Instructions of the Minister in charge of Public Service shall determine the modalities of granting communication allowances for Workforce Development Authority Personnel.

Article 6: Entertainment fee

The Director General of the Workforce Development Authority shall be entitled to an office entertainment fee of two hundred thousand Rwandan Francs (Rwf 200,000) per month; the office entertainment fees shall be

- 4° la contribution de l'Etat aux soins médicaux ;
5° la contribution de l'Etat à la sécurité sociale.

L'indemnit  de transport dont question   l'alin a pr c dent ne doit pas  tre cumul e avec le «*lump sum*» accord    certains employ s de l'Office Rwandais de D veloppement de la Main d' uvre.

Article 4 : Facilitation de transport et frais de transport

Les instructions du Ministre ayant les infrastructures dans ses attributions d terminent les modalit s de facilitation de transport et celles d'octroi des frais de transport au personnel de l'Office Rwandais de D veloppement de la Main d' uvre.

Article 5 : Frais de communication

Les Instructions du Ministre ayant la Fonction Publique dans ses attributions d terminent les modalit s d'octroi des frais de communication pour les agents de l'Office Rwandais de D veloppement de la Main d' uvre.

Article 6 : Frais de repr sentation

Le Directeur G n ral de l'Office Rwandais de D veloppement de la Main d' uvre b n ficie des frais de repr sentation au service  quivalent   deux cent mille francs rwandais (200.000 Frw) chaque mois; les frais de repr sentation sont

Official Gazette n°10 of 07/03/2011

amafaranga yo kwakira abashyitsi anyura kuri konti y'Ikigo.

transferred to the institution's account.

domiciliés au compte de l'Office.

Ingingo ya 7: Abashinzwe gushyira mu bikorwa iri teka

Article 7: Authorities responsible for the implementation of this Order

Article 7: Autorités chargées de l'exécution du présent arrêté

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

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

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

Ingingo ya 8: Ivanwaho ry'ingingo zinyuranyije n'iri teka

Article 8: Repealing provision

Article 8: Disposition abrogatoire

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

All prior provisions contrary to this Order are hereby repealed.

Toutes les dispositions antérieures contraires au présent arrêté sont abrogées.

Ingingo ya 9: Igihe iteka ritangira gukurikizwa

Article 9: Commencement

Article 9: Entrée en vigueur

Iri teka ritangira gukurikizwa ku muni ritangarijweho mu Igazeti ya Leta ya Repubulika y'u Rwanda. Agaciro karyo gahera ku itariki ya 08/10/2010.

This Order shall come into force on the date of its publication in the Official Gazette of the Republic of Rwanda. It takes effect as of 08/10/2010.

Le présent arrêté entre en vigueur le jour de sa publication au Journal Officiel de la République du Rwanda. Il sort ses effets commencent à partir du 08/10/2010.

Kigali, kuwa 18/02/2011

Kigali, on 18/02/2011

Kigali, le 18/02/2011

(sé)

(sé)

(sé)

MAKUZA Bernard
Minisitiri w'Intebe
(sé)

MAKUZA Bernard
Prime Minister
(sé)

MAKUZA Bernard
Premier Ministre
(sé)

MUREKEZI Anastase
Minisitiri w'Abakozi ba Leta n'Umurimo

MUREKEZI Anastase
Minister of Public Service and Labour

MUREKEZI Anastase
Ministre de la Fonction Publique et du Travail

Bibonywe kandi bishyizweho ikirango cya Repubulika:

Seen and sealed with the Seal of the Republic:

Vu et scellé du Sceau de la République:

(sé)
KARUGARAMA Tharcisse
Minisitiri w'Ubutabera/ Intumwa nkuru ya Leta

(sé)
KARUGARAMA Tharcisse
Minister of Justice/Attorney General

(sé)
KARUGARAMA Tharcisse
Ministre de la Justice/Garde des Sceaux

UMUGEREKA KU ITEKA RYA MINISITIRI ANNEX TO THE PRIME MINISTER'S ANNEXE A L'ARRETE DU PREMIER W'INTEBE N°04/03 RYO KUWA 18/02/2011 ORDER N°04/03 OF 18/02/2011 MINISTRE N°04/03 DU 18/02/2011 FIXANT

