

FEDERAL GOVERNMENT OF SOMALIA



NON-FORMALIZED NON-SECURITY WAGE BILL REVIEW *(as at 31st December 2025)*

Report Prepared by:
Federal Ministry of Finance
18 March 2026

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1. Introduction

This report presents information on the non-formalized wage bill for the Federal Government of Somalia. The aim of the report is to promote transparency in wage bill planning and management, and to demonstrate progress made so far since the FGS embarked on reforms in 2021 to improve wage bill planning and management. The report also fulfils the requirements relating to the Performance Based Conditions (PBCs) under the Recurrent Cost and Reform Financing - Phase 3 (RCRF III) Project, in particular PBC 6.5 which requires non-formal, non-security wage bill to be analyzed and reported on monthly, providing the dollar value and number of individuals for the non-formalized wage bill by MDA, by six-digit object code, by cadre (grade), and to provide progress against the action plan on improving the transparency and management of a reduced non-formal wage bill.

In a nutshell, real progress has been registered towards the elimination of the non-formal wage bill. As Table 1 shows, the proportion of non-formal wage bill to total compensation has reduced from 36.3% in 2021 to 0.03% at the end of 2025. The initial target was to achieve 100% payroll integration by the end of 2024, however, as the data shows, this has only been achieved a year later, although there remains the 0.03% that still needs to be integrated.

Table 1: Non-formal wage bill summary 2021 – 2025

1a. including security

Fiscal Year	Non-payroll wage bill (incl security)	Total compensation (incl security)	%non-payroll
2021	90,713,617	250,076,325	36.3%
2022	91,199,910	259,578,812	35.1%
2023	47,333,246	292,244,712	16.2%
2024	7,638,862	341,574,738	2.2%
2025	108,047	371,063,711	0.03%

1b. excluding security

Fiscal Year	Non-payroll wage bill (excl security)	Total compensation (excl security ¹)	%non-payroll
2021	77,762,867	237,125,575	32.8%
2022	77,672,730	246,051,632	31.6%
2023	34,032,146	152,052,010	22.4%
2024	5,150,798	174,536,363	3.0%
2025	107,685	192,766,063	0.06%

Source: Federal Ministry of Finance

Note: security in this context includes armed forces, military court and police. The rest of the MDAs in the security sector are treated as civilian institutions, i.e., Ministry of Defense, Ministry of Internal Security, Immigration Department, Disabled and Orphans Organization.

¹ The totals for 2021 and 2022 include security wages processed on-payroll. Totals for 2023-2025 totally exclude security wages.

2. Details of non-formal non-security wage bill 2021-2025

2.1. Non-formal wage bill by MDA by month

This section provides tables containing each MDA's monthly wage bill amounts for the non-formal non-security staff. Information is provided for 2021 to 2025, with fiscal year 2021 serving as the baseline for this report. The percentage share of the non-formal wage bill to total compensation for each month is provided in the last row in each annual table.

