

ITEKA RYA MINISITIRI W'INTEBE N°95/03 RYO KU WA 17/07/2018 RIGENA INSHINGANO, IMBONERAHAMWE Y'IMYANYA Y'IMIRIMO, IMISHAHARA N'IBINDI BIGENERWA ABAKOZI MURI MINISITERI Y'UBUHINZI N'UBWOROZI

PRIME MINISTER'S ORDER N°95/03 OF 17/07/2018 DETERMINING MISSION AND FUNCTIONS, ORGANISATIONAL STRUCTURE, SALARIES AND FRINGE BENEFITS FOR EMPLOYEES IN THE MINISTRY OF AGRICULTURE AND ANIMAL RESOURCES

ARRETE DU PREMIER MINISTRE N°95/03 DU 17/07/2018 PORTANT MISSION ET FONCTIONS, STRUCTURE ORGANISATIONNELLE, SALAIRES ET AVANTAGES ALLOUES AU PERSONNEL AU MINISTERE DE L'AGRICULTURE ET DES RESSOURCES ANIMALES

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**ITEKA RYA MINISITIRI W'INTEBE
N°95/03 RYO KU WA 17/07/2018
RIGENA INSHINGANO,
IMBONERAHAMWE Y'IMYANYA
Y'IMIRIMO, IMISHAHARA N'IBINDI
BIGENERWA ABAKOZI MURI
MINISITERI Y'UBUHINZI
N'UBWOROZI**

**PRIME MINISTER'S ORDER N°95/03
OF 17/07/2018 DETERMINING
MISSION AND FUNCTIONS,
ORGANISATIONAL STRUCTURE,
SALARIES AND FRINGE BENEFITS
FOR EMPLOYEES OF THE MINISTRY
OF AGRICULTURE AND ANIMAL
RESOURCES**

**ARRETE DU PREMIER MINISTRE
N°95/03 DU 17/07/2018 PORTANT
MISSION ET FONCTIONS,
STRUCTURE
ORGANISATIONNELLE, SALAIRES
ET AVANTAGES ALLOUES AU
PERSONNEL DU MINISTERE DE
L'AGRICULTURE ET DES
RESSOURCES ANIMALES**

Minisitiri w'Intebe;

Ashingiye ku Itegeko Nshinga rya Repubulika y'u Rwanda ryo mu 2003 ryavuguruwe mu 2015, cyane cyane mu ngingo zaryo, iya 119, iya 120, iya 122 n'iya 176;

Ashingiye ku Itegeko n° 86/2013 ryo ku wa 11/09/2013 rishyiraho sitati rusange igenga abakozi ba Leta, cyane cyane mu ngingo yaryo ya 52;

Asubiye ku Iteka rya Minisitiri w'Intebe n° 40/03 ryo ku wa 27/02/2015 rigena inshingano, imbonerahamwe y'imyanya y'imirimo, imishahara n'ibindi bigenerwa abakozi muri Minisiteri y'Ubuhanzi n'Ubworozi (MINAGRI);

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

Inama y'Abaminisitiri yateranye ku wa 27/04/2018, imaze kubisuzuma no kubyemeza.

The Prime Minister;

Pursuant to the Constitution of the Republic of Rwanda of 2003 revised in 2015, especially in Articles 119, 120, 122 and 176;

Pursuant to Law n° 86/2013 of 11/09/2013 establishing the general statutes for public service, especially in Article 52;

Having reviewed the Prime Minister's Order n° 40/03 of 27/02/2015 determining mission and functions, organizational structure, salaries and fringe benefits for employees in the Ministry of Agriculture and Animal resources (MINAGRI);

On proposal by the Minister of Public Service and Labor;

After consideration and approval by the Cabinet, in its session of 27/04/2018.

Le Premier Ministre ;

Vu la Constitution de la République du Rwanda de 2003 révisée en 2015, spécialement en ses articles 119, 120, 122 et 176;

Vu la Loi n° 86/2013 du 11/09/2013 portant statut général de la fonction publique, spécialement en son article 52;

Revu l'Arrêté du Premier Ministre n° 40/03 du 27/02/2015 portant mission et fonctions, structure organisationnelle, salaires et avantages accordés au personnel du Ministère de l'Agriculture et des Ressources Animales (MINAGRI);

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

Après examen et adoption par le Conseil des Ministres, en sa séance du 27/04/2018.

ATEGETSE:

Ingingo ya mbere: Icyo iri teka rigamije

Iri teka rigena inshingano, imbonerahamwe y'imyanya y'imirimo, imishahara n'ibindi bigenerwa abakozi muri Minisiteri y'Ubuhanzi n'Ubworozi.

Ingingo ya 2: Inshingano

Minisiteri y'Ubuhanzi n'Ubworozi ifite inshingano rusange yo guteza imbere ubuhanzi bwa kijyambere, buhamye kandi bushobora guhangana ku isoko ndetse no guteza imbere ubworozi, hagamijwe kwihaza mu biribwa, guteza imbere igemura hanze ry'ibikomoka ku buhanzi n'ubworozi ndetse no kugira umusaruro w'ibyiciro byinshi mu nyungu z'umuhanzi mworozzi n'ubukungu bw'Igihugu.

By'umwihariko Minisiteri y'Ubuhanzi n'Ubworozi ishinzwe ibi bikurikira:

1° gushyiraho, kumenyekanisha no guhuza ishyirwa mu bikorwa rya politiki, ingamba na gahunda z'ubuhanzi n'ubworozi ibinyujije mu:

- a. gushyiraho no kumenyekanisha politiki, ingamba, imishinga na gahunda zigamije kongera umusaruro ukomoka ku buhanzi n'ubworozi bigezweho, uhagije

ORDERS:

Article One: Purpose of this order

This order determines mission and functions, organisational structure, salaries and fringe benefits for employees in the Ministry of Agriculture and Animal Resources.

Article 2: Mission and functions

The Ministry of Agriculture and Animal Resources has the mission of promoting the sustainable development of a modern, efficient and competitive agriculture and livestock sector, in order to ensure food security, agriculture export and diversification of the productions for the benefit of the farmer and the economy of the Country.

Specifically, the Ministry of Agriculture and Animal Resources is responsible for the following:

1° to develop, disseminate and coordinate the implementation of the policies, strategies and programs of agriculture and livestock sector through:

- a. elaboration and dissemination of the policies, strategies, projects and programmes aimed at modernizing, intensifying and diversifying

ARRETE:

Article Premier: Objet du présent arrêté

Le présent arrêté détermine la mission et fonctions, structure organisationnelle, salaires et avantages alloués au personnel du Ministère de l'Agriculture et des Ressources Animales.

Article 2: Mission et fonctions

Le Ministère de l'Agriculture et des Ressources Animales a pour mission de promouvoir le développement durable d'une agriculture moderne, efficace et compétitive et le développement du secteur de l'élevage, afin d'assurer la sécurité alimentaire, les exportations agricoles et la diversification des productions au profit d'un agriculteur et de l'économie du Pays.

Plus particulièrement, le Ministère de l'Agriculture et des Ressources Animales est chargé de ce qui suit:

1° élaborer, disséminer et coordonner l'exécution des politiques, stratégies et programmes dans le secteur de l'agriculture et l'élevage à travers:

- a. l'élaboration et la dissémination de la politique, stratégies, projets et programmes visant à moderniser, intensifier et diversifier la

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| <p>kugira ngo abaturage bihaze mu biribwa;</p> <p>b. guteza imbere gahunda n'ingamba zijyanye n'imicungire y'ubutaka n'amazi bikoreshwa mu buhinzi n'ubworozi;</p> | <p>agriculture and livestock productions in order to ensure food security;</p> <p>b. development of programs and strategies related to soil and water management for agriculture and livestock;</p> | <p>production agricole et de l'élevage pour assurer la sécurité alimentaire;</p> <p>b. le développement des programmes et stratégies de la gestion des sols et de l'eau destinés à l'agriculture et à l'élevage;</p> |
| <p>2° gutegura imishinga y'amategeko no gushyiraho amabwiriza agenga urwego rw'ubuhinzi n'ubworozi n'inzego zirushamikiyeho binyujijwe mu:</p> <p>a. kugenzura ubuziranenge bw'ibikomoka ku buhinzi n'ubworozi;</p> <p>b. gushyiraho no gucunga uburyo bugamije kubuza ko habaho ibura ry'ibiribwa;</p> <p>c. gutegura no kumenyekanisha amategeko n'amabwiriza agenga urwego rw'ubuhinzi n'ubworozi ndetse n'inzego zirushamikiyeho;</p> <p>d. kugira uruhare mu gushyiraho no kumenyekanisha ibipimo ngenderwaho n'amategeko agenga urwego rw'ubuhinzi n'ubworozi ibinyujije mu gufasha ibigo biyishamikiyeho;</p> | <p>2° to initiate draft law proposals and issuing regulations on agriculture and livestock sector and related sectors through:</p> <p>a. ensuring quality of agricultural and livestock products;</p> <p>b. putting in place and managing early warning systems in order to prevent food shortage;</p> <p>c. elaborating and disseminating regulations on agriculture and livestock sector and related sectors;</p> <p>d. contributing to the development and dissemination of standards and laws regulating agriculture and livestock by supporting the institutions under its supervision;</p> | <p>2° initier des projets de lois et émission des règlements régissant le secteur de l'agriculture et de l'élevage et les secteurs connexes à travers:</p> <p>a. le contrôle de la qualité des produits agricoles et de l'élevage;</p> <p>b. la mise en place et la gestion des systèmes d'alerte afin d'éviter la pénurie alimentaire;</p> <p>c. l'élaboration et la dissémination des règlements dans le secteur de l'agriculture et de l'élevage et dans les secteurs connexes;</p> <p>d. la contribution à l'élaboration et à la dissémination des normes et la législation régissant le secteur de l'agriculture et l'élevage en appuyant les institutions sous tutelle;</p> |
| <p>3° kuzamura ubushobozi bw'urwego rw'ubuhinzi n'ubworozi ndetse n'ubw'abakozi barwo ibinyujije mu:</p> | <p>3° to develop institutional and human resources capacities in the agriculture and livestock sector through:</p> | <p>3° renforcer les capacités institutionnelles et du personnel dans le secteur de l'agriculture et de l'élevage à travers:</p> |

