# MINISTRY OF INFORMATION AND COMMUNICATION TECHNOLOGY

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## **PART A: OVERVIEW OF MINISTRY**

#### I. STRATEGIC NOTE

#### 1. Major Achievements for 2010

- The number of Internet subscribers increased from 199,500 in 2008 to 286,000 in 2009. It is expected that internet subscribers by the end of the year 2010 will be around 350,000, an increase of 29.4% over the 2009 figures.
- The ICT Development Index (IDI) produced by the International Telecommunications Union which tracks the digital divide and measures countries' progress towards becoming information societies has improved from 3.44 in 2008 to 3.83 in 2009. Mauritius ranked second in 2010 in the African Continent.
- Facilitate the laying of Submarine cables connectivity between Le Goulet, Terre Rouge (second landing station) in Mauritius and Reunion Island in the context of the Lower Indian Ocean Network (LION) Project has been completed. This is a major step towards the making of Mauritius a regional hub for cables landing stations.
- The Electronic Archives Application software is live since July 2010.
- IT Security Audit of two critical Government sites have been completed namely for Labour Market Information Systems and for Blood Transfusion system.
- Regulations for ICTA to act as Controller of Certified Authorities (CCA) and hence license Certified Authorities (CAs) to operate in Mauritius finalized. This will allow the use of digital signatures and enable secured application for electronic transactions.
- Completion of Government Fibre Network Project for increase of broadband connectivity in four main government buildings.
- The National Cybercrime Prevention Committee has produced a set of recommendations which will now be implemented by the relevant stakeholders with a view to enhancing the national approach for combating cybercrimes.
- The Crime Occurrence Tracking System (COTS) has been put in place in the Line Barracks and the Western Division of the Police Department.
- Review of the National Information Communication Technology Strategic Plan (NICTSP) 2007-2011 expected to be completed in December 2010.
- Launching of over 2700 advanced online IT courses to contribute towards the building of a pool of IT professionals to support development of the ICT sector.
- Organisation of Infotech 2010, the largest ICT event, which attracted over 75,000 visitors.

#### 2. Major Services to be provided for 2011-2013

Programme 661: Policy and Management for Information and Communication Technology (ICT)

• Coordination and management services

### Programme 662: Scaling Up the ICT Sector

- A secure multipurpose Identity Card for citizens.
- Legal, regulatory and policy services for the ICT sector
- Secured access to the internet, email facilities and e-government applications through the Government Online Centre
- Support Ministries and Government to develop their e-services and other online services
- A disaster recovery centre for Government Online Centre
- Technical advisory service to Government, parastatals, private sectors and general public on information security
- IT operational services in Government
- An e-Payment system to facilitate secure online financial transactions for government services.

### 3. Major Constraints and Challenges and how they are being addressed

- A new orientation of the ICT Sector
  - The MICT is currently reviewing the NICTSP. In light of the above exercise, it is expected that a new orientation would be given to the ICT sector to boost economic growth over the next 5 years and the making of Mauritius into an Intelligent Island.
  - MICT will formulate policies and coordinate with line Ministries to implement the recommendations of the review exercise of the NICTSP.
- Elaboration of a National BPO Strategy
  - The Government has recognised that there was an urgent need to develop a pool of IT professionals to support the expansion of the ICT sector, in particular investment in higher value Business Process Outsourcing.
  - The Ministry together with the NCB is collaborating with the Outsourcing and Telecommunications Association of Mauritius (OTAM) and the Mauritius IT Industry Association (MITIA) to prepare a National BPO Strategy Plan.
- Inadequate bandwidth capacity and slow internet speed
  - A feasibility study under the sky.gov.net will be undertaken to provide better connectivity for Government Services. This study will also address the capacity problems.
  - Notwithstanding the feasibility study, continuous improvement of the secure Government Intranet System Infrastructure to meet emerging needs for a better performance of the network and bandwidth capacity.
- Lack of User Commitment of e-Government services
  - The MICT has developed e- services under the Civil Service Reforms/Computerisation of the Civil Service. As at date 53 e-services have been developed.
  - Consultations are being held with the Ministry of Civil and Administrative Reforms to ascertain the optimum usage of the e-Services.

#### II. LIST OF PROGRAMMES, SUB-PROGRAMMES AND PRIORITY OBJECTIVES

Programme 661: Policy and Management for Information and Communication Technology (ICT)

- Formulate policies related to the ICT sector and ensure implementation thereof.
- Support the Minister in formulating and costing policies based on ICT to make Intelligent Mauritius that can be effectively financed and implemented.