Table 2: Non-formal non-security wage bill by MDA by month for fiscal year 2021

MDA code	MDA	2021-01	2021-02	2021-03	2021-04	2021-05	2021-06	2021-07	2021-08	2021-09	2021-10	2021-11	2021-12	Total	
010100	Office of the Presidency		450,707	450,707	449,747	450,527	460,961	461,365	922,070	459,895	458,840	457,058	458,090	5,479,967	
010201	Office of the Parliament - Peoples' House		1,252,120	2,397,620	1,250,660	105,245	1,249,595	2,395,095	1,352,540	1,249,915	1,249,915	1,250,000	1,250,000	15,002,705	
010202	Members of Parliament Senate		274,470	505,540	272,440	42,940	272,690	505,540	322,580	276,040	276,040	276,040	275,405	3,299,725	
010300	Office of the Prime Minister		237,407	288,114	245,872	249,337	248,937	264,647	484,959	261,067	256,582	245,172	336,452	3,118,546	
010400	Ministry of Foreign Affairs		54,344	99,639	59,374	78,224	72,344	83,844	71,064	71,914	74,314	62,603	147,568	875,232	
010401	Embassies		352,405	352,405	358,360	356,595	359,480	359,630	717,175		355,960	368,700	766,340	4,347,050	
010500	Ministry of Finance		292,100	299,385	295,885	313,515	315,385	317,985	642,020	326,485	333,035	335,285	361,285	3,832,365	
010501	Accountant General		29,450	30,185	30,185	29,450	29,450	29,450	58,570	28,715	29,045	30,040	30,040	354,580	
010503	Directorate of Financial Reporting Center		57,371	57,371	57,371	57,371	57,371	57,371	57,371	57,371	114,742		114,742	688,452	
010600	Ministry of Planning		8,340	145,716	69,478	76,178	67,078	90,943	84,173	80,498	84,228	60,938	152,666	920,236	
010601	National Statistics Agency		22,000	22,700	23,700	35,100	26,550	26,550	27,203	27,550	50,900	7,650	55,800	325,703	
010700	Ministry of Interior and Federal Affairs		37,050	50,150	18,350	28,650	29,650	36,750	29,750	27,965	26,085	13,850	51,900	350,150	
010701	Somali Refugee and IDPs Commission		25,617	25,617	25,617	25,617	25,617	25,617	25,937	25,937	51,874		52,674	310,124	
010702	National ID Authority DADSOM			17,622	10,406	10,406	10,604	16,124	16,124	16,124	32,248		32,248	161,906	
010800	Ministry of Religious Affairs and Endowment		39,198	51,198	28,198	39,698	39,698	51,198	39,698	39,698	39,698	28,198	80,961	477,441	
010900	Ministry of Justice		15,133	25,438	6,438	15,938	15,938	25,438	15,938	15,938	15,938	6,438	30,406	188,981	
011001	Supreme Court		100,410	118,301	128,290	128,686	128,554	128,554	269,108		269,958	134,442	134,442	1,540,745	
011002	Banadir Regional Court		21,820	43,465	27,010	27,010	27,010	27,010	54,210		55,520	27,595	27,595	338,245	
011003	Appeal Court		12,445	16,130	16,067	15,967	15,637	15,637	31,274		31,274	15,637	15,637	185,705	
011005	Judiciary Service Committee		735	1,065	1,905	5,710	5,710	7,180	13,509		15,224	7,777	7,777	66,592	
011100	Attorney General		32,335	32,335	32,335	32,665	32,665	33,800	65,470		63,535	30,800	30,800	386,740	
011200	Solicitor General		8,815	8,815	8,815	8,815	8,815	8,815	16,160		15,490	7,745	7,745	100,030	
011300	Auditor General		99,000	99,000	104,960	104,960	104,960	104,808	211,101	104,828	105,228	105,208	106,184	1,250,237	
012100	Boundaries and Federation Commission		36,560	36,560	36,560	36,560	36,560	36,560	73,120		73,120	36,560	36,560	438,720	
012200	National Reconciliation Commission		29,500	29,500	29,500	29,500	29,500	29,500	59,000		59,000		59,000	354,000	
012300	National Independent Electoral Commission		150,768	150,768	150,610	150,808	150,948	150,808	304,136		303,195	152,010	152,010	1,816,061	
012500	Independence Constitution Review and Imp. Commission		43,380	43,380	43,380	43,380	43,380	40,380	80,760		80,760	40,380	40,380	499,560	
012600	National Civil Service Commission		46,875	46,860	46,860	46,860	46,860	46,860	96,245		94,550	47,275	47,275	566,520	
012700	The Independent Commission for Combating Corruption					108,000	27,000	27,000	54,000		54,000	27,000	27,000	324,000	
020100	Ministry of Defense		39,607	49,107	30,107	39,607	39,607	49,107	39,607	40,442	40,442	30,942	80,884	479,459	
020101	Armed Forces	730,410	653,580	733,290	667,820	678,030	756,750	768,620	773,720	690,150	696,050	769,790	775,540	8,693,750	
020102	Military Court		78,500	78,500	157,000	78,500		78,500	157,000	78,500	78,500	78,500	78,500	942,000	