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| a. gushyiraho uburyo nyabwo bwo gukora ubushakashatsi mu by'ubuhinzi n'ubworozi no kumenyekanisha ibyavuyemo; | a. putting in place appropriate mechanisms to intensify and conduct agricultural and livestock research and extension; | a. la mise en place des mécanismes appropriés pour intensifier et faire les recherches dans le domaine agricole et de l'élevage ainsi que leur vulgarisation; |
| b. guteza imbere iyoherezwa hanze ry'ibikomoka ku buhinzi n'ubworozi; | b. promoting agricultural and livestock exports; | b. la promotion de l'exportation des produits agricoles et de l'élevage; |
| c. guteza imbere ikoranabuhanga rikoresheya nyuma yo gusarura imyaka ndetse n'iterambere ry'inganda zitunganya ibikomoka ku buhinzi n'ubworozi; | c. promoting post-harvest technologies and agro-industry development; | c. la promotion des technologies après récolte et du développement agro-industriel; |
| d. gushyiraho uburyo bushishikariza abikorera gushora imari mu buhinzi n'ubworozi; | d. putting in place conducive environment to encourage private sector to invest in agriculture and livestock; | d. la mise en place d'un environnement favorisant et encourageant le secteur privé à investir dans le secteur agricole et de l'élevage; |
| e. kuzamura ubushobozi bw'urwego rw'ubuhinzi n'ubworozi harimo n'inzego z'ibanze; | e. building capacity of agricultural sector including decentralized entities; | e. le renforcement de la capacité du secteur agricole y compris les entités décentralisées; |
| 4° gukurikirana no kugenzura ishyingira mu bikorwa rya politiki, ingamba na gahunda by'urwego rw'ubuhinzi n'ubworozi n'inzego zirushamikiyeho ibinyujije mu: | 4° to monitor and evaluate the implementation of policies, strategies and programs of agricultural and livestock sector and related sectors through: | 4° faire le suivi et l'évaluation de l'exécution des politiques, stratégies et programmes du secteur de l'agriculture et de l'élevage et des secteurs connexes à travers: |
| a. kujyanisha n'igihe, kongera no guhinduranya umusaruro w'ibikomoka ku buhinzi n'ubworozi hagamijwe kwihaza mu biribwa; | a. modernizing, intensifying and diversifying agriculture and livestock production in order to ensure food security; | a. la modernisation, l'intensification et la diversification de la production agricole et de l'élevage afin d'assurer la sécurité alimentaire; |

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| b. guhuza ibikorwa bigamije kurwanya indwara z'ibihingwa n'iz'amatungo; | b. coordinating interventions related to crop and animal diseases control; | b. la coordination des interventions relatives à la prévention des maladies végétales et animales; |
| c. kugenzura gahunda n'ingamba zigamije gufata neza ubutaka n'amazi bigenewe ubuhinzi n'ubworozi; | c. supervising programs and strategies related to soil and water management for agriculture and livestock; | c. la supervision des programmes et stratégies relatifs à la gestion des terres et de l'eau destinés aux fins agricoles et d'élevage; |
| d. gukora isesengura ry'ibarurishamibare ku rwego rw'igihugu mu byerekeye ubuhinzi n'ubworozi; | d. management of agricultural and livestock statistics and data analysis at national level; | d. la gestion de l'analyse des statistiques et des données agricole et de l'élevage au niveau national; |
| e. kugenzura ibipimo no guhuza imibare yatanzwe n'inzego z'ibanze; | e. monitoring the indicators and consolidating the data handled by the decentralized entities; | e. le suivi des indicateurs et la consolidation des données délivrées par les entités décentralisées; |
| f. gushyikiriza Guverinoma raporo y'igihe runaka n'iy'umwaka ku ngaruka za politiki, ingamba, gahunda n'imishinga byagize ku iterambere ry'umugaruro w'ubuhinzi n'ubworozi; | f. reporting periodically and annually to Government on the impact of the policies, strategies, programs and projects on agriculture and livestock development; | f. les rapports périodiques et annuels soumis au Gouvernement sur l'impact des politiques, stratégies, programmes et projets sur le développement de l'agriculture et de l'élevage; |
| 5 ° kugenzura inzego ireberera ibinyujije mu: | 5 ° to oversee the institutions under supervision through: | 5 ° superviser les institutions sous tutelle à travers: |
| a. guha icyerekezo gahunda zihariye zigomba kugerwaho n'inzego ireberera; | a. orientations on specific programs to be realized by the institutions under supervision; | a. les orientations en rapport avec des programmes spécifiques devant être réalisés par les institutions sous tutelle; |
| b. kugenzura imikorere n'imirungire y'ibigo bya Leta n'ibigo bya | b. supervision of the functioning and management of public institutions | b. la supervision du fonctionnement et de la gestion des institutions et |

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Minisiteri yita cyane cyane ku bushobozi bwabyo no gukemura ibibazo by'urwego rw'ubuhinzi n'ubworozi;

and agencies of the Ministry with emphasis on efficiency and resolution of sector problems;

agences du Ministère en insistant sur leurs rentabilité et la résolution des problèmes sectoriels;

6° gukusanya ibikenewe mu rwego rwo kuzamura urwego rw'ubuhinzi n'ubworozi na gahunda zirushamikiyeho ibinyujije mu:

6° to mobilise resources for the development of the sector of agriculture and livestock and related programs through:

6° mobiliser les ressources pour le développement agricole et d'élevage et les programmes connexes à travers:

a. gukusanya ibikenewe mu gushyira mu bikorwa politiki n'ingamba z'ubuhinzi n'ubworozi no kumenya ko byakoreshejwe uko bikwiye mu guteza imbere urwo rwego;

a. mobilisation of adequate resources for the implementation of policies and agricultural strategies and ensure their rational utilisation in the sector development;

a. la mobilisation des ressources destinées à l'exécution des politiques et des stratégies agricoles en assurant leur utilisation rationnelle dans le développement;

b. guteza imbere ubufatanye bw'inzezo ndetse n'ishoramari ry'abikorera mu kuzamura urwego rw'ubuhinzi n'ubworozi.

b. promotion of partnership and private investment in sector development.

b. la promotion du partenariat et de l'investissement privé en vue du développement sectoriel.

Ingingo ya 3: Imbonerahamwe y'imyanya y'imirimo n'ibisabwa ku myanya y'imirimo

Article 3: Organisational structure and job profiles

Article 3: Structure organisationnelle et profils d'emplois

Imbonerahamwe y'imyanya y'imirimo n'ibisabwa ku myanya y'imirimo muri Minisiteri y'Ubuhanzi n'Ubworozi biri ku mugereka wa I n'uwa II w'iri teka.

The organisational structure and job profiles for the Ministry of Agriculture and Animal Resources are respectively in Annex I and II of this order.

La structure organisationnelle et les profils d'emplois au sein du Ministère de l'Agriculture et des Ressources Animales sont respectivement en annexes I et II du présent arrêté.

Ingingo 4: Igenwa ry'umushahara

Article 4: Determination of the salary

Article 4: Détermination du salaire

Imishahara y'abakozi ba Minisiteri y'Ubuhanzi n'Ubworozi igenwa hashingiwe ku mbonerahamwe y'urutonde rw'imirimo

Salaries for employees of the Ministry of Agriculture and Animal Resources are determined on the basis of the job

Les salaires alloués au personnel du Ministère de l'Agriculture et des Ressources Animales sont déterminés

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kandi hakurikijwe amahame ngenderwaho mu kubara imishahara mu butegetsi bwa Leta.

classification and in accordance with general principles on salary calculation in public service.

suivant la classification des emplois et conformément aux principes généraux de fixation des salaires dans la fonction publique.

Urwego, umubare fatizo, agaciro k'umubare fatizo n'umushahara mbumbe bigendana na buri mwanya w'umurimo muri Minisitiri y'Ubuhinzi n'Ubworozi biri ku mugereka wa III w'iri teka.