#### Programme 662: Scaling Up the ICT Sector

Sub-Programme 66201: Enabling Environment for Harnessing ICT

- Ensure effective regulation of the ICT sector.
- Facilitate the growth of the ICT Sector contribution to GDP.
- Achieve a robust and trustworthy information security environment conducive for ICT use in Government.

Sub-Programme 66202: e-Powering the Society

- Transform Mauritius into a knowledge based economy and an all inclusive information society.

Sub-Programme 66203: Promoting e-Governance

- Successful implementation of e-Government projects for improved Government service delivery.

Sub-Programme 66204: ICT Operational Services

- Deliver timely and cost-effective ICT operational support services to all Government Institutions.

#### III. SUMMARY OF FINANCIAL RESOURCESBY PROGRAMMES AND SUB-PROGRAMMES

		Rs	Rs	Rs	Rs
Code	Programmes and Sub-Programmes	2010	2011	2012	2013
Code	1 Togrammes and Sub-1 Togrammes	Estimates	Estimates	Planned	Planned
661	Policy and Management for	9,310,000	8,955,000	8,970,000	8,980,000
	Information and Communication				
	Technology (ICT)				
662	Scaling Up the ICT Sector	448,125,000	664,761,000	729,871,000	777,226,000
66201	Enabling Environment for Harnessing	219,249,000	478,605,000	530,643,000	601,036,000
	ICT				
66202	e-Powering the Society	53,700,000	57,100,000	59,000,000	60,000,000
66203	Promoting e-Governance	101,325,000	60,106,000	70,851,000	46,471,000
66204	ICT Operational Services	73,851,000	68,950,000	69,377,000	69,719,000
	Total	457,435,000	673,716,000	738,841,000	786,206,000

# IV. SUMMARY OF STAFFING POSITIONS BY PROGRAMMES AND SUB-PROGRAMMES

		To	otal	% Distribution	
Code	Programmes	In Post 2010	Funded 2011	2010	2011
661	Policy and Management for Information and Communication Technology (ICT)	12	15	4.4%	5.2%
662	Scaling Up the ICT Sector	262	272	95.6%	94.8%
66201	Enabling Environment for Harnessing ICT	34	34	12.4%	11.8%
66202	e- Powering the Society	-	-	0.0%	0.0%
66203	Promoting e-Governance	34	34	0	0
66204	ICT Operational Services	194	204	70.8%	71.1%
	Total	274	287	100%	100%

### PART B: SERVICES TO BE PROVIDED AND PERFORMANCE INFORMATION

DELIVEDY	CEDVICES TO DE	PERFORMANCE				
DELIVERY	SERVICES TO BE	Service Standards	2010	2011	2012	2013
UNITS	PROVIDED	(Indicators)	Baseline	Targets	Targets	Targets

#### PROGRAMME 661: Policy and Management for Information and Communication Technology (ICT)

**Outcome:** Ensure a well managed Ministry which fosters the appropriate environment for the development of a competitive and innovative ICT industry aimed at improving the quality of life of citizens through better connectivity and wealth creation.

Office of the	O1: Policy and	P1 : Update 3-Year				
Minister; Office	Management Services	Strategic Plan/Strategic	Dec	June	June	June
of the Permanent		Note				
Secretary and		P2: % of PBB indicators				
Administration		that are met	65%	90%	90%	90%
		P3: Projects and/or Programmes completed within time and budget	-	75%	80%	85%
		P4: Date limit set or 5 working day rule met, whichever is the earliest, for following percent of requests as verified by Registry records or an alternative system	75%	90%	95%	95%

#### PROGRAMME 662: Scaling Up the ICT Sector

**Outcomes:** Achieve a more efficient and responsive Government able to deliver an improved, cost effective and prompt service to the public.

Increase the ICT sector's contribution from 5.7% of GDP in 2009 and to 7% by 2011.

Achieve a robust and trustworthy information security environment conducive for ICT use in Government.