020103	Disabled and Orphans Organization		5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	10,000		10,000	60,000	
020200	Ministry of Internal Security		22,250	35,335	8,335	21,515	21,515	35,015	22,448	20,250	21,515	10,015	43,030	261,223	
020201	Police Force	235,170	272,740	275,860	279,240	281,190	281,320	281,320	281,320	281,450	281,710	281,840	281,840	3,315,000	
020203	Immigration Department		263,070	263,070	263,070	526,140		263,070	530,140	265,070	265,070	265,070	265,070	3,168,840	
030100	Ministry of Water and Energy		14,600	24,100	5,100	14,600	15,838	25,338	14,838	14,838	16,338	7,438	29,076	182,104	
030200	Ministry of Mineral		18,565	68,395	36,395	43,395	43,395	50,395	43,395	43,395	43,395	36,395	86,790	513,910	
030300	Ministry of Agriculture		30,000	30,000	23,000	30,000	30,000	37,000	30,000	30,000	30,000	23,000	60,000	353,000	
030400	Ministry of Livestock and Forestry		15,020	19,670	9,670	14,670	14,670	19,670	14,670	15,405	15,405	10,405	30,810	180,065	
030500	Ministry of Fishery and Marine Resource		37,070	37,562	37,562	37,562	37,162	37,162	37,162	37,562	41,842	36,842	86,620	464,108	
030501	Somali Marine Research		19,897	19,897	19,897	19,897	19,897	19,897	19,897	19,897	39,794		39,794	238,764	
030502	Offshore and Fisheries Development Project		4,248	4,248	4,248	4,248	4,248	4,248	4,248	4,248	8,496		8,496	50,976	
030600	Ministry of Information		85,614	120,754	83,448	91,383	91,858	100,660	92,128	91,180	90,765	82,915	181,980	1,112,685	
030700	Ministry of Communications and Technology		21,925	31,425	12,425	22,660	21,925	32,895	22,660	21,925	21,925	12,425	43,850	266,040	
030701	National Communication Agency		36,800	36,800	55,300	36,800	55,300	36,800	36,800	55,300	39,740	39,740	97,980	527,360	
030800	Ministry of Public Work & Reconstruction		56,565	63,595	48,520	55,520	55,520	67,470	57,155	55,920	56,420	50,020	111,290	677,995	
030900	Ministry of Transportation and Aviation		52,400	61,900	43,635	52,400	52,400	61,900	52,400	52,400	52,730	42,900	104,800	629,865	
030901	Civil Aviation and Metro-Authority		526,377	524,915	528,580	550,681	552,004	550,148	1,114,797	558,362	558,564	559,198	559,198	6,582,824	
031000	Ministry of Transport and Ports		18,185	24,120	10,120	17,120	16,720	23,720	16,720	16,720	17,775	10,040	34,080	205,320	
031001	Hamar Port Authority		76,400	76,400	76,400	152,800		76,400	152,800	76,400	76,400	76,400	76,400	916,800	
031100	Ministry of Industry & Commerce		91,143	103,043	83,638	103,138	103,138	114,638	106,078	106,608	106,608	95,108	213,216	1,226,356	
031101	Somali Quality Assurance Agency		15,440	20,045	22,726	26,315	23,315	27,350	23,948	23,948	61,000		61,000	305,087	
040100	Ministry of Health		125,470	134,470	142,660	143,865	139,265	148,265	152,200	143,000	143,000	134,000	518,030	1,924,225	
040200	Ministry of Education and Higher Education		198,061	231,598	212,324	234,524	201,024	282,780	337,928	103,560	301,585	404,174	272,153	2,734,711	
040201	Somali National University		386,393	385,078	388,216	370,937	369,261	369,948	369,444	369,444	406,829	409,177	818,308	4,643,036	
040202	Somali Academy of Sciences and Arts		47,590	47,590	47,590	47,590	47,590	47,590	47,590	47,590	95,180		95,180	571,080	
040203	Intergovernmental Academy of Somali Language		20,433	20,433	20,433	20,433	20,433	20,433	20,433	20,433	40,866		40,866	245,196	
040300	Ministry of Labor and Social Affairs		18,785	32,485	8,385	20,620	17,885	15,885	25,850	24,625	21,120	10,385	40,410	236,435	
040400	Ministry of Youth and Sport		10,500	20,000	1,000	10,900	10,900	20,400	10,500	10,500	10,500	1,000	21,000	127,200	
040500	Ministry of Women and Human Rights Development		6,000	11,000	1,000	6,000	6,000	11,000	6,000	6,000	6,000	1,000	12,000	72,000	
040501	Somali Disable Agency					13,920	4,640	4,640	4,640	4,640	9,280		9,280	51,040	
	Ministry of Constitution		11,480	16,480	7,680	138,116	47,809	49,874	53,694	109,004	66,649	53,584	118,038	672,408	
	Ministry of Humanitarian Affairs and Disaster Management			41,019	46,019	36,019	41,019	41,019	46,019	41,019	41,339	41,339	36,339	71,288	482,438
	Total (non-payroll)	965,580	7,051,083	9,097,770	7,204,915	6,604,807	7,086,355	9,187,617	10,9						