The level, index, index value and the gross salary corresponding to each job position in the Ministry of Agriculture and Animal Resources are in Annex III of this order.

Le niveau, l'indice, la valeur indiciaire et le salaire brut correspondant à chaque emploi au sein du Ministère de l'Agriculture et des Ressources Animales sont en annexe III du présent arrêté.

Ingingo 5: Ibigize umushahara mbumbe

Article 5: Composition of the gross salary

Article 5: Composition du salaire brut

Umushahara mbumbe wa buri kwezi w'umukozi ukubiyemo iby'ingenzi bikurikira:

The monthly gross salary for an employee is mainly composed of the following:

Le salaire brut mensuel d'un agent comprend principalement ce qui suit:

1 ° umushahara fatizo;

1 ° basic salary;

1 ° le salaire de base;

2 ° indamunite y'icumbi;

2 ° housing allowance;

2 ° l'indemnité de logement;

3 ° indamunite y'urugendo;

3 ° transport allowance;

3 ° l'indemnité de transport;

4 ° inkunga ya Leta mu bwiteganyirize bw'umukozi;

4 ° Government contribution for social security;

4 ° la contribution de l'Etat à la sécurité sociale;

5 ° inkunga ya Leta yo kuvuza umukozi.

5 ° Government contribution for medical care.

5 ° la contribution de l'Etat aux soins médicaux.

Abakozi bari ku nzego z'imirimo za "F" na "H/2" ntibagenerwa indamunite y'urugendo ivugwa mu gika cya mbere cy'iyi ngingo. Boroherezwa ingendo hakurikijwe amabwiriza ya Minisitiri ufite gutwara abantu n'ibintu mu nshingano ze.

Officials positioned on levels "F" and "H/2" are not granted transport allowance specified in Paragraph One of this article. Their transport is facilitated in accordance with instructions of the Minister in charge of transport.

Les agents aux postes de niveau « F » et « H/2 » ne bénéficient pas d'indemnité de transport visée à l'alinéa premier du présent article. Leur transport est facilité selon les instructions du Ministre ayant le transport dans ses attributions.

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Abakozi bari ku rwego rwa “3” ntibagenerwa indamunite y’urugendo ivugwa mu gika cya mbere cy’iyi ngingo. Bagenerwa indamunite yihariye y’urugendo hakurikijwe amabwiriza ya Minisitiri ufite abakozi ba Leta mu nshingano ze.

Staff positioned on level “3” are not granted transport allowance specified in Paragraph One of this article. They are entitled to special transport allowance in accordance with instructions of the Minister in charge public service.

L’indemnité de transport visée à l’alinéa premier du présent article n’est pas non plus allouée aux agents aux postes de niveau «3», qui bénéficient de l’indemnité spéciale de transport conformément aux instructions du Ministre ayant la fonction publique dans ses attributions.

Ingingo ya 6: Ibindi bigenerwa Umunyamabanga Uhoraho

Article 6: Fringe benefits for Permanent Secretary

Article 6: Avantages alloués au Secrétaire Permanent

Umunyamabanga Uhoraho agenerwa ibindi bimufasha gutunganya umurimo bikurikira:

The Permanent Secretary is entitled to the following fringe benefits:

Le Secrétaire Permanent bénéficie des avantages suivants:

1° amafaranga y’u Rwanda ibihumbi ijana (100.000 FRW) y’itumanaho rya telefoni yo mu biro buri kwezi n’amafaranga y’u Rwanda ibihumbi ijana (100.000 FRW) y’itumanaho rya telefoni igendanwa buri kwezi;

1° one hundred thousand Rwandan francs (100,000 FRW) per month for office land line and one hundred thousand Rwandan francs (100,000 FRW) per month for mobile phone communication allowances;

1° les frais de communication par téléphone de bureau équivalant à cent mille francs rwandais (100.000 FRW) par mois et ceux de communication par téléphone portable équivalant à cent mille francs rwandais (100.000 FRW) par mois;

2° amafaranga y’u Rwanda ibihumbi magana abiri (200.000 FRW) yo kwakira abashyitsi mu kazi anyura kuri konti ya Minisitiri buri kwezi;

2° office entertainment allowance of two hundred thousand Rwandan francs (200,000 FRW) per month and transferred to the bank account of the Ministry;

2° les frais de représentation au service équivalant à deux cent mille francs rwandais (200.000 FRW) chaque mois domiciliés au compte du Ministère;

3° koroherezwa ingendo hakurikijwe amabwiriza ya Minisitiri ufite gutwara abantu n’ibintu mu nshingano ze.

3° transport facilitation in accordance with the Instructions of the Minister in charge of transport.

3° les facilités de transport conformément aux instructions du Ministre ayant le transport dans ses attributions.

Ingingo ya 7: Ibindi bigenerwa abayobozi bakuru n'Umujyanama wa Minisitiri n'uw'Umunyamabanga wa Leta bari ku rwego rwa "2.III"

Abayobozi bakuru n'Umujyanama wa Minisitiri n'uw'Umunyamabanga wa Leta bagenerwa ibindi bibafasha gutunganya imirimo mu buryo bukurikira:

- 1° Abayobozi bakuru bagenerwa amafaranga y'u Rwanda ibihumbi mirongo irindwi (70.000 FRW) y'itumanaho rya telefoni yo mu biro buri kwezi n'amafaranga y'u Rwanda ibihumbi mirongo irindwi (70.000 FRW) y'itumanaho rya telefoni igendanwa buri kwezi;
- 2° Umujyanama wa Minisitiri cyangwa Umujyanama w'Umunyabanga wa Leta agenerwa amafaranga y'u Rwanda ibihumbi mirongo irindwi (70.000 FRW) y'itumanaho rya telefoni igendanwa buri ukwezi;
- 3° koroherezwa ingendo hakurikijwe amabwiriza ya Minisitiri ufite gutwara abantu n'ibintu mu nshingano ze.

Ingingo ya 8: Ibindi bigenerwa abakozi bari ku rwego rwa "3"

Umukozi uri ku rwego rw'imirimo rwa "3" agenerwa ibindi bimufasha gutunganya imirimo bikurikira:

Article 7: Fringe benefits for director generals and Advisor to the Minister or the State Minister on "2.III" job level

Director Generals and Advisor to the Minister or to the State Minister are entitled to fringe benefits as follows:

- 1° Director Generals are entitled to an office landline communication allowance of seventy thousand Rwandan francs (70,000 FRW) per month and seventy thousand Rwandan francs (70,000 FRW) per month for mobile phone communication allowance;
- 2° the Advisor to the Minister or the Advisor to State Minister is entitled to seventy thousand Rwandan francs (70,000 FRW) per month for mobile phone communication allowance;
- 3° transport facilitation in accordance with the instructions of the Minister in charge of transport.

Article 8: Fringe benefits for officials on "3" job level

Official on "3" job level is entitled to fringe benefits as follows:

Article 7: Avantages alloués aux directeurs généraux et au Conseiller du Ministre et celui du Secrétaire d'Etat aux postes de niveau « 2.III »

Les directeurs généraux et le Conseiller du Ministre et celui du Secrétaire d'Etat bénéficient des avantages comme suit:

- 1° les directeurs généraux bénéficient des frais de communication par téléphone de bureau équivalant à soixante-dix mille francs Rwandais (70.000 FRW) par mois et des frais de communication par téléphone portable équivalant à soixante-dix mille francs rwandais (70.000 FRW) par mois;
- 2° le Conseiller du Ministre ou celui du Secrétaire d'Etat bénéficie des frais de communication par téléphone portable équivalant à soixante-dix mille francs rwandais (70.000 FRW) par mois;
- 3° les facilités de transport conformément aux instructions du Ministre ayant le transport dans ses attributions.

Article 8: Avantages alloués aux cadres aux postes de niveau « 3 »

Un cadre aux postes de niveau « 3 » bénéficie des avantages suivants:

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- 1° amafaranga y'u Rwanda ibihumbi mirongo itatu (30.000 FRW) y'itumanaho rya telefoni igendanwa buri kwezi;
- 2° indamunite yihariye y'urugendo hakurikijwe amabwiriza ya Minisitiri ufite abakozi ba Leta mu nshingano ze.

- 1° thirty thousand Rwandan francs (30,000 FRW) per month for a mobile phone communication allowance;
- 2° a special transport allowance in accordance with the Instructions of the Minister in charge of public service.

- 1° les frais de communication par téléphone portable équivalant à trente mille francs rwandais (30.000 FRW) par mois;
- 2° l'indemnité spéciale de transport, conformément aux instructions du Ministre ayant la fonction publique dans ses attributions.

Ingingo ya 9: Indamunite z'urugendo rw'imodoka

Iyo abayobozi bakuru bari ku rwego rwa "F" na "H/2" bagiye mu butumwa bw'akazi imbere mu gihugu bakoresheje imodoka zabo, Leta ibagera indamunite y'urugendo hakurikijwe ibiteganywa n'amabwiriza ya Minisitiri ufite gutwara abantu n'ibintu mu nshingano ze.