#### SUB-PROGRAMME 66201: Enabling Environment for Harnessing ICT

Head Office	O1: Legal, Regulatory and Policy Services	P1: National BPO Strategy completed	-	June	-	-
IT Security Unit	O2: Advise and monitor IT Security within existing and new Government information systems	P1: Number of days to attend to IT Security consultancy and technical advice requests	3	3	3	2
	O3: Facilitate the implementation of Information Security Standards in Government organisations	P1: No. of days to attend to ISO/IEC 27001 information security standard related requests	5	5	5	4
Government Online Centre (GOC)	O2: Improve e-participation by the way services are delivered by Government to Citizen, Businesses, Non- Citizens and Public Officials	portal technology to re-	-	Aug	-	-

DEL IVEDIA	CEDIMORG TO DE	PERFORMANCE				
DELIVERY UNITS	SERVICES TO BE PROVIDED	Service Standards (Indicators)	2010 Baseline	2011 Targets	2012 Targets	2013 Targets
SUB-PROGRAM	MME 66202: e-Powering the	e Society				
National Computer Board	O1: Technical assistance and capacity building to parastatals, private sectors and general public on information security	P1: Framework for Cyber Security Bill establishing the legal status of Mauritius Computer Emergency Response Team (CERT-MU) prepared	Jun	Dec	-	-
	O2: Promote entrepreneurship in ICT	P1: Number of exhibitors in the Infotech - ICT Technology Exhibition (Local)	60	70	70	75
National Computer Board	O3: Develop ICT Indicators for Mauritius	P1: % of uptodate ICT indicators	100%	100%	100%	100%
Central Informatics Bureau	O1: Support to Government, Ministries and Departments in formulating and implementing IT solutions	P1: Number of technical specifications for ICT	100	140	150	150
SUB-PROGRAM	MME 66204: ICT Operation	nal Services				
Central Information Systems	O1. IT troubleshooting services	P1: Computer systems problems attended to within 48 hours	85%	90%	90%	90%
Division	O2: IT-related development and maintenance services	P1:Software and website development/ maintenance requests attended to within set target dates	60%	80%	90%	95%
	O3: Maintenance of Government Email Accounts	P1: Requests for email creation or updating to be completed within 2 working days	90%	100%	100%	100%

# PART C: INPUTS - FINANCIAL RESOURCES

#### 1. SUMMARY BY ECONOMIC CATEGORIES

		Rs	Rs	Rs	Rs
Code	Economic Categories	2010	2011	2012	2013
Code	Economic Categories	Estimates	Estimates	Planned	Planned
21	Compensation of Employees	109,798,000	106,517,500	107,014,500	107,601,500
22	Goods and Services	134,518,000	163,623,500	157,381,500	158,709,500
24	Interest	-	-	-	-
25	Subsidies	-	-	-	-
26	Grants	57,500,000	60,275,000	61,375,000	62,975,000
27	Social Benefits	-	-	-	-
28	Other Expense	-	-	-	-
31	Acquisition of Non-Financial Assets	155,619,000	343,300,000	413,070,000	456,920,000
32	Acquisition of Financial Assets	-	-	-	-
	Total	457,435,000	673,716,000	738,841,000	786,206,000

#### 2. SUMMARY FOR YEAR 2011

		Rs	Rs	Rs	Rs
		Compensation	Goods and	Subsidies/	Acquisition of
Code	Programmes	of Employees	Services	Grants	Assets
		[code 21]	[code 22]	[codes 25-28]	[codes 31- 32]
661	Policy and Management for Information	8,955,000	-	-	-
	and Communication Technology (ICT)				
662	Scaling up the ICT Sector	97,562,500	163,623,500	60,275,000	343,300,000
	Total	106,517,500	163,623,500	60,275,000	343,300,000

## Programme 661: Policy and Management for Information and Communication Technology (ICT)

		Rs	Rs	Rs	Rs
Item No.	Details	2010	2011	2012	2013
nem No.	Details	Estimates	<b>Estimates</b>	Planned	Planned
21	Compensation of Employees	9,310,000	8,955,000	8,970,000	8,980,000
21110	Personal Emoluments	8,375,000	8,170,000	8,180,000	8,185,000
21111	Other Staff Costs	935,000	785,000	790,000	795,000
	Total	9,310,000	8,955,000	8,970,000	8,980,000

## **Programme 662: Scaling Up the ICT Sector**

## Sub-Programme 66201: Enabling Environment for Harnessing ICT

21	Compensation of Employees	15,239,000	14,596,000	14,666,000	14,686,000
21110	Personal Emoluments	12,880,000	12,182,000	12,202,000	12,222,000
21111	Other Staff Costs	2,359,000	2,414,000	2,464,000	2,464,000
22	Goods and Services	110,855,000	138,984,000	132,032,000	132,955,000
22010	Cost of Utilities	2,110,000	2,190,000	2,190,000	2,190,000