Table 3: Non-formal non-security wage bill by MDA by month for fiscal year 2022

MDA code	MDA	2022-01	2022-02	2022-03	2022-04	2022-05	2022-06	2022-07	2022-08	2022-09	2022-10	2022-11	2022-12	Total
010100	Office of the Presidency		455,730	455,730	904,420		897,315		393,675	405,112	851,930		888,186	5,252,098
010201	Office of the Parliament - Peoples' House	1,145,500	1,250,000	1,250,735	219,175	2,290,700	1,382,150	1,143,500	1,262,610	1,269,420	247,200		246,560	11,707,550
010202	Members of Parliament Senate	229,500	275,405	321,310		508,188	319,256	233,600	280,123	276,023	46,523	46,425	92,850	2,629,203
010300	Office of the Prime Minister	17,000	257,372	258,187	486,123	27,150	484,324	27,585	140,042	258,367	399,679	35,220	519,594	2,910,643
010400	Ministry of Foreign Affairs		89,284	75,784	75,784	75,784	70,784	80,049	61,149	79,414	60,414	79,414	144,983	892,843
010401	Embassies		370,200	372,970	383,710	373,685	762,365		381,340	379,490	380,825	763,735	383,765	4,552,085
010500	Ministry of Finance	336,985	345,985	394,585	347,935	360,435	361,135	20,350	352,035	832,405	439,370	478,470	469,270	4,738,960
010501	Accountant General	29,955	29,955	88,455	28,455	28,455	27,220	3,405	148,225	74,680	75,495	79,625	73,210	687,135
010503	Directorate of Financial Reporting Center	57,371	57,371	57,371	57,371		114,742		57,371	57,371	57,371	63,821	127,322	707,482
010600	Ministry of Planning		81,733	132,671	36,710	85,508	86,693	69,938	73,478	103,598	65,188	91,308	188,451	1,015,276
010601	National Statistics Agency	23,700	3,150	50,900	27,200	7,430	51,400	4,000	40,900	56,560	27,700	26,850	66,400	386,190
010700	Ministry of Interior and Federal Affairs	11,500	25,350	39,200	11,500	23,350	22,350	22,860	13,360	26,860	41,860	55,360	70,220	363,950
010701	Somali Refugee and IDPs Commission	26,337		51,939	25,202		49,989		25,202	24,787	25,202	27,937	55,874	312,469
010702	National ID Authority DADSOM	16,124		32,248	16,124		32,248		16,124	16,124	21,256	28,425	56,850	235,523
010800	Ministry of Religious Affairs and Endowment	11,500	40,433	68,416	11,500	44,518	42,518	42,518	29,018	49,838	35,838	49,838	86,831	512,766
010900	Ministry of Justice	9,500	15,203	20,906	9,500	6,203	21,203	13,703	6,203	32,403	5,403	34,803	25,906	200,936
011001	Supreme Court	134,442	134,442	134,772	134,772		269,214		82,842	130,377	359,319		309,874	1,690,054
011002	Bandir Regional Court	27,595	27,595	27,595	26,360		52,720		26,360	33,395	66,790		66,790	355,200
011003	Appeal Court	15,637	15,637	15,637	15,637		33,344		16,672	18,497	36,968		36,968	204,997
011005	Judiciary Service Committee	7,777	7,777	7,777	7,777		15,554		7,777	7,777	7,777	7,777	15,554	93,324
011100	Attorney General	30,800	30,800	30,800	30,800		63,070		32,270	63,140	96,880		96,880	475,440
011200	Solicitor General	7,745	7,745	7,745	7,745		15,700		8,815	8,815	17,630		17,630	99,570
011300	Auditor General	105,708	105,708	106,893	106,893	106,893	108,078		265,361	133,476	183,002	134,710	150,830	1,507,552
012100	Boundaries and Federation Commission	36,560	36,560	36,560	36,560		73,120		38,961	38,961	77,922		77,922	453,126