RISHYIRAHO IMISHAHARA N'IBINDI
BIGENERWA ABAKOZI B'IKIGO CYA
LETA GISHINZWE GUTEZA IMBERE
UBUMENYINGIRO N'IMYIGISHIRIZE
Y'IMYUGA MU RWANDA

ESTABLISHING SALARIES AND
FRINGE BENEFITS FOR THE
WORKFORCE DEVELOPMENT
AUTHORITY PERSONNEL

LES SALAIRES ET AUTRES AVANTAGES
ACCORDES AU PERSONNEL DE
L'OFFICE RWANDAIS DE
DEVELOPPEMENT DE LA MAIN
D'OEUVRE

WDA- SALARY STRUCTURE

N°	Job	I.V.	Nber	Level	Index	Net	Annual Gross
1	Director General	441	1	F	2869	877,259	19,358,004
2	Deputy Director General	400	2	G	2608	726,121	31,921,920
3	Director of TVET Training Unit	400	1	3.II	1369	443,519	9,408,095
4	Director of TVET Schools Development Unit	400	1	3.II	1369	443,519	9,408,095
5	Director of TVET Accreditation & Quality Assurance Unit	400	1	3.II	1369	443,519	9,408,095
6	Director of Project Mgt & Planning Unit	400	1	3.II	1369	443,519	9,408,095
7	Director of Partnership Building Unit	400	1	3.II	1369	443,519	9,408,095
8	Director of Finance Unit	400	1	3.II	1369	443,519	9,317,023
9	Director of Administration Unit	400	1	3.II	1369	443,519	9,317,023
10	Director of ICT Unit	400	1	3.II	1369	443,519	9,317,023
11	Senior Officer in charge of Examination & Certification	400	1	4.II	1141	372,318	7,841,224
12	Senior Officer in charge of Curriculum Development	400	1	4.II	1141	372,318	7,841,224
13	Senior Officer in charge of Training of Trainers	400	1	4.II	1141	372,318	7,841,224
14	Senior Internal Auditor	400	1	4.II	1141	372,318	7,841,224
15	Chief Accountant	400	1	4.II	1141	372,318	7,765,320
16	Accreditation Officer	400	2	5.II	951	312,984	12,944,469
17	Quality Assurance Officer	400	2	5.II	951	312,984	12,944,469
18	TOT Officer	400	2	5.II	951	312,984	12,944,469
19	Examination & Certification Officer	400	8	5.II	951	312,984	51,777,874
20	Curriculum Development Officer	400	8	5.II	951	312,984	51,777,874
21	Physical Planning & Design Officer	400	1	5.II	951	312,984	6,472,234
22	Quantity Survey Officer	400	1	5.II	951	312,984	6,472,234
23	Civil Engineer Officer	400	1	5.II	951	312,984	6,472,234
24	Equipment Management & Maintenance Officer	400	2	5.II	951	312,984	12,944,469
25	Private Sector Partnership Expert	400	2	5.II	951	312,984	12,944,469
26	Entrepreneurship Development Expert	400	1	5.II	951	312,984	6,472,234
27	Civil Society & Public Institutions Partnership Officer	400	1	5.II	951	312,984	6,472,234
28	TVET Jobs and Career guidance Officer	400	1	5.II	951	312,984	6,472,234
29	Industry Commercial Collaboration, Innovation & Research Officer	400	1	5.II	951	312,984	6,472,234
30	Planning Officer	400	1	5.II	951	312,984	6,472,234
31	Performance M & E Officer	400	1	5.II	951	312,984	6,472,234
32	Project Proposals & Funding Officer	400	1	5.II	951	312,984	6,472,234
33	TVT Information System Manager	400	1	5.II	951	312,984	6,472,234