		Rs	Rs	Rs	Rs
Item No.	Details	2010	2011	2012	2013
22020	Fuel and Oil	<b>Estimates</b> 400,000	<b>Estimates</b> 200,000	Planned 200,000	Planned 200,000
22020	Rent	74,895,000	91,109,000	91,109,000	91,119,000
22040		150,000	150,000	150,000	150,000
	Office Equipment and Furniture	440,000	•	·	•
22050	Office Expenses	·	440,000	440,000	440,000
22060	Maintenance	601,000	651,000	651,000	651,000
22070	Cleaning Services	85,000	85,000	85,000	85,000
22100	Publications and Stationery	930,000	930,000	930,000	930,000
22120	Fees	6,870,000	13,982,000	7,030,000	7,078,000
22120008	Fees to Consultants of which:	6,000,000	13,000,000	6,000,000	6,000,000
	(a) Fees icw IT Security Audit (b) Fees icw the Elaboration of the National Strategy for the BPO sector Development	6,000,000	6,000,000 3,000,000	6,000,000	6,000,000
	(c ) SkyGovNet	-	4,000,000	-	-
22900	Other Goods and Services	24,374,000	29,247,000	29,247,000	30,112,000
	of which:				
22900904	Government Online Centre (Operating Costs)	23,925,000	28,898,000	28,898,000	29,760,000
26	Grants	4,800,000	4,975,000	4,975,000	4,975,000
26210	Current Grant to International	4,800,000	4,975,000	4,975,000	4,975,000
	Organisations of which:				
26210130	Contribution to African Telecommunications Union	295,000	290,000	290,000	290,000
26210131	Contribution to International Telecommunications Union	2,325,000	2,460,000	2,460,000	2,460,000
26210132	Contribution to Commonwealth Telecommunications Organisation	1,005,000	990,000	990,000	990,000
26210133	Contribution to Universal Postal Union	1,175,000	1,235,000	1,235,000	1,235,000
31	Acquisition of Non-Financial Assets	88,355,000	320,050,000	378,970,000	448,420,000
31122	Other Machinery and Equipment	57,750,000	115,250,000	25,765,000	45,195,000
31122802	Acquisition of IT Equipment	57,750,000	115,250,000	25,765,000	45,195,000
	of which:				
	(a) Equipment related to Exchange and Sharepoint Servers	20,000,000	25,000,000	-	-
	(b) Servers and Other IT Equipment for Upgrading of GOC	37,500,000	90,000,000	25,500,000	45,000,000
31132	Intangible Fixed Assets of which:	30,605,000	204,800,000	353,205,000	403,225,000
31132102	Mauritius National Identity Card and Related Projects	20,000,000	200,000,000	350,000,000	400,000,000
31132401	Upgrading of ICT Infrastructure	4,500,000	500,000	500,000	500,000
31132801	(c) Government Fibre Network Acquisition of Software	4,500,000 6,105,000	4,300,000	2,705,000	2,725,000
	Total	219,249,000	478,605,000	530,643,000	601,036,000