012200	National Reconciliation Commission	29,500	29,500	29,500	29,500		59,000		29,500	29,500	59,000		59,000	354,000
012300	National Independent Electoral Commission	152,010	152,010	152,010	152,010		304,020		152,010	150,914	302,428		302,428	1,819,840
012500	Independence Constitution Review and Imp. Commission	37,380	37,380	37,380	37,380		74,760		37,380	34,380	68,760		68,760	433,560
012600	National Civil Service Commission	47,275	47,275	46,875	49,770		99,540		54,370	54,370	108,420		64,100	571,995
012700	The Independent Commission for Combating Corruption	27,000	27,000	27,000	27,000		54,000		27,000	32,280	47,005	47,930	24,000	340,215
020100	Ministry of Defense		49,942	71,384	9,500	40,442	40,442	30,942	40,442	43,177	43,177	54,677	75,589	499,714
020101	Armed Forces	784,740	784,340	784,970	786,220	784,970	787,270	758,430	762,220	805,510	726,670	710,650	710,610	9,186,600
020102	Military Court		157,000	78,500	78,500	78,500	78,500	78,500	78,500	78,500	78,500	78,500	78,500	942,000
020103	Disabled and Orphans Organization	5,000		10,000	5,000		10,000		5,000	5,000	5,000	5,000	10,000	60,000
020200	Ministry of Internal Security	11,500	21,515	31,530	11,500	25,515	23,515	23,515	10,335	34,335	15,335	34,335	40,170	283,100
020201	Police Force	282,970	282,100	282,230	283,230	283,230	283,490	283,490	283,490	283,490	283,620	283,570	283,570	3,398,580
020203	Immigration Department	265,070	265,070	265,070	265,070	265,070	265,070	325,070	325,070	325,070	325,070	325,070	325,070	3,540,840
030100	Ministry of Water and Energy	9,500	15,338	19,576	11,100	19,665	18,720	18,720	5,620	39,665	12,360	37,560	85,030	292,854
030200	Ministry of Mineral	31,500	18,895	79,790	7,000	45,395	57,155	49,315	11,895	30,895	11,895	30,895	33,290	407,920
030201	Somalia Patrol Authority								28,420	28,420	28,420	28,420	56,840	170,520
030300	Ministry of Agriculture	7,000	30,000	54,470	7,000	32,735	38,960	38,960	30,460	45,860	30,860	45,860	86,575	488,740
030400	Ministry of Livestock and Forestry	5,000	15,405	25,810	5,000	19,725	17,725	17,725	22,220	37,540	22,540	52,585	83,470	324,745
030500	Ministry of Fishery and Marine Resource	5,000	43,310	81,620	5,000	41,310	41,310	45,310	40,310	63,310	40,310	62,905	91,310	561,005
030501	Somali Marine Research	19,897		39,794	19,897		39,794		23,987	23,987	23,987	23,987	47,974	263,304
030502	Offshore and Fisheries Development Project	4,248		8,496	4,248		8,496		4,648	4,648	4,648	4,648	9,296	53,376
030600	Ministry of Information	9,000	90,670	172,505	9,000	88,020	88,020	88,020	81,020	103,160	80,620	98,620	170,240	1,078,895
030700	Ministry of Communications and Technology	9,500	22,660	35,820	9,500	26,660	24,660	23,925	12,545	32,600	14,865	33,865	39,230	285,830
030701	National Communication Agency	39,740		97,980	39,740		97,980		39,740	41,240	59,740	41,240	100,980	558,380
030800	Ministry of Public Work & Reconstruction	11,500	61,270	109,290	61,116	34,846	62,020	68,834	49,270	80,287	52,755	90,505	152,814	834,507
030900	Ministry of Transportation and Aviation	9,500	52,400	95,300	9,500	56,400	54,400	54,400	43,235	69,745	50,745	68,945	109,390	673,960
