

## PUBLIC SERVICE COMMISSION AND DISCIPLINED FORCES SERVICE COMMISSION

### Overview

The Public Service Commission and Disciplined Forces Service Commission are responsible for the recruitment and promotion of public officers and the enforcement of disciplinary control on public officers.

Key Challenges	Strategies
High number of applications for posts advertised	Digitalisation of the recruitment process

### Programme Outcomes

Programmes	Outcomes	Indicators	2024/25 Provisional	2025/26 Target	2027/28 Target	2029/30 Target
0109: Public Service and Disciplined Forces Service Affairs	Qualified human resources recruited in a fair and transparent manner	Average time taken to complete recruitment exercise (Weeks)	14	10	8	8

### Financial Resources

#### Summary by Programmes

Rs 000

Programmes	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
0109: Public Service and Disciplined Forces Service Affairs	147,500	154,800	150,100	151,400
<b>TOTAL</b>	<b>147,500</b>	<b>154,800</b>	<b>150,100</b>	<b>151,400</b>

#### Summary by Economic Categories

Rs 000

Code	Economic Categories	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
<b>Recurrent Expenditure</b>		<b>140,900</b>	<b>147,800</b>	<b>150,100</b>	<b>151,400</b>
21	Compensation of Employees	119,450	125,750	128,150	129,450
22	Goods and Services	21,300	21,900	21,800	21,800
26	Grants	150	150	150	150
<b>Capital Expenditure</b>		<b>6,600</b>	<b>7,000</b>	-	-
31	Acquisition of Non-Financial Assets	6,600	7,000	-	-
<b>TOTAL EXPENDITURE</b>		<b>147,500</b>	<b>154,800</b>	<b>150,100</b>	<b>151,400</b>

**Public Service Commission and Disciplined Forces Service Commission - continued**

**Programme 0109: Public Service and Disciplined Forces Service Affairs**

**Rs 000**

Details	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
<b>TOTAL EXPENDITURE [Appropriation]</b>	147,500	<b>154,800</b>	150,100	151,400
Recurrent Expenditure	140,900	147,800	150,100	151,400
Capital Expenditure	6,600	7,000	-	-

**Accounting Officer: Secretary, Public Service Commission and Disciplined Forces Service Commission**

**Outcome: Qualified human resources recruited in a fair and transparent manner**

Main Service/Delivery Unit	Key Performance Indicator	2024/25 Provisional	2025/26 Target	2026/27 Target	2027/28 Target
<b>Recruitment and promotion of public officers</b> <i>Public Service Commission and Disciplined Forces Service Commission</i>	Percentage of requests for recruitments/ promotions attended to within an average of 2 months	60%	70%	80%	90%

**Rs 000**

Item No.	Details	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
<b>Recurrent Expenditure</b>		<b>140,900</b>	<b>147,800</b>	<b>150,100</b>	<b>151,400</b>
<b>21</b>	<b>Compensation of Employees</b>	<b>119,450</b>	<b>125,750</b>	<b>128,150</b>	<b>129,450</b>
21110	Personal Emoluments	105,910	112,030	114,380	115,630
	<i>of which</i>				
.001	Basic Salary	83,130	84,450	86,800	88,050
.002	Salary Compensation	8,000	9,600	9,600	9,600
.004	Allowances	3,000	3,000	3,000	3,000
.005	Extra Assistance	780	780	780	780
.006	Cash in lieu of Leave	3,500	3,600	3,600	3,600
.009	End-of-year Bonus	7,500	7,600	7,600	7,600
21111	Other Staff Costs	12,220	12,220	12,220	12,220
.002	Travelling and Transport	10,400	10,400	10,400	10,400
.100	Overtime	1,800	1,800	1,800	1,800
.200	Staff Welfare	20	20	20	20
21210	Social Contributions	1,320	1,500	1,550	1,600
.001	Contribution to the National Savings Fund	1,320	1,500	1,550	1,600
<b>22</b>	<b>Goods and Services</b>	<b>21,300</b>	<b>21,900</b>	<b>21,800</b>	<b>21,800</b>
22010	Cost of Utilities	2,585	2,565	2,635	2,625
22020	Fuel and Oil	500	500	500	500
22030	Rent	1,580	1,580	1,580	1,580