		Rs	Rs	Rs	Rs
Item No.	Details	2010	2011	2012	2013
Item 140.	Details	Estimates	Estimates	Planned	Planned
Sub-Prog	ramme 66202: e-Powering the Society				
26	Grants	52,700,000	55,300,000	56,400,000	58,000,000
26313	Extra-Budgetary Units	52,700,000	55,300,000	56,400,000	58,000,000
26313054	National Computer Board	52,700,000	55,300,000	56,400,000	58,000,000
31	Acquisition of Non-Financial Assets	1,000,000	1,800,000	2,600,000	2,000,000
31132	Intangible Fixed Assets	1,000,000	1,800,000	2,600,000	2,000,000
	Total	53,700,000	57,100,000	59,000,000	60,000,000
G . D	((A))				
Sub-Prog	ramme 66203 : Promoting e-Governance				
21	Compensation of Employees	15,869,000	18,570,000	18,655,000	18,870,000
21110	Personal Emoluments	13,664,000	16,365,000	16,450,000	16,535,000
21111	Other Staff Costs	2,205,000	2,205,000	2,205,000	2,335,000
22	Goods and Services	20,306,000	21,336,000	21,996,000	22,401,000
22010	Cost of Utilities	1,045,000	1,115,000	1,145,000	1,145,000
22030	Rent	2,400,000	2,450,000	2,450,000	2,450,000
22040	Office Equipment and Furniture	100,000	150,000	150,000	150,000
22050	Office Expenses	150,000	160,000	160,000	160,000
22060	Maintenance	180,000	720,000	740,000	740,000
22070	Cleaning Services	40,000	45,000	45,000	50,000
22100	Publications and Stationery	300,000	300,000	300,000	300,000
22120	Fees	15,950,000	16,300,000	16,900,000	17,300,000
	of which:				
22120023	Licence Fees for Oracle Technical Support	15,850,000	16,200,000	16,800,000	17,200,000
22900	Other Goods and Services	141,000	96,000	106,000	106,000
31	Acquisition of Non-Financial Assets	65,150,000	20,200,000	30,200,000	5,200,000
31112	Non Residential Buildings				
31122	Other Machinery and Equipment	100,000	100,000	100,000	100,000
31132	Intangible Fixed Assets	65,050,000	20,100,000	30,100,000	5,100,000
	of which:				
31132401	e-Government Projects	65,000,000	20,000,000	30,000,000	5,000,000
	(a) Crime Occurrence Tracking System (COTS)	60,000,000	15,000,000	25,000,000	-
	(b) e-Payment Project	5,000,000	5,000,000	5,000,000	5,000,000
31132801	Acquisition of Software	50,000	100,000	100,000	100,000
	Total	101,325,000	60,106,000	70,851,000	46,471,000

		Rs	Rs	Rs	Rs		
Item No.	Details	2010	2011	2012	2013		
Ittiii 140.	Details	Estimates	Estimates	Planned	Planned		
Sub-Programme 66204 : ICT Operational Services							
21	Compensation of Employees	69,380,000	64,396,500	64,723,500	65,065,500		
21110	Personal Emoluments	66,750,000	61,761,500	62,088,500	62,430,500		
21111	Other Staff Costs	2,630,000	2,635,000	2,635,000	2,635,000		
22	Goods and Services	3,357,000	3,303,500	3,353,500	3,353,500		
22010	Cost of Utilities	287,500	287,500	287,500	287,500		
22020	Fuel and Oil	100,000	100,000	100,000	100,000		
22030	Rent	36,000	45,000	45,000	45,000		
22040	Office Equipment and Furniture	100,000	100,000	100,000	100,000		
22050	Office Expenses	220,000	220,000	220,000	220,000		
22060	Maintenance	575,000	625,000	625,000	625,000		
22100	Publications and Stationery	1,372,500	1,235,000	1,285,000	1,285,000		
22120	Fees	625,000	625,000	625,000	625,000		
22900	Other Goods and Services	41,000	66,000	66,000	66,000		
31	Acquisition of Non-Financial Assets	1,114,000	1,250,000	1,300,000	1,300,000		
31122	Other Machinery and Equipment	964,000	1,100,000	1,100,000	1,100,000		
	of which:						
31122402	Upgrading of IT Equipment	88,000	100,000	100,000	100,000		
31122802	Acquisition of IT Equipment	876,000	1,000,000	1,000,000	1,000,000		
31132	Intangible Fixed Assets	150,000	150,000	200,000	200,000		
31132801	Acquisition of Software	150,000	150,000	200,000	200,000		
	Total	73,851,000	68,950,000	69,377,000	69,719,000		