030901	Civil Aviation and Metro-Authority	558,963	558,963	558,963	556,963		1,119,926		1,114,180	400	1,117,011		1,116,611	6,701,980
031000	Ministry of Transport and Ports	7,000	17,040	27,080	7,000	18,240	18,240	18,240	11,240	30,240	11,240	30,240	31,980	227,780
031001	Hamar Port Authority	76,400	76,400	76,400	76,400		152,800		76,400	76,400	76,400	76,400	152,800	916,800
031100	Ministry of Industry & Commerce		118,108	201,886	11,500	105,093	103,093	103,093	95,913	106,883	108,433	117,933	214,861	1,286,796
031101	Somali Quality Assurance Agency	29,000		61,000	29,000		29,000	24,500	33,500	43,297	64,445	62,935	213,096	589,773
040100	Ministry of Health	9,000	143,400	293,800	17,000	143,700	143,600	143,300	134,300	153,000	166,380	170,980	313,460	1,831,920
040200	Ministry of Education and Higher Education	7,500	186,700	392,450	25,200	190,700	272,240	105,560	182,220	197,220	182,220	207,500	393,100	2,342,610
040201	Somali National University		409,154	409,154	409,197	409,197	409,197	409,197	409,197	409,197	409,197	409,197	821,394	4,910,278
040202	Somali Academy of Sciences and Arts	47,590		95,180	47,590		95,180		78,175	78,175	78,175	78,175	156,350	754,590
040203	Intergovernmental Academy of Somali Language	20,433		40,866	20,433		40,866		20,433	20,433	20,433	20,433	40,866	245,196
040300	Ministry of Labor and Social Affairs	9,500	20,205	31,710	11,000	29,310	14,045	40,310	13,310	27,960	26,075	34,775	52,450	310,650
040400	Ministry of Youth and Sport	9,500	10,500	11,500	9,500	14,500	12,500	12,500	1,000	19,500	5,500	19,500	18,500	144,500
040500	Ministry of Women and Human Rights Development	5,000	6,000	7,000	5,000	10,000	8,000	8,000	1,000	24,000	1,000	24,000	13,500	112,500
040501	Somali Disable Agency	4,640		9,280	4,640		9,280		13,885	20,650	31,215	31,215	90,600	215,405
	Ministry of Constitution	5,000	59,019	112,303	5,000	60,619	57,419	57,419	50,419	49,419	49,419	49,419	100,308	655,763
	Ministry of Humanitarian Affairs and Disaster Management	5,000	29,949	54,898	24,095	36,314	42,314	68,464	36,739	36,339	36,339	79,839	134,228	584,518
	Total (non-payroll)	4,879,592	7,501,953	9,059,556	6,189,552	6,798,455	10,513,219	4,557,247	8,230,511	8,144,886	8,507,624	5,576,076	11,241,240	91,199,910
	Total (non payroll, security)	1,067,710	1,223,440	1,145,700	1,147,950	1,146,700	1,149,260	1,120,420	1,124,210	1,167,500	1,088,660	1,072,770	1,072,860	13,527,180
	Total (non payroll, non-security)	3,811,882	6,278,513	7,913,856	5,041,602	5,651,755	9,363,959	3,436,827	7,106,301	6,977,386	7,418,964	4,503,306	10,168,380	77,672,730
	Total Compensation (incl security)	17,316,720	21,352,409	22,779,728	19,492,923	20,076,691	23,862,464	17,857,055	22,455,195	21,936,749	23,928,959	21,054,865	27,465,414	259,578,812
	Total compensation of employees (excl security)	16,249,010	20,128,969	21,634,028	18,344,973	18,929,991	22,713,204	16,736,635	21,330,985	20,769,249	22,839,939	19,982,095	26,392,554	246,051,632
	Non-payroll as % of total compensation	28.2%	35.1%	39.8%	31.8%	33.9%	44.1%	25.5%	36.7%	37.1%	35.6%	26.5%		