Ingingo ya 10: Abashinzwe gushyira mu bikorwa iri teka

Minisitiri w'Abakozi ba Leta n'Umurimo, Minisitiri w'Ubuhinzi n'Ubworozi, Minisitiri w'Ibikorwa Remezo na Minisitiri w'Imari n'Igenamigambi bashinzwe gushyira mu bikorwa iri teka.

Ingingo ya 11: Ivanwaho ry'iteka n'ingingo zinyuranyije n'iri teka

Iteka rya Minisitiri w'Intebe n° 40/03 ryo ku wa 27/02/2015 rigena inshingano, imbonerahamwe y'imyanya y'imirimo,

Article 9: Mileage allowances

When senior officials on levels "F" and "H/2" go on official mission inside the country by using their vehicles, the Government pays them mileage allowances in accordance with the Instructions of the Minister in charge of transport.

Article 10: Authorities responsible for the implementation of this order

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

Article 11: Repealing provision

Prime Minister's Order n° 40/03 of 27/02/2015 determining mission and functions, organizational structure, salaries

Article 9: Indemnités kilométriques

Lorsque les hauts cadres aux postes de niveaux « F » et « H/2 » vont en missions officielles à l'intérieur du pays en utilisant leurs véhicules, l'Etat leur octroie des indemnités kilométriques conformément aux instructions du Ministre ayant le transport dans ses attributions.

Article 10: Autorités chargées de l'exécution du présent arrêté

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

Article 11: Disposition abrogatoire

L'arrêté du Premier Ministre n° 40/03 du 27/02/2015 portant mission et fonctions, structure organisationnelle, salaires et

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imishahara n'ibindi bigenerwa abakozi muri Minisitiri y'Ubuhanzi n'Ubworozi (MINAGRI) n'ingingo z'amateka abanziriza iri kandi zinyuranyije na ryo bivanyweho.

and fringe benefits for employees in the Ministry of Agriculture and Animal resources (MINAGRI) and all prior provisions contrary to this order are repealed.

avantages accordés au personnel du Ministère de l'Agriculture et des Ressources Animales (MINAGRI) et toutes les dispositions antérieures contraires au présent arrêté sont abrogées.

Ingingo ya 12: Igihe iteka ritangira gukurikizwa

Article 12: Commencement

Article 12: Entrée en vigueur

Iri teka ritangira gukurikizwa ku muni ritangarijweho mu Igazeti ya Leta ya Repubulika y'u Rwanda.

This order comes into force on the date of its publication in the Official Gazette of the Republic of Rwanda.

Le présent arrêté entre en vigueur le jour de sa publication au Journal Officiel de la République du Rwanda.

Kigali, ku wa 17/07/2018

Kigali, on 17/07/2018

Kigali, le 17/07/2018

(sé)
Dr. NGIRENTE Edouard
Minisitiri w'Intebe

(sé)
Dr. NGIRENTE Edouard
Prime Minister

(sé)
Dr. NGIRENTE Edouard
Premier Ministre

(sé)
RWANYINDO KAYIRANGWA Fanfan
Minisitiri w'Abakozi ba Leta n'Umurimo

(sé)
RWANYINDO KAYIRANGWA Fanfan
Minister of Public Service and Labour

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

(sé)
BUSINGYE Johnston
Minister of Justice/Attorney General

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

**UMUGEREKA WA I W'ITEKA RYA
MINISITIRI W'INTEBE N°95/03 RYO KU
WA 17/07/2018 RIGENA INSHINGANO,
IMBONERAHAMWE Y'IMYANYA
Y'IMIRIMO, IMISHAHARA N'IBINDI
BIGENERWA ABAKOZI MURI
MINISITERI Y'UBUHINZI
N'UBWOROZI**

**ANNEX I TO PRIME MINISTER'S
ORDER N°95/03 OF 17/07/2018
DETERMINING MISSION AND
FUNCTIONS, ORGANISATIONAL
STRUCTURE, SALARIES AND FRINGE
BENEFITS FOR EMPLOYEES IN THE
MINISTRY OF AGRICULTURE AND
ANIMAL RESOURCES**

**ANNEXE I DE L'ARRETE DU PREMIER
MINISTRE N°95/03 DU 17/07/2018
PORTANT MISSION ET FONCTIONS,
STRUCTURE ORGANISATIONNELLE,
SALAIRES ET AVANTAGES ALLOUES
AU PERSONNEL AU MINISTERE DE
L'AGRICULTURE ET DES RESSOURCES
ANIMALES**

MINISTRY OF AGRICULTURE AND ANIMAL RESOURCES - ORGANISATIONAL CHART

Office of the Minister (5)

- Minister (1)
- Advisor (1)
- Administrative Assistant (1)
- Internal Auditor (1)
- Agriculture Investment Specialist (1)

Office of the State Minister (3)

- State Minister (1)
- Advisor (1)
- Administrative Assistant (1)

PERMANENT SECRETARY OFFICE (33)

- Permanent Secretary (1)
- Legal Advisor (1)
- Human Resources Management Specialist (1)
- Public Relations and Communication Officer (1)
- Administrative Assistant (1)
- District Agriculture Inspection Specialist (1)
- District Agriculture Inspector (27)

General Directorate of Corporate Services (12)

- DG Corporate Services (1)
- Administrative Liaison Officer (1)
- Human Resources Management Officer (1)
- Network and System Administrator (1)
- Accountant (1)
- Budget Officer (1)
- Procurement Officer (1)
- Logistics Officer (1)
- Customer care Officer (1)
- Documentation and Archives Officer (1)
- Head of Central Secretariat (1)
- Secretary in Central Secretariat (1)

- RAB
- NAEB

SPIU

Directorate General of Strategic Planning and Programmes Coordination (10)

- Director General (1)
- Agriculture Policy Specialist (1)
- Planning and Budgeting Specialist (1)
- Agro-Economy Specialist (1)
- Agriculture Financing and Agribusiness Specialist (1)
- Agriculture Statistics Specialist (1)
- Monitoring and Evaluation Specialist (1)
- Socio-economic Officer (1)
- MIS Officer (1)
- GIS Officer (1)

Directorate General of Animal Resources Development (5)

- Director General (1)
- Livestock Specialist (1)
- Fish Farming Specialist (1)
- Animal Products Export Specialist (1)
- Apiculture and Commercial Insects Officer (1)

Directorate General of Agriculture Development (7)

- Director General (1)
- Soil and Water Management Specialist (1)
- Seed Specialist (1)
- Food Crops Production Specialist (1)
- Export Crops Specialist (1)
- Environmental and Climate Change Specialist (1)
- Fertilizer Officer (1)

Bibonywe kugira ngo bishyirwe ku mugereka w'Iteka rya Minisitiri w'Intebe N°95/03 ryo ku wa 17/07/2018 rigena inshingano, imbonerahamwe y'imyanya y'imirimo, imishahara n'ibindi bigenerwa abakozi muri Minisiteri y'Ubuhinzi n'Ubworozi

Seen to be annexed to Prime Minister's Order N°95/03 of 17/07/2018 determining mission and functions, organisational structure, salaries and fringe benefits for employees in the Ministry of Agriculture and Animal Resources

Vu pour être annexé à l'Arrêté du Premier Ministre N°95/03 of 17/07/2018 portant mission et fonctions, structure organisationnelle, salaires et avantages alloués au personnel au Ministère de l'Agriculture et des Ressources Animales

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Kigali, ku wa 17/07/2018

Kigali, on 17/07/2018

Kigali, le 17/07/2018

(sé)
Dr. NGIRENTE Edouard
Minisitiri w'Intebe

(sé)
Dr. NGIRENTE Edouard
Prime Minister

(sé)
Dr. NGIRENTE Edouard
Premier Ministre

(sé)
RWANYINDO KAYIRANGWA Fanfan
Minisitiri w'Abakozi ba Leta n'Umurimo

(sé)
RWANYINDO KAYIRANGWA Fanfan
Minister of Public Service and Labour

(sé)
RWANYINDO KAYIRANGWA Fanfan
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)
BUSINGYE Johnston
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Leta

(sé)
BUSINGYE Johnston
Minister of Justice/Attorney General

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

Official Gazette no. Special of 18/07/2018

**UMUGEREKA WA II W'ITEKA RYA
MINISITIRI W'INTEBE N°95/03 RYO KU
WA 17/07/2018 RIGENA INSHINGANO,
IMBONERAHAMWE Y'IMYANYA
Y'IMIRIMO, IMISHAHARA N'IBINDI
BIGENERWA ABAKOZI MURI
MINISITERI Y'UBUHINZI
N'UBWOROZI**

**ANNEX II TO PRIME MINISTER'S
ORDER N°95/03 OF 17/07/2018
DETERMINING MISSION AND
FUNCTIONS, ORGANISATIONAL
STRUCTURE, SALARIES AND FRINGE
BENEFITS FOR EMPLOYEES IN THE
MINISTRY OF AGRICULTURE AND
ANIMAL RESOURCES**