# PART D: HUMAN RESOURCES

## STAFFING POSITIONS BY PROGRAMMES AND SUB-PROGRAMMES

Salary	Position Titles	In Post	Funded Positions			
Code		2010	2011	2012	2013	
Programme 661: Policy and Management for Information and Communication Technology (ICT)		12	15	15	15	
	Minister	1	1	1	1	
02 00 93	Permanent Secretary	1	1	1	1	
01 54 64	Assistant Manager, Financial Operations	1	1	1	1	
01 41 55	Financial Operations Officer	1	1	1	1	
01 29 49	Assistant Financial Operations Officer	2	2	2	2	
21 41 55	Procurement and Supply Officer	1	1	1	1	
08 34 55	Confidential Secretary	2	2	2	2	
08 18 48	Officer	2	5	5	5	
24 10 30	Office Care Attendant	1	1	1	1	
Programme 662: Scaling up the ICT Sector		262	272	272	272	
Sub-Programme 66201: Enabling Environment for Harnessing ICT		34	34	34	34	
12 00 95	Chairperson, ICT Appeal Tribunal	1	1	1	1	
12 00 93	Deputy Chairperson, ICT Appeal Tribunal	-	-	-	-	
02 75 82	Principal Assistant Secretary	1	1	1	1	
04 75 82	Head IT Security Unit	-	-	-	-	
02 45 67	Assistant Secretary	3	3	3	3	
04 54 63	IT Awareness Coordinating Officer	-	-	-	-	
04 62 75	Project Manager, IT Security	5	5	5	5	
08 41 55	Higher Executive Officer	1	1	1	1	
08 31 51	Senior Officer	5	5	5	5	
08 42 56	Shorthand Writer	-	-	-	-	
08 37 51	Office Supervisor	-	-	-	-	
08 34 55	Confidential Secretary	2	2	2	2	
08 18 45	Officer	4	4	4	4	
08 27 48	Senior Word Processing Operator	-	-	-	-	
08 17 44	Word Processing Operator	3	3	3	3	
22 27 42	Senior Receptionist/Telephone Operator	-	-	-	-	
22 12 39	Receptionist/Telephone Operator	3	3	3	3	
24 13 36 24 13 31	Driver	2	2	2	2	
24 13 31 J	Head Office Care Attendant	1	1	1	1	
24 10 30	Office Care Attendant	3	3	3	3	

# STAFFING POSITIONS BY PROGRAMMES AND SUB-PROGRAMMES

Salary Code	Position Titles	In Post	Funded Positions		
		2010	2011	2012	2013
Sub-Progra	amme 66202: e-Powering the Society	-	-	-	-
Sub-Programme 66203: Promoting e-Governance		34	34	34	34
04 00 90	Director	1	1	1	1
04 00 86	Deputy Director	1	1	1	1
04 62 75	Project Manager	22	22	22	22
05 35 53	Documentalist	1	1	1	1
08 41 55	Higher Executive Officer	1	1	1	1
08 31 51	Senior Officer	1	1	1	1
08 34 55	Confidential Secretary	2	2	2	2
08 18 45	Officer	2	2	2	2
24 13 36 ]	Driver	1	1	1	1
24 13 31 5		1	1	1	1
24 10 30	Office Care Attendant	2	2	2	2
Sub-Progra	amme 66204: ICT Operational Services	194	204	204	204
04 00 88	Manager	1	1	1	1
04 69 81	Deputy Manager	1	1	1	1
04 65 77	Technical Manager	-	1	1	1
04 59 71	Senior Systems Analyst	11	13	13	13
04 45 67	Systems Analyst	26	28	28	28
04 38 64	Assistant Systems Analyst	34	34	34	34
04 56 64	Operations Manager	1	1	1	1
04 49 61	Assistant Operations Manager	-	-	-	-
04 44 56	Data Entry Controller	2	2	2	2
04 44 57	Computer Operations Controller	3	4	4	4
04 35 54	Senior Computer Support Officer	10	10	10	10
04 21 49	Computer Support Officer	23	27	27	27
04 35 53	Data Entry Supervisor	5	5	5	5
04 29 48	Senior Data Entry Officer	13	13	13	13
04 18 45	Data Entry Officer	44	44	44	44
01 48 59	Senior Financial Operations Officer	1	1	1	1
01 29 49	Assistant Financial Operations Officer	1	1	1	1
21 29 49	Assistant Procurement and Supply Officer	2	2	2	2
08 41 55	Higher Executive Officer	1	1	1	1
08 31 51	Senior Officer	1	1	1	1
08 29 48	Special Class Clerical Officer	_	-	-	-
08 18 48	Officer	5	5	5	5
08 34 55	Confidential Secretary	1	1	1	1
08 17 44	Word Processing Operator	1	1	1	1
24 27 37	Head Office Care Attendant	1	1	1	1
24 10 30	Office Care Attendant	5	5	5	5
24 13 36	Driver	1	1	1	1
24 13 31 5				1	1
$\begin{bmatrix} 24 & 02 & 21 \\ 24 & 02 & 16 \end{bmatrix}$	General worker	_	-	-	-
02 10 ]	Total	274	287	207	207
	Total	214	287	287	287