Table 4: Non-formal non-security wage bill by MDA by month for fiscal year 2023

MDA code	MDA	2023-01	2023-02	2023-03	2023-04	2023-05	2023-06	2023-07	2023-08	2023-09	2023-10	2023-11	2023-12	Total
010100	Office of the Presidency		441,368	443,868	284,304	289,061	289,492	289,172	288,952	287,698	283,018	276,762	548,527	3,722,222
010201	Office of the Parliament - Peoples' House		123,670	123,255	72,220	72,220	72,840	72,520	71,150	73,035	71,585	71,880	136,065	960,440
010202	Members of Parliament Senate		54,257	55,587	20,300	20,700	20,700	20,900	20,900	21,000	21,400	21,600	43,600	320,944
010300	Office of the Prime Minister		222,098	222,098	161,448	165,723	168,323	168,323	167,047	165,248	163,798	162,528	308,216	2,074,850
010400	Ministry of Foreign Affairs		69,370	69,370	69,690	35,344	35,944	35,544	35,544	35,544	35,233	36,033	72,066	529,682
010401	Embassies		380,825	380,825	380,825	53,025	53,445	49,525	63,765	57,545	56,345	57,145	129,500	1,662,770
010500	Ministry of Finance		473,370	472,670	549,610	18,000	273,545	275,545	287,230	284,415	285,925	290,625	595,160	3,806,095
010501	Accountant General		73,010	166,060	161,760		76,940	76,940	78,190	77,645	77,145	76,645	168,876	1,033,211
010503	Directorate of Financial Reporting Center		57,371	57,371	4,330	4,330	4,330	4,330	4,330	4,330	4,330	4,330	8,660	158,042
010600	Ministry of Planning		73,593	77,193	62,073	17,070	40,070	32,590	29,945	28,875	29,410	30,510	59,720	481,049
010601	National Statistics Agency		28,300	27,950	19,710	4,800	3,600	6,000	4,450	5,400	6,350	11,150	5,400	123,110
010700	Ministry of Interior and Federal Affairs		28,670	28,670	28,670	12,920	12,920	12,920	12,920	12,920	12,920	12,320	24,940	200,790
010701	Somali Refugee and IDPs Commission		35,937	35,937	3,603	3,603	3,603	3,283	4,029	4,029	4,029	4,029	8,058	110,140
010702	National ID Authority DADSOM		20,895	20,895	2,235	2,235	1,500	1,500	1,500	1,500	1,500	1,500	3,000	58,260
010703	Somali Disaster and Humanitarian Management Agency		102,612	102,612	102,612	27,113	27,113	27,113	30,053	28,043	28,043	28,043	56,086	559,443
010800	Ministry of Religious Affairs and Endowment		48,303	48,603	48,273	17,055	17,455	17,455	17,455	27,094	16,007	16,007	32,014	305,721
010900	Ministry of Justice		56,622	62,622	60,222	500	500	500	500	500	7,565	1,065	2,130	193,556
011001	Supreme Court		154,202	154,202	153,372	101,855	112,445	103,985	103,985	103,985	103,985	103,985	207,970	1,403,971
011002	Baradiri Regional Court		51,174	51,174	24,144	24,144	24,499	24,179	24,994	25,314	25,314	25,314	50,628	350,878
011003	Appeal Court		31,985	31,985	31,985	16,985	16,985	17,205	17,305	17,305	17,305	17,305	34,610	250,960
011005	Judiciary Service Committee		7,777	7,777	7,777	1,977	1,977	2,377	2,377	2,377	1,700	2,377	4,754	43,247
011100	Attorney General		71,980	71,245	22,985	22,985	23,285	23,285	23,285	23,035	23,035	23,035	46,070	374,225
011200	Solicitor General		12,148	12,148	6,833	6,833	6,833	6,833	6,833	6,833	6,833	6,833	13,666	92,626
011300	Auditor General		120,147	133,744	221,884		83,662	85,039	91,179	91,179	91,829	89,494	180,888	1,189,048
012100	Boundaries and Federation Commission		11,961	11,961	3,206	1,841	1,125	1,295	485	485	485	485	970	34,299
012200	National Reconciliation Commission		29,820	29,820	320	320	320	320	320	320	320	320	640	62,840
012300	National Independent Electoral Commission		102,560	102,135	100,630	5,160	5,160	5,160	5,160	5,160	5,160	5,160	10,320	351,765
012500	Independence Constitution Review and Imp. Commission		34,380	34,380	40,380	413	413	5,613	5,613	5,613	5,613	6,613	14,526	153,557