**ANNEXE II DE L'ARRETE DU PREMIER
MINISTRE N°95/03 DU 17/07/2018
PORTANT MISSION ET FONCTIONS,
STRUCTURE ORGANISATIONNELLE,
SALAIRES ET AVANTAGES ALLOUES
AU PERSONNEL AU MINISTERE DE
L'AGRICULTURE ET DES RESSOURCES
ANIMALES**

MINISTRY OF AGRICULTURE AND ANIMAL RESOURCES (MINAGRI) - JOB PROFILES				
Administrative Unit	Job Titles	Title of Job positions linked to the Job	Job Profiles	Proposed Jobs
Office of the Minister	Minister	Minister	Political Appointee	1
	Advisor	Advisor to the Minister	<p>Bachelor's Degree in Public Administration/Administrative Science, Management, Agriculture Sciences, Rural Development, Agribusiness, Veterinary Sciences, Wildlife and Aquatic Resource Management with 5 years of working experience or 2 years in a senior position or Master's Degree or Equivalent in Law, Public Administration/Administrative Science, Management, Agriculture Sciences, Rural development, Agribusiness, Veterinary sciences, Wildlife and Aquatic Resource Management with 3 years of working experience.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - Bachelor's Degree extensive knowledge and understanding of Rwandan Agriculture Policy, system and strategies; - extensive knowledge in agriculture and veterinary sector issues; - extensive knowledge for advising and advocating in agriculture and veterinary matters; - extensive knowledge of promoting agriculture and veterinary sector; - leadership skills; - high analytical skills; - report writing and presentation skills; - computer literate; 	1

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			<ul style="list-style-type: none"> - coordination, planning and organisational skills; - interpersonal skills; - collaboration and team working skills; - effective communication skills; - administrative skills; - time management skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	Agriculture Investment	Agriculture Investment Specialist	<p>Bachelor's Degree in Agribusiness, Agriculture-Economics with 3 years of working experience or Master's Degree in Agri-business, Agriculture-Economics, Agriculture.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of different financing options for agriculture projects in the context of developing countries; - knowledge of project finance and different possible financing models; - ability to develop coordination mechanisms and information sharing platforms; - strong written and verbal communication skills; - quantitative and analytic skills required; - motivation skills; - time management skills; - ability to work effectively under pressure; - team-working skills; - numerical skills; - problem-solving skills; - communication skills; - fluent in Kinyarwanda, English and/or French. 	1

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	Internal Audit	Internal Auditor	<p>Bachelor's Degree in Accounting, Public Finance or Management with specialisation in Finance/Accounting.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - detailed knowledge of financial and audit standards; - human resource and financial procedures and regulations; - knowledge of financial software; - planning skills; - excellent communication, organisation and interpersonal skills; - computer skills; - high analytical skills; - report writing and presentation skills; - time management skills; - team working skills; - excellent problem solving skills and clear logical sense; - fluent in Kinyarwanda, English and/or French. 	1
	Administrative Assistant	Administrative Assistant	<p>A1 in Secretariat Studies, Office Management or Bachelor's Degree in Public Administration, Administrative Sciences, Management, Social work, Sociology, Law and Communication.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - office management skills; - excellent communication, organisational, interpersonal skills; - computer knowledge (work processing, PowerPoint and internet); - analytical and problem solving skills; - time management skills; 	1

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			- fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage.	
Office of the Minister, Sub Total				5
Office of State Minister	State Minister	State Minister	Political Appointee	1
	Advisor	Advisor to the State Minister	<p>Bachelor's Degree in Public Administration, Administrative Sciences, Management, Agriculture Sciences, Rural Development, Agri-business, Veterinary Sciences, Wildlife and Aquatic Resource Management, Law with 5 years of working experience or 2 years in a senior position or Master's Degree in Law or equivalent, Public Administration, Administrative Sciences, Management, Agriculture Sciences, Rural Development, Agri-business, Veterinary Sciences, Wildlife and Aquatic Resource Management, Law with 3 years of working experience.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - extensive knowledge and understanding of Rwandan Agriculture Policy, system and strategies; - extensive knowledge in agriculture and veterinary sector issues; - extensive knowledge for advising and advocate in agriculture and veterinary matters; - extensive knowledge of promoting agriculture and veterinary sector; - leadership skills; - high analytical skills; - report writing and presentation skills; - computer literate; - coordination, planning and organisational skills; 	1

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			<ul style="list-style-type: none"> - interpersonal skills; - collaboration and team working skills; - effective communication skills; - administrative skills; - time management skills; - fluent in Kinyarwanda, English and/or French; <p>knowledge of all is an advantage.</p>	
	Administrative Assistant	Administrative Assistant	<p>A1 in Secretariat Studies, Office Management or Bachelor's Degree in Public Administration, Administrative Sciences, Management, Social Work, Sociology, Law.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - office management skills; - excellent communication, organisational and interpersonal skills; - computer knowledge (work processing, PowerPoint and internet) analytical and problem solving skills; - time management skills; - fluent in Kinyarwanda, English and/or French; <p>knowledge of all is an advantage.</p>	1
Office of the State Minister, Sub-Total				3
Office of the Permanent Secretary	Permanent Secretary	Permanent Secretary	Political Appointee	1
	Legal Advisor	Legal Advisor	<p>Bachelor's Degree in Law with 3 years of working experience or Master's Degree in Law.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - high analytical and problem solving skills; 	1

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			<ul style="list-style-type: none"> - extensive knowledge in public service laws and labour law; - legal research and analysis in complex areas of law; - knowledge of substantive law and legal procedures; - decision making skills; - experience in contract drafting and negotiation; - excellent communication skills; - very effective organization skills; - team working skills; - computer skills; - fluent in Kinyarwanda, English and/or French. 	
	Human Resources Specialist	Human Resources Management Specialist	<p>Bachelor's Degree in Human Resource Management, Management with specialisation in Human Resource, Business Administration with specialisation in Human Resource with 3 years of working experience or Master's Degree in Human Resource Management, Management with specialization in Human Resource, Business Administration with Specialization in Human Resource</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - deep knowledge of Rwandan public service and labor law; - knowledge in conflict management; - knowledge of the regulations applying to payroll procedures; - knowledge of human resources concepts, practices, policies and procedures; - problem solving skills; - computer skills; - judgment & decision making skills; - time management skills; 	1

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			<ul style="list-style-type: none"> - interview skills; - high analytical skills; - team working skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	Administrative Assistant	Administrative Assistant	<p>A1 in Secretariat Studies, Office Management or Bachelor's Degree in Public Administration, Administrative sciences, Management, Social Work and Sociology, Law.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - computer skills; - office management skills; - excellent communication, organisational and interpersonal skills; - computer knowledge (work processing, PowerPoint and internet); - analytical and problem solving skills; - time management skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	1
	Public Relations & Communication	Public Relations & Communication Officer	<p>Bachelor's Degree in Journalism, Communication, International Relations, Marketing, Linguistics and Literature.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - excellent communication skills both oral and in writing; - excellent interpersonal skills; - report writing & presentation skills; - creativity & initiative; - good organizational and time-management skills; 	1

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			<ul style="list-style-type: none"> - team working skills; - effective public relations & public speaking skills; - interviewing skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	District Agriculture Inspection Specialist	District Agriculture Inspection Specialist	<p>Bachelor's Degree in Agriculture Sciences, Crop Production, Agri-business, Horticulture with 3 years of working experience or Master's Degree in Agriculture Sciences, Crop Production, Agri-business, Horticulture.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - deep knowledge of agriculture context development agenda; - interpersonal skills; - communication skills; - negotiation skills; - problem-solving skills; - analytical skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	1
	District Agriculture Inspector	District Agriculture Inspector	<p>Bachelor's Degree in Agriculture Sciences, Crop Production, Agribusiness, Horticulture with 2 years of working experience or Master's Degree in Agriculture Sciences, Crop Production, Agri-business, Horticulture.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - deep knowledge of agriculture context development agenda; - interpersonal skills; - communication skills; 	27

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			<ul style="list-style-type: none"> - negotiation skills; - problem-solving skills; - analytical skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
Office of the Permanent Secretary, Sub –Total				33
Directorate General of Strategic Planning and Programs Coordination	Director General	Director General of Strategic Planning and Programs Coordination	<p>Bachelor’s Degree in Agriculture Economics, Economics, Rural Economics, Rural Development, Agri-business, Agriculture, Animal Sciences, Development Studies Management with 5 years of working experience and 2 years in a senior position or Master’s Degree in Agriculture Economics, Economics, Rural Economics, Rural Development, Agribusiness, Agriculture, Animal Sciences, Development Studies Management with 3 years of working experience.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of results based management, logical framework approach, strategic planning processes and tools; - knowledge of Rwanda’s Agriculture Sector Policies and Strategies; - knowledge of drafting action plans and operational plans; - knowledge to conduct policy and analysis and draft proposals; - knowledge of Rwanda National Planning and Budgeting Systems; - financial management skills; - programs coordination skills; - computer skills; - organisational skills; - communication skills; 	1