**Public Service Commission and Disciplined Forces Service Commission - continued**

Rs 000

Item No.	Details	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
22040	Office Equipment and Furniture	1,100	1,280	1,100	1,100
22050	Office Expenses	1,850	1,850	1,850	1,850
22060	Maintenance	4,330	4,360	4,360	4,360
22070	Cleaning Services	825	825	825	825
22100	Publications and Stationery	2,780	3,180	3,180	3,180
22120	Fees	3,400	3,400	3,400	3,400
	<i>of which</i>				
.013	Fees icw Examination and Interview	3,000	3,000	3,000	3,000
22170	Travelling within the Republic	1,500	1,500	1,500	1,500
22900	Other Goods and Services	850	860	870	880
<b>26</b>	<b>Grants</b>	<b>150</b>	<b>150</b>	<b>150</b>	<b>150</b>
26210	Contribution to International Organisations				
.162	Association for African Public Service Commissions (AAPSCOMs)	150	150	150	150
<b>Capital Expenditure</b>		<b>6,600</b>	<b>7,000</b>	-	-
<b>31</b>	<b>Acquisition of Non-Financial Assets</b>	<b>6,600</b>	<b>7,000</b>	-	-
		Project Value Rs 000			
31112	Non-Residential Buildings	405	200	-	-
.401	Upgrading of Office Buildings	405	200	-	-
31122	Other Machinery and Equipment	6,195	6,800	-	-
.802	Acquisition of IT Equipment	6,195	6,800	-	-
	<i>of which</i>				
	(a) Automatic MCQ Marking System	50	2,200	-	-
	(b) Acquisition of PABX System	2,760	3,650	-	-
<b>TOTAL</b>		<b>147,500</b>	<b>154,800</b>	<b>150,100</b>	<b>151,400</b>

## Human Resources

SN	Position Titles	Funded	
		2024/25	2025/26
1	Chairperson, Public Service Commission and Disciplined Forces Service Commission	1	1
2	Deputy Chairperson, Public Service Commission and Disciplined Forces Service Commission	2	2
3	Commissioner, Public Service Commission	4	4
4	Commissioner, Disciplined Forces Service Commission	4	4
5	Secretary, Public Service Commission and Disciplined Forces Service Commission	1	1
6	Deputy Secretary, Public Service Commission and Disciplined Forces Service Commission	-	-
7	Registrar, Public Service Commission and Disciplined Forces Service Commission	-	-
8	Assistant Secretary, Public Service Commission and Disciplined For	-	-
9	Deputy Permanent Secretary	2	2
10	Assistant Permanent Secretary	4	4
11	Manager, ICT	1	1

**Public Service Commission and Disciplined Forces Service Commission - *continued***

SN	Position Titles	Funded	
		2024/25	2025/26
12	Assistant Manager, Financial Operations	1	1
13	Financial Operations Officer/Senior Financial Operations Officer	1	1
14	Assistant Financial Operations Officer	2	2
15	Principal Procurement and Supply Officer	1	1
16	Procurement and Supply Officer/Senior Procurement and Supply Officer	1	1
17	Assistant Procurement and Supply Officer	1	1
18	Manager, Human Resources	6	6
19	Assistant Manager, Human Resources	11	11
20	Senior Human Resource Executive	3	3
21	Human Resource Executive	16	16
22	Office Management Executive	2	2
23	Office Management Assistant	17	17
24	Higher Executive Officer ( <i>Personal</i> )	1	1
25	Management Support Officer	80	79
26	Confidential Secretary	8	8
27	Senior Word Processing Operator	1	1
28	Word Processing Operator	9	5
29	Receptionist/Telephone Operator	2	2
30	Head Office Auxiliary	1	1
31	Office Auxiliary/Senior Office Auxiliary	12	12
32	Print Finishing/Book Binding Operator ( <i>on roster</i> )	1	1
33	Driver	4	4
34	Gatekeeper	1	1
35	Handy Worker	2	2
36	General Worker	2	2
<b>TOTAL</b>		<b>205</b>	<b>200</b>