Official Gazette n°10 of 07/03/2011

34	Internal Auditor	400	2	5.II	951	312,984	12,944,469
35	Procurement Officer	400	2	5.II	951	312,984	12,944,469
36	Legal Advisor	400	1	5.II	951	312,984	6,472,234
37	Budget Manager	400	1	5.II	951	312,984	6,472,234
38	Accountant	400	1	5.II	951	312,984	6,472,234
39	ICT & Database Management Officer	400	3	5.II	951	312,984	19,416,703
40	Web Master	400	1	5.II	951	312,984	6,472,234
41	Statistician	400	1	5.II	951	312,984	6,472,234
42	Estates Manager	400	1	5.II	951	312,984	6,472,234
43	Public Relations & Marketing Officer	400	1	5.II	951	312,984	6,472,234
44	HR Manager	400	2	6.II	794	263,955	10,807,474
45	Logistics Officer	400	1	6.II	794	263,955	5,403,737
46	Customer Care	400	1	6.II	793	263,643	5,396,931
47	Administrative Assistant to the DG	400	1	6.II	793	263,643	5,396,931
48	Documentation and Archives	400	1	6.II	793	263,643	5,396,931
49	Administrative Assistant to the Deputy DG	400	2	7.II	660	222,109	8,983,543
50	Archivist	400	1	7.II	660	222,109	4,491,771
51	Head of Central Secretariat	400	1	7.II	660	222,109	4,491,771
52	Secretary in Central Secretariat	400	1	8.II	508	174,641	3,457,303
53	Unit Secretary	400	2	8.II	508	174,641	6,914,606

80

549,312,028

IPRC- SALARY STRUCTURE
Academic Staff

N°	Job	I.V.	Nber	Level	Index	Net	Annual Gross
1	Principal	400	1	G	2608	726,121	15,960,960
2	Vice Principal	270	2	I.IV	2608	565,748	23,961,559
3	Full Professor	270	0	I.IV	2608	565,748	0
4	Associate Professor	270	0	I.III	2268	494,078	0
5	Senior Lecturer	270	0	3.III	1575	347,999	0
6	Lecturer	270	20	3.II	1369	304,575	125,779,809
7	Director of Academic Services	270	1	3.II	1369	304,575	6,288,990
8	Director of Library & Academic Resources	270	1	3.II	1369	304,575	6,288,990
9	Director Quality Assurance and Technical Teachers Training	270	1	3.II	1369	304,575	6,288,990
10	Director Technical School & Vocational Training Center	270	1	3.II	1369	304,575	6,288,990
11	Coordinator R&D Consultancy, Production and Entrepreneurship	270	1	3.II	1369	304,575	6,288,990
12	Director of Students Affairs	270	1	3.II	1369	304,575	6,288,990
13	Schools Administration Monitor	270	3	4.II	1,141	256,515	15,724,773
14	Schools Pedagogy Monitor	270	3	4.II	1,141	256,515	15,724,773
15	Schools Methodology Monitor	270	3	4.II	1,141	256,515	15,724,773
16	Assistant Lecturer	270	44	5.III	1094	246,607	221,129,907
17	Tutorial Assistant	270	60	5.II	951	216,464	262,125,489
18	Admissions & Registration Officer	270	4	5.II	951	216,464	17,475,033
19	Timetables & Examinations Officer	270	4	5.II	951	216,464	17,475,033
20	Academic Records Officer	270	2	5.II	951	216,464	8,737,516
21	Quality Assurance Officer	270	1	5.II	951	216,464	4,368,758
22	Accreditation Officer	270	2	5.II	951	216,464	8,737,516
23	Training of Trainers Officer	270	2	5.II	951	216,464	8,737,516
24	Student Welfare Officer	270	1	5.II	951	216,464	4,368,758
25	Instructor	270	45	5.II	951	216,464	196,594,116
26	Engineer	270	5	5.II	951	216,464	21,843,791
27	Welders, Fabricators & Machinists	270	8	5.II	951	216,464	34,950,065
28	Building Design Architector	270	1	5.II	951	216,464	4,368,758
29	Building Design Quantity Surveyer	270	1	5.II	951	216,464	4,368,758
30	Entrepreneurship Devpt Officer	270	1	5.II	951	216,464	4,368,758
31	Marketing & Sales Officer	270	1	5.II	951	216,464	4,368,758
32	Academic Affairs Officer	270	5	5.II	951	216,464	22,057,309
33	Production & Manufacturing Technician	270	2	6.II	793	183,159	7,285,857
34	Archectural Draughtsman	270	2	6.II	793	183,159	7,285,857
35	Mechanical Engineering Draughtsman	270	2	6.II	793	183,159	7,285,857
36	Quantity Surveyer Assistant	270	1	7.II	660	155,123	3,031,946
37	Workshop Assistant	270	16	7.II	660	155,123	48,511,131