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			<p>high analytical & complex problem solving skills;</p> <ul style="list-style-type: none"> - judgment & decision making skills; - time management skills; - team working skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	Agriculture Policy Specialist	Agriculture Policy Specialist	<p>Bachelor's Degree in Agriculture Sciences, Agriculture Economics, Agronomy, Crop Production with 3 years of working experience or Master's Degree in Agriculture Sciences, Agriculture Economics, Agronomy, Crop Production</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of results based management; - logical framework approach, strategic planning processes and tools; - knowledge of Rwanda's Agriculture Sector Policies and Strategies; - knowledge of drafting action plans and operational plans; - knowledge to conduct policy and analysis and draft proposals; - knowledge of Rwanda National Planning and Budgeting Systems; - budget management skills; - computer skills; - organisational skills; - communication skills; - high analytical & complex problem solving skills; - judgment & decision making skills; - time management skills; - team working skills; 	1

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			<ul style="list-style-type: none"> - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	Planning and Budgeting	Planning and Budgeting Specialist	<p>Bachelor's Degree in Economics, Agriculture Economics, Project Management, Development Studies, Business Administration with 3 years of working experience or Master's Degree in Economics, Agriculture Economics, Project Management, Development Studies, Business Administration.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of results based management; - logical framework approach, strategic planning processes and tools; - knowledge of Rwanda's Agriculture Sector Policies and Strategies; - knowledge of drafting action plans and operational plans; - knowledge to conduct policy and analysis and draft proposals; - knowledge of Rwanda National Planning and Budgeting Systems; - budget management skills; - computer skills; - organisational skills; - communication skills; - high analytical & complex problem solving skills; - judgment & decision making skills; - time management skills; - team working skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	1
	Monitoring and Evaluation	Monitoring and Evaluation Specialist	<p>Bachelor's Degree in Management, Economics, Development Studies, Project Management with 3</p>	1

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			<p>years of working experience or Master's Degree in Management, Economics, Development Studies, Project Management.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of monitoring and evaluation concepts, systems and tools; - knowledge of Rwanda's Agriculture Sector Policies and Strategies; - knowledge to conduct monitoring exercises; - computer skills; - organisational skills; - communication skills; - high analytical skills; - complex problem solving skills; - time management skills; - team working skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	Agriculture Financing and Agribusiness	Agriculture Financing and Agribusiness Specialist	<p>Bachelor's Degree in Agribusiness, Agriculture Economics, Agriculture Financing, Finance with 3 years of working experience or Master's Degree in Agribusiness, Agriculture Economics, Agriculture Financing, Finance.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of Rwanda's Agriculture Sector Policies and Strategies; - in-depth understanding and knowledge of the Rwandan and regional context for agribusiness development; - computer skills; - organisational skills; - communication skills; 	1

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			<ul style="list-style-type: none"> - high analytical skills; - complex problem solving skills; - time management skills; - team working skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	Agriculture Statistics	Agriculture Statistics specialist	<p>Bachelor's Degree in Statistics, Applied Mathematics, Agriculture Statistics, Economics, Agro Economics with 3 years of working experience or Master's Degree in Statistics, Applied Mathematics, Agriculture Statistics, Economics, Agriculture Economics.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of Rwanda's Agriculture Sector Policies and Strategies; - mathematical skills and knowledge of use of statistical packages such as SPSS or other statistical and/or mathematical analysis programs; - skills in sampling, collecting, computing, and analysing statistical data and applying statistical techniques; - computer skills; - organisational skills; - communication skills; - high analytical skills; - complex problem solving; - time management skills; - team working skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	1
	Agro-Economy Specialist	Agro-Economy Specialist	Bachelor's Degree in Agribusiness, Agriculture Economics, Agriculture with 3 years of working	1

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			<p>experience or Master's Degree in Agri-business, Agriculture Economics, Agriculture.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge in Agriculture sector; - skills in defining the broad priorities in the preservation and improvement of the feeder road network; - knowledge in feeder road standards; - computer skills; - organisational skills; - communication skills; - high analytical skills; - complex problem solving skills; - time management skills; - team working skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	Socio-Economy Officer	Socio-Economy Officer	<p>Bachelor's Degree in Economics, Sociology, Agribusiness, Agriculture Economics</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of Rwanda Agriculture sector; - computer skills; - organisational skills; - communication skills; - high analytical skills; - complex problem solving skills; - time management skills; - team working skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	1

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	Management Information System	Management Information System Officer	<p>Bachelor's Degree in Agriculture Information System, Information Sciences.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge in agriculture sector; - knowledge in information dissemination of the agriculture sector; - interpersonal skills; - communication skills - negotiation skills; - problem solving skills; - analytical skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	1
	GIS	GIS Officer	<p>Bachelor's Degree in Geographical Information Systems (GIS), Geography, Agriculture, Environment, Information Technology.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge in agriculture sector; - knowledge in information dissemination of the agriculture sector; - interpersonal skills; - communication skills; - negotiation skills; - problem solving skills; - analytical skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	1
Office of the DG, Strategic Planning and Programs Coordination, Sub –Total				10

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<p>Directorate General for Agriculture Development</p>	<p>Director General</p>	<p>Director General for Agriculture Development</p>	<p>Bachelor's Degree in Agriculture sciences, Crop Production, Agribusiness, Agriculture Economics, Horticulture with 5 years of working experience and 2 years in a senior position or Master's Degree in Agriculture Sciences, Crop Production, Agri-business, Agriculture Economics, Horticulture with 3 years of working experience.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - deep knowledge of agriculture context development agenda; - leadership skills; - interpersonal skills; - communication skills; - negotiation skills; - problem solving skills; - analytical skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	<p>1</p>
	<p>Soil and Water Management</p>	<p>Soil and Water Management Specialist</p>	<p>Bachelor's Degree in Rural Engineering, Agriculture Mechanisation, Water Management, Irrigation System with 3 years of working experience or Master's Degree in Rural Engineering, Agriculture Mechanisation, Water Management, Irrigation System.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of the Agriculture sector in Rwanda; - knowledge of the principles, practices and techniques of soil and water conservation in rural areas; 	<p>1</p>

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			<ul style="list-style-type: none"> - general knowledge of modern methods and techniques in soil and water management; - general knowledge of the various guidelines, policies, - ordinances and regulations pertaining to Soil and water conservation and land development and management; - problem solving skills; - computer skills; - excellent communication skills; - interpersonal and writing skills, - organisational skills; - judgment & decision making skills; - complex problem solving skills; - time management skills; - high analytical skills; - team working skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	Food Crops Production	Food Crops Production Specialist	<p>Bachelor's Degree in Agriculture Sciences, Crop sciences, Horticulture, Agriculture Economics, Agribusiness with 3 years of working experience or Master's Degree in Agriculture Sciences, Crop sciences, Horticulture, Agriculture Economics, Agribusiness</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - deep knowledge of Agriculture context development agenda; - knowledge in emergency response and recovery following natural disaster; - knowledge in designing and implementing appropriate and effective safety nets, including cash and/or food transfer programming; 	1

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			<ul style="list-style-type: none"> - skills in technical proposal writing, designing and implementing food security programs; - interpersonal skills; - communication skills; - problem solving skills; - analytical skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	Export Crops	Export Crops Specialist	<p>Bachelor's Degree in Agribusiness, Agriculture Economics with 3 years of working experience or Master's Degree in Agri-business, Agriculture Economics.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of the agriculture sector of Rwanda; - knowledge of the Rwanda export development policy of the crops; - knowledge of agro-ecology and socio-economic conditions of rural areas; - knowledge in industrial crops; - knowledge in marketing fruit and vegetables on the international market; - skills in handling fresh fruit and vegetables for export; - interpersonal skills; - communication skills; - problem solving skills; - analytical skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	1
	Seed Specialist	Seed Specialist	Bachelor's Degree in Agriculture, Seed Production, or Agronomy with 3 years of working experience or	1

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			<p>Master or Equivalent in Agriculture, Seed Production or Agronomy.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of Rwandan agriculture sector; - computer skills; - excellent communication skills; - interpersonal and writing skills; - organisational skills; - judgment & decision making skills; - complex problem solving skills; - time management skills; - high analytical skills; - team working skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	Environmental & Climate Change Specialist	Environmental & Climate Change Specialist	<p>Bachelor's Degree in Natural Resources, Environmental Sciences, Geography, Ecology, Rural Engineering, Agriculture Mechanisation with 3 years of working experience or Master's Degree in Natural Resources, Environmental Sciences, Geography, Ecology, Rural Engineering, Agriculture Mechanisation</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - deep knowledge of agriculture context development agenda; - knowledge in emergency response and recovery following natural disaster; - knowledge in designing and implementing appropriate and effective safety nets, including cash and/or food transfer programming; - strategic skills; - knowledge of management strategy on environment and climate change; 	1

