

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	2025/26 Target	2025/26 Provisional	2026/27 Target	2028/29 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)	10	14	12	8	8

Financial Resources

Summary by Programmes

Rs 000

Programmes	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
0109: Public Service and Disciplined Forces Service Affairs	154,800	160,000	166,500	160,500
TOTAL	154,800	160,000	166,500	160,500

Summary by Economic Categories

Rs 000

Code	Economic Categories	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
Recurrent Expenditure		147,800	150,800	155,800	157,700
21	Compensation of Employees	125,750	124,950	131,450	133,350
22	Goods and Services	21,900	25,700	24,200	24,200
26	Grants	150	150	150	150
Capital Expenditure		7,000	9,200	10,700	2,800
31	Acquisition of Non-Financial Assets	7,000	9,200	10,700	2,800
TOTAL EXPENDITURE		154,800	160,000	166,500	160,500

Public Service Commission and Disciplined Forces Service Commission - continued

Programme 0109: Public Service and Disciplined Forces Service Affairs

Rs 000

Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
TOTAL EXPENDITURE [Appropriation]	154,800	160,000	166,500	160,500
Recurrent Expenditure	147,800	150,800	155,800	157,700
Capital Expenditure	7,000	9,200	10,700	2,800

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	2025/26 Target	2025/26 Provisional	2026/27 Target	2027/28 Target	2028/29 Target
Recruitment and promotion of public officers <i>Public Service Commission and Disciplined Forces Service Commission</i>	Percentage of requests for recruitments/promotions attended to within an average of 2 months	70%	60%	70%	80%	90%

Rs 000

Item No.	Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
Recurrent Expenditure		147,800	150,800	155,800	157,700
21	Compensation of Employees	125,750	124,950	131,450	133,350
21110	Personal Emoluments	112,030	111,030	117,470	119,320
	<i>of which</i>				
.001	Basic Salary	84,450	95,330	101,370	103,120
.004	Allowances	3,000	3,500	3,500	3,500
.005	Extra Assistance	780	-	-	-
.006	Cash in lieu of Leave	3,600	4,000	4,000	4,000
.009	End-of-year Bonus	7,600	7,700	8,100	8,200
21111	Other Staff Costs	12,220	12,220	12,230	12,230
.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	30	30
21210	Social Contributions	1,500	1,700	1,750	1,800
.001	Contribution to the National Savings Fund	1,500	1,700	1,750	1,800
22	Goods and Services	21,900	25,700	24,200	24,200
22010	Cost of Utilities	2,565	2,870	2,870	2,870
22020	Fuel and Oil	500	550	550	550
22030	Rent	1,580	1,580	1,580	1,580
22040	Office Equipment and Furniture	1,280	1,300	1,300	1,300
22050	Office Expenses	1,850	2,000	2,000	2,000
22060	Maintenance	4,360	7,160	5,660	5,660

Public Service Commission and Disciplined Forces Service Commission - continued

Rs 000

Item No.	Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
22070	Cleaning Services	825	830	830	830
22100	Publications and Stationery	3,180	3,600	3,600	3,600
22120	Fees	3,400	3,450	3,450	3,450
	<i>of which</i>				
.013	Fees i.c.w. 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	860	860	860	860
26	Grants	150	150	150	150
26210	Contribution to International Organisations				
.162	Association for African Public Service Commissions	150	150	150	150
Capital Expenditure		7,000	9,200	10,700	2,800
31	Acquisition of Non-Financial Assets	7,000	9,200	10,700	2,800
31112	Non-Residential Buildings				
.401	Upgrading of Office Buildings	200	3,000	3,800	500
31122	Other Machinery and Equipment				
.802	Acquisition of IT Equipment	6,800	3,900	-	-
31132	Intangible Fixed Assets				
.111	E-Document Management System	-	2,300	6,900	2,300
TOTAL		154,800	160,000	166,500	160,500

Human Resources

SN	Position Titles	Funded	
		2025/26	2026/27
1	Chairperson, Public Service Commission and Disciplined Forces Service Commission	1	1
2	Deputy Chairperson, Public 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 Forces Service Commission	-	-
9	Deputy Permanent Secretary	2	2
10	Assistant Secretary, <i>formerly Assistant Permanent Secretary</i>	4	4
11	Manager, ICT	1	1
12	Legal Officer	-	1
13	Assistant Manager, Financial Operations	1	1
14	Financial Operations Officer/Senior Financial Operations Officer	1	1
15	Assistant Financial Operations Officer	2	2

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

SN	Position Titles	Funded	
		2025/26	2026/27
16	Principal Procurement and Supply Officer	1	1
17	Procurement and Supply Officer/Senior Procurement and Supply Officer	1	1
18	Assistant Procurement and Supply Officer	1	1
19	Manager, Human Resources	6	6
20	Assistant Manager, Human Resources	11	11
21	Senior Human Resource Executive	3	3
22	Human Resource Executive	16	16
23	Office Management Executive	2	2
24	Office Management Assistant	17	17
25	Higher Executive Officer (<i>Personal</i>)	1	1
26	Management Support Officer	79	79
27	Confidential Secretary	8	8
28	Senior Word Processing Operator	1	1
29	Word Processing Operator	5	5
30	Receptionist/Telephone Operator	2	2
31	Head Office Auxiliary	1	1
32	Office Auxiliary/Senior Office Auxiliary	12	12
33	Print Finishing/Book Binding Operator (<i>on roster</i>)	1	1
34	Driver	4	4
35	Gatekeeper	1	1
36	Handy Worker	2	2
37	General Worker	2	2
TOTAL		200	201