248

1,170,087,079

IPRC- SALARY STRUCTURE
Administrative Staff

N°	Job	I.V.	Nber	Level	Index	Gross	Annual Gross
1	Director of Administration	250	1	3.II	1369	485,262	5,823,139
2	Director Of Finance	250	1	3.II	1369	485,262	5,823,139
3	Budget Officer	250	1	5.II	951	337,096	4,045,146
4	Accountant	250	1	5.II	951	337,096	4,045,146
5	Procurement Officer	250	2	5.II	951	674,191	8,090,293
6	Internal Auditor	250	1	5.II	951	337,096	4,045,146
7	Legal Advisor	250	1	5.II	951	337,096	4,045,146
8	Public Relations Officer	250	1	5.II	951	337,096	4,045,146
9	Planning Officer	250	2	5.II	951	674,191	8,090,293
11	Building Maintenance Engineer	250	1	5.II	951	337,096	4,045,146
12	Equipment Maintenance Engineer	250	1	5.II	951	337,096	4,045,146
13	HR Manager	250	2	6.II	793	562,180	6,746,164
10	Logistics Officer	250	1	6.II	793	281,090	3,373,082
14	Librarian	250	2	6.II	793	562,180	6,746,164
15	Matron	250	1	6.II	793	281,090	3,373,082
16	Games & Sports Manager	250	2	6.II	793	562,180	6,746,164
17	Warden	250	1	6.II	793	281,090	3,373,082
18	Medical Assistant	250	1	6.II	793	281,090	3,373,082
19	Admin Assistant to the Principal	250	1	6.II	793	281,090	3,373,082
20	Admin Assistant to the Vice Principal	250	2	6.II	793	562,180	6,746,164
21	Civil Engineer Draughtsman	250	1	6.II	793	281,090	3,373,082
22	Laboratory Technician	250	45	6.II	793	12,649,058	151,788,696
23	Assistant Librarian	250	6	7.II	660	1,403,679	16,844,143
24	Head of Central Secretariat	250	1	7.II	660	233,946	2,807,357
25	Maintenance Technician	250	1	7.II	660	233,946	2,807,357
26	Cashier	250	1	8.II	508	180,068	2,160,814
27	Store Keeper	250	3	8.II	508	540,204	6,482,443
28	Secretary in Central Secretariat	250	1	8.II	508	180,068	2,160,814
29	Unit Secretary	250	3	8.II	508	540,204	6,482,443

88

24,575,009

288,417,664

Official Gazette n°10 of 07/03/2011

Bibonywe kugira ngo bishyirwe ku mugereka w' Iteka rya Minisitiri w'Intebe n°04/03 ryo kuwa 18/02/2011 rishyiraho imishahara n'ibindi bigenerwa abakozi b'Ikigo cya Leta gishinzwe Guteza Imbere Ubumenyangiro n'Imyigishirize y'Imyuga mu Rwanda

Kigali, kuwa 18/02/2011

(sé)

MAKUZA Bernard
Minisitiri w'Intebe

(sé)

MUREKEZI Anastase
Minisitiri w' Abakozi ba Leta n'Umurimo

Bibonywe kandi bishyizweho Ikirango cya Repubilika:

(sé)

KARUGARAMA Tharcisse
Minisitiri w'Ubutabera/ Intumwa Nkuru ya Leta

Seen to be annexed to the Prime Minister's Order n°04/03 of 18/02/2011 establishing salaries and fringe benefits for the Workforce Development Authority

Kigali, on 18/02/2011

(sé)

MAKUZA Bernard
Prime Minister

(sé)

MUREKEZI Anastase
Minister of Public Service and Labour

Seen and sealed with the Seal of the Republic:

(sé)

KARUGARAMA Tharcisse
Minister of Justice/Attorney General

Vu pour être annexé à l'Arrêté du Premier Ministre n°04/03 du 18/02/2011 fixant les salaires et avantages accordés au personnel de l'Office Rwandais de Développement de la Main d'œuvre

Kigali, le 18/02/2011

(sé)

MAKUZA Bernard
Premier Ministre

(sé)

MUREKEZI Anastase
Ministre de la Fonction Publique et du Travail

Vu et scellé du Sceau de la République:

(sé)

KARUGARAMA Tharcisse
Ministre de la Justice/Garde des Sceaux