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			<ul style="list-style-type: none"> - skills in technical proposal writing, designing and implementing food security programs; - interpersonal skills; - communication skills; - problem solving skills; - analytical skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	Fertilizer	Fertilizer Officer	<p>Bachelor's Degree in Rural Engineering, Agriculture Mechanisation, Agriculture Sciences, Crop Sciences, Horticulture.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of the agriculture sector in Rwanda; - knowledge of the principles, practices and techniques of soil and water conservation in rural areas; - general knowledge of modern methods and techniques in soil and water management; - problem solving skills; - computer skills; - excellent communication skills, - interpersonal and writing skills, - organisational skills; - judgment & decision making skills; - complex problem solving skills; - time management Skills; - high analytical skills; - team working skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	1
Office of the DG Agriculture Development, Sub – Total				7

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<p>Directorate General of Animal Resources Development</p>	<p>Director General</p>	<p>Director General of Animal Resources Development</p>	<p>Bachelor's Degree in Animal sciences, Animal Husbandry, Wildlife and Aquatic Resource Management or Veterinary Sciences with 5 years of working experience including 2 years in a Senior Position or Master's Degree in Animal Sciences, Animal Husbandry, Wildlife and Aquatic Resource Management or Veterinary Sciences with 3 years of working experience.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge in animal breeding and genetics/animal nutrition or animal health; - excellent interpersonal skills; - creativity & initiative skills; - analytical and problem solving skills; - time management skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	<p>1</p>
	<p>Livestock Specialist</p>	<p>Livestock Specialist</p>	<p>Bachelor's Degree in Veterinary, Animal Sciences, Animal Production, Wildlife and Aquatic Resource Management with 3 years of working experience or Master's Degree in Veterinary, Animal Sciences, Animal Production, Wildlife and Aquatic Resource Management.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge in Animal Identification Systems, knowledge of the livestock sector in Rwanda; - knowledge in all type of large domesticated ungulates; - knowledge in all classes of small animal and nutritional requirements; 	<p>1</p>

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			<ul style="list-style-type: none"> - monitoring skills in appropriate strategies meant for ensuring prevention, protection and diagnosis and treatment of animal diseases; - excellent interpersonal skills; - creativity & initiative skills; - analytical and problem solving skills; - time management skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	Fish Farming	Fish Farming Specialist	<p>Bachelor's Degree in Animal Sciences, Animal Husbandry, Fish Farming, Wildlife and Aquatic Resource Management and Veterinary Sciences with 3 years of working experience or Master's Degree in Animal Sciences, Animal Husbandry, Fish Farming, Wildlife and Aquatic Resource Management and Veterinary Sciences.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of Rwanda livestock sector; - knowledge of the principles and practices of fish management; - knowledge of fish and related aquatic organisms; - knowledge of the collection and care of aquatic biological specimens; - knowledge of the procedures and practices utilised in the identification and classification of fish, aquatic plants, and fish food; - knowledge of methods of preparing fish development; - knowledge of methods of watershed development; - knowledge of methods and equipment used in fish management; - computer skills; 	1

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			<ul style="list-style-type: none"> - excellent interpersonal skills; - creativity & initiative skills; - analytical and problem solving skills; - time management skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	Animal Products Exports Specialist	Animal Products Exports Specialist	<p>Bachelor's Degree in Animal Sciences, Animal Production, Wildlife and Aquatic Resource Management with 3 years of working experience or Master's Degree in Animal Sciences, Animal Production, Wildlife and Aquatic Resource Management.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge in Specific guidelines for trading animals and products of animal origin; - knowledge of Rwanda Livestock sector; - knowledge in common animal and public health standards; - skills in regulations applied to animal health and products; - computer skills; - excellent interpersonal skills; - creativity & initiative skills; - analytical and problem solving skills; - time management skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	1
	Apiculture and Commercial Insects	Apiculture and Commercial Insects Officer	<p>Bachelor's Degree in Animal Production and Apiculture.</p> <p><u>Key technical skills & knowledge required:</u></p>	1

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			<ul style="list-style-type: none"> - excellent conversance in Rwanda Apis and non Apis bees; - evidence of a highly developed technical skills; - knowledge in several diseases including viruses, - various microbes and mites that can affect the honeybee; - excellent interpersonal skills; - creativity & initiative skills; - analytical and problem solving skills; - time management skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
Office of the DG Animal Resources Development, Sub Total				5
Directorate General of Corporate Services	Director General	Director General of Corporate Services	<p>Bachelor's Degree in Public Finance, Accounting, Economics, Management, Business Administration, Public Administration, Administrative Sciences, Strategic Management with 5 years of working experience including 2 years in a senior position or Master's Degree in Public Finance, Accounting, Economics, Management, Business Administration, Public Administration, Administrative Sciences, Strategic Management with 3 years of working experience.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of Human Resources Policy and Procedures; - knowledge of accounting principles and practices and financial data reporting; - knowledge of Rwanda public servant & labour laws and financial law; 	1

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			<ul style="list-style-type: none"> - knowledge of electronic equipment and computer hardware and software; - leadership skills; - coordination, planning & organisational skills; - interpersonal skills; - effective communication skills; - judgment and decision making skills; - complex problem solving skills; - negotiation skills; - time management skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	Administrative Liaison	Administrative Liaison Officer	<p>A1 in Secretariat Studies, Office Management or Bachelor's Degree in Public Administration, Administrative Sciences, Management, Social work, Sociology, Law.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - office management skills; - excellent communication, organisational, interpersonal skills; - computer knowledge (work processing, PowerPoint and internet); - analytical and problem solving skills; - time management skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	1
	Procurement	Procurement Officer	<p>Bachelor's Degree in Public Procurement, Management, Public Finance, Economics, Law, Accounting.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - high analytical skills; 	1

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			<ul style="list-style-type: none"> - negotiation skills; - knowledge of basic business and purchasing practices; - excellent communication skills; - knowledge of State contracting laws, regulations and procedures; - knowledge of grades, qualities, supply and price trends of commodities; - time management skills; - decision making skills; - computer skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	Human Resources Officer	Human Resources Management Officer	<p>Bachelor's Degree in Human Resources Management, Management, Public Administration, Administrative Sciences.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of analysis of the existing system including policies, strategies and plans related to Human Resources; - knowledge in the Development of Human Resources Policies and Procedures; - leadership skills; - high analytical skills; - report writing and presentation skills; - computer literate; - coordination, planning and organisational skills; - interpersonal skills; - collaboration and team working skills; - effective communication skills; - administrative skills; - time management skills; 	1

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			<ul style="list-style-type: none"> - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	
	Network and System Administrator	Network and System Administrator	<p>Bachelor's Degree in Computer Science, Software Engineering, Computer Engineering, Information and Communication Technology, Information Management System, Electronics and Telecommunication Engineering with working experience and certifications in A+, N+ is required; certifications in CCNA, MCSE, MCSD, MCTs (NET), LAMP/WAMP framework or MCITP are an added or A1 in Computer Sciences, Software Engineering, Computer Engineering, Information and Communication Technology, Information Management System, Electronics and Telecommunication Engineering with 1 year of working experience in ICT is an advantage.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of Strategies of National ICT Policy; - deep understanding of information technology and telecommunications; - knowledge to research and analyse technology problems, issues, and program requirements. - knowledge of computer hardware/software technologies; - interpersonal skills; - communication skills; - negotiation skills; - problem solving skills; - analytical skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	1

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	Accountant	Accountant	<p>Bachelor's Degree in Accounting, Finance, Management with specialisation in Finance/Accounting or Professional qualification recognised by IFAC (ACCA, CPA).</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of cost analysis techniques; - planning and organisational skills; - communication skills; - strong IT skills, particularly in Financial software (SMART IFMIS); - judgment & decision making skills; - knowledge to analyse complex financial information & produce reports; - deep understanding of financial accounts; - high analytical skills; - interpersonal skills; - time management skills; - complex problem solving skills; - flexibility skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	1
	Budget management	Budget Officer	<p>Bachelor's Degree in Finance, Accounting, Management and Economics.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - planning and organisational skills; - communication skills, strong IT skills; - time management skills; - team working skills; - judgement and decision making; - skills interpersonal skills; - complex problem solving skills; - deep understanding of financial accounts; 	1

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			<ul style="list-style-type: none"> - flexibility skills; - knowledge of cost analysis technics; - fluent in Kinyarwanda, English and French. 	
	Logistics	Logistics Officer	<p>Bachelor's Degree in Store Management, Management, Economics, Accounting, Finance, Public Administration, Administrative Sciences.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of management of material resources; - knowledge of supply chain management; - organisational skills; - computer skills; - communication skills; - report writing & presentation skills; - analytical skills; - interpersonal skills; - time management skills; - negotiation skills; - team working skills - problem solving skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	1
	Customer Care Officer	Customer Care Officer	<p>Bachelor's Degree in Communication, Public Relations, International Relations, Journalism, Marketing, Linguistics and Literature.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - excellent interpersonal skills; - knowledge in Customer care satisfaction; - knowledge in hospitality management; - public speaking skills; - time management skills; - organisational skills; 	1

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			<ul style="list-style-type: none"> - excellent communication skills; - computer skills; - fluent in Kinyarwanda, English and/or French, knowledge of all is an advantage. 	
	Documentation and Archives	Documentation and Archives Officer	<p>Bachelor's Degree in Library & information Science or A1 in Library & information system and Office Management.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - proficiency in information technology; - computer literacy; - bookkeeping skills; - knowledge of integrated document management; - knowledge of archive management software; - knowledge of the documentation management system (DMS) would be an advantage; - organisational skills; - interpersonal skills; - planning skills; - communication skills; - report writing & presentation skills; - fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	1
	Central Secretariat	Head of Central Secretariat	<p>A1 in Secretariat Studies, Office Management, Library & information Science with 2 years of working experience or bachelor's Degree in Public Administration, Administrative Sciences, Management, Social Work, Sociology, Law, Library & information Sciences.</p> <p><u>Key technical skills & knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of Office Administration; 	1

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			<ul style="list-style-type: none"> - communication skills; - computer skills; - interpersonal skills; - organisational skills; - stress management skills; - time management skills; - bookkeeping skills; - analytical & problem solving skills; - decision making skills; - fluent in Kinyarwanda, English and/or French; <p>knowledge of all is an advantage.</p>	
	Central Secretariat	Secretary	<p>A1 in Secretariat Studies, Office Management or Bachelor's Degree in Public Administration, Administrative Sciences, Management, Social work, Sociology, Law.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - knowledge of office administration; - communication skills; - computer skills; - interpersonal skills; - excellent organisational and time management skills; - good interpersonal skills; - bookkeeping skills; - fluent in Kinyarwanda, English and/or French; <p>knowledge of all is an advantage.</p>	1
Office of DG Corporate Services, Sub Total				12
Grand Total				75

Bibonywe kugira ngo bishyirwe ku mugereka w'Iteka rya Minisitiri w'Intebe N°95/03 ryo ku wa 17/07/2018 rigena inshingano, imbonerahamwe y'imyanya y'imirimo, imishahara n'ibindi bigenerwa abakozi muri Minisiteri y'Ubuhanzi n'Ubworozi

Kigali, ku wa 17/07/2018

(sé)
Dr. NGIRENTE Edouard
Minisitiri w'Intebe

(sé)
RWANYINDO KAYIRANGWA Fanfan
Minisitiri w'Abakozi ba Leta n'Umurimo

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

Seen to be annexed to Prime Minister's Order N°95/03 of 17/07/2018 determining mission and functions, organisational structure, salaries and fringe benefits for employees in the Ministry of Agriculture and Animal Resources

Kigali, on 17/07/2018

(sé)
Dr. NGIRENTE Edouard
Prime Minister

(sé)
RWANYINDO KAYIRANGWA Fanfan
Minister of Public Service and Labour

(sé)
BUSINGYE Johnston
Minister of Justice/Attorney General

Vu pour être annexé à l'Arrêté du Premier Ministre N°95/03 of 17/07/2018 portant mission et fonctions, structure organisationnelle, salaires et avantages alloués au personnel au Ministère de l'Agriculture et des Ressources Animales

Kigali, le 17/07/2018

(sé)
Dr. NGIRENTE Edouard
Premier Ministre

(sé)
RWANYINDO KAYIRANGWA Fanfan
Ministre de la Fonction Publique et du Travail

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

**UMUGEREKA WA III W'ITEKA RYA
MINISITIRI W'INTEBE N°95/03 RYO KU
WA 17/07/2018 RIGENA INSHINGANO,
IMBONERAHAMWE Y'IMYANYA
Y'IMIRIMO, IMISHAHARA N'IBINDI
BIGENERWA ABAKOZI MURI
MINISITERI Y'UBUHINZI
N'UBWOROZI**

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**ANNEX III TO PRIME MINISTER'S
ORDER N°95/03 OF 17/07/2018
DETERMINING MISSION AND
FUNCTIONS, ORGANISATIONAL
STRUCTURE, SALARIES AND FRINGE
BENEFITS FOR EMPLOYEES IN THE
MINISTRY OF AGRICULTURE AND
ANIMAL RESOURCES**

**ANNEXE III DE L'ARRETE DU PREMIER
MINISTRE N°95/03 DU 17/07/2018
PORTANT MISSION ET FONCTIONS,
STRUCTURE ORGANISATIONNELLE,
SALAIRES ET AVANTAGES ALLOUES
AU PERSONNEL AU MINISTERE DE
L'AGRICULTURE ET DES RESSOURCES
ANIMALES**

MINAGRI SALARY STRUCTURE

POST	I.V	Level	Index	Gross Salary (Rwf/Month)
Permanent Secretary	441	F	2869	1,613,167
Director General of Strategic Planning, &and Programmes Coordination	400	2.III	1890	1,082,378
Director General of Agriculture Development	400	2.III	1890	1,082,378
Director General of Animal Resources Development	400	2.III	1890	1,082,378
Director General of Corporate Services	400	2.III	1890	1,082,378
Advisor to the Minister	400	2.III	1890	1,082,378
Advisor to the State Minister	400	2.III	1890	1,082,378
Food Crops Production Specialist	400	3.II	1369	784,008
Agriculture Policy Specialist	400	3.II	1369	784,008
Agro - Economy Specialist	400	3.II	1369	784,008
Agriculture Investment Specialist	400	3.II	1369	784,008
Agriculture Financing and Agribusiness Specialist	400	3.II	1369	784,008
Agriculture Statistics Specialist	400	3.II	1369	784,008
Soil and Water Management Specialist	400	3.II	1369	784,008
Livestock Specialist	400	3.II	1369	784,008
Animal Products Export Specialist	400	3.II	1369	784,008
Fish Farming Specialist	400	3.II	1369	784,008
Seed Specialist	400	3.II	1369	784,008
Export Crops Specialist	400	3.II	1369	784,008
Environmental and Climate Change Specialist	400	3.II	1369	784,008
Planning and Budgeting Specialist	400	3.II	1369	784,008
Monitoring and Evaluation Specialist	400	3.II	1369	784,008
Legal Advisor	400	3.II	1369	784,008
Human Resources Management Specialist	400	3.II	1369	784,008
District Agriculture Inspection Specialist	400	3.II	1369	784,008
District Agriculture Inspector	350	4.III	1313	651,576
Human Resources Management Officer	350	4.II	1141	566,221
Public Relations & Communication Officer	350	4.II	1141	566,221
Apiculture and Commercial Insects Officer	350	4.II	1141	566,221
Fertilizer Officer	350	4.II	1141	566,221
Socio - Economic Officer	350	4.II	1141	566,221
Geographic Information System Officer	350	4.II	1141	566,221
Management Information System Officer	350	4.II	1141	566,221
Network and System Administrator	350	4.II	1141	566,221
Administrative Liaison Officer	350	5.II	951	471,934
Internal auditor	350	5.II	951	471,934
Procurement Officer	350	5.II	951	471,934
Accountant	350	5.II	951	471,934
Budget Officer	350	5.II	951	471,934
Logistics Officer	350	5.II	951	471,934
Administrative Assistant to the Minister	350	5.II	951	471,934
Administrative Assistant to the State Minister	350	5.II	951	471,934
Administrative Assistant to the Permanent Secretary	350	5.II	951	471,934
Documentation and Archives Officer	350	6.II	793	393,526
Customer Care Officer	350	6.II	793	393,526
Head of Central Secretariat	350	7.II	660	327,525
Secretary in Central Secretariat	350	8.II	508	252,095

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Bibonywe kugira ngo bishyirwe ku mugereka w'Iteka rya Minisitiri w'Intebe N°95/03 ryo ku wa 17/07/2018 rigena inshingano, imbonerahamwe y'imyanya y'imirimo, imishahara n'ibindi bigenerwa abakozi muri Minisiteri y'Ubuhanzi n'Ubworozi

Kigali, ku wa 17/07/2018

(sé)
Dr. NGIRENTE Edouard
Minisitiri w'Intebe

(sé)
RWANYINDO KAYIRANGWA Fanfan
Minisitiri w'Abakozi ba Leta n'Umurimo

Bibonywe kandi bishyizweho Ikirango cya Repubulika:

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

Seen to be annexed to Prime Minister's Order N°95/03 of 17/07/2018 determining mission and functions, organisational structure, salaries and fringe benefits for employees in the Ministry of Agriculture and Animal Resources

Kigali, on 17/07/2018

(sé)
Dr. NGIRENTE Edouard
Prime Minister

(sé)
RWANYINDO KAYIRANGWA Fanfan
Minister of Public Service and Labour

Seen and sealed with the Seal of the Republic:

(sé)
BUSINGYE Johnston
Minister of Justice/Attorney General

Vu pour être annexé à l'Arrêté du Premier Ministre N°95/03 of 17/07/2018 portant mission et fonctions, structure organisationnelle, salaires et avantages alloués au personnel au Ministère de l'Agriculture et des Ressources Animales

Kigali, le 17/07/2018

(sé)
Dr. NGIRENTE Edouard
Premier Ministre

(sé)
RWANYINDO KAYIRANGWA Fanfan
Ministre de la Fonction Publique et du Travail

Vu et scellé du Sceau de la République:

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