012600	National Civil Service Commission		13,110	13,310	13,630	7,945	8,445	9,980	9,980	9,980	9,980	9,980	19,320	125,660
012700	The Independent Commission for Combating Corruption		12,000	12,000										24,000
020100	Ministry of Defense		56,712	55,477	55,477	43,293	43,293	43,293	43,293	43,293	43,293	43,293	86,586	557,303
020101	Armed Forces	1,288,955	1,290,405	833,255	682,925	693,275	624,575	689,665	728,685	735,415	957,425	1,447,865	1,049,565	11,022,010
020102	Military Court		88,500	226,000	113,000	113,000		226,000	113,000	113,000	113,000	113,000	122,200	1,340,700
020103	Disabled and Orphans Organization		5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	10,000	60,000
020200	Ministry of Internal Security		14,335	14,665	14,665	5,585	5,585	11,848	10,585	10,585	10,585	10,990	21,980	131,408
020201	Police Force	283,880	284,010	36,750	36,750	36,750	36,750	36,750	36,750	36,750	37,750	37,750	37,750	938,390
020203	Immigration Department	325,070	325,070	325,070	34,890	34,890		69,780	34,890	34,890		34,790	70,180	1,289,520
030100	Ministry of Water and Energy		39,940	54,140	45,440	15,012	31,987	33,295	25,712	26,352	21,002	37,572	44,534	374,986
030200	Ministry of Mineral		11,895	11,895	11,895	3,400	3,400	3,400	3,400	3,400	3,400	3,400	6,800	66,285
030201	Somalia Patrol Authority		28,420	28,420	28,420									85,260
030300	Ministry of Agriculture		39,330	39,330	10,730	10,730	10,730	10,730	10,730	10,730	10,730	20,330	50,260	224,360
030400	Ministry of Livestock and Forestry		46,405	46,805	1,720	1,720	1,720	1,720	1,720	1,720	1,720	1,720	3,440	110,410
030500	Ministry of Fishery and Marine Resource		41,375	41,375	42,620	13,150	13,150	13,550	14,700	13,550	13,550	13,550	27,100	247,670
030501	Somali Marine Research		25,787	25,787	6,016	6,016	6,016	6,016	6,016	6,016	6,016	6,016	12,032	111,734
030502	Offshore and Fisheries Development Project		4,648	4,648	4,648	4,648	4,648	4,648	4,648	4,648	4,648	4,648	9,296	55,776
030600	Ministry of Information		81,885	82,235	82,620	33,115	32,715	32,215	32,215	32,215	32,415	32,415	64,830	538,875
030700	Ministry of Communications and Technology		14,565	14,865	8,225	6,660	6,340	6,340	6,340	6,340	6,340	6,740	13,480	96,235
030701	National Communication Agency		41,240	37,565	41,240	2,450	2,450	2,450	12,950	2,450	2,450	2,450	4,900	152,595
030800	Ministry of Public Work & Reconstruction		67,505	67,905	18,470	20,636	19,542	10,565	22,045	14,031	12,970	42,970	43,090	339,729
030900	Ministry of Transportation and Aviation		49,945	49,945	47,045	14,940	10,105	9,640	10,140	10,140	10,540	10,540	21,080	244,060
030901	Civil Aviation and Metro-Authority		557,805	558,505	68,834	8,000	10,485	10,485	10,485	70,685	71,485	11,485	41,940	1,420,195
031000	Ministry of Transport and Ports		12,375	12,775	12,455	8,800	8,800	8,790	8,440	8,440	8,120	13,060	18,710	120,765
031001	Hamar Port Authority		71,400	71,400										142,800
031100	Ministry of Industry & Commerce		100,993	101,078	101,078	27,857	27,357	27,122	26,735	26,735	27,735	27,735	54,830	549,255
031101	Somali Quality Assurance Agency		84,848	84,848	23,674	5,854	23,854	6,134	6,534	24,534	10,612	10,812	39,624	321,328
031200	Ministry of Environment and Climate Change		50,000	50,470		61,810	6,610	6,610	6,610	6,610	6,610	6,610	13,220	215,160
040100	Ministry of Health		152,480	152,480	17,150	17,750	17,450	17,450	33,350	33,850	32,950	32,950	66,800	574,660
040200	Ministry of Education and Higher Education		197,205	197,505	120,645	21,005	20,705	21,790	21,790	302,690	16,665	17,115	35,630	972,745
040201	Somali National University		409,197	409,197	409,197	262,246	262,359	262,359	262,579	262,579	261,714	262,674	525,348	3,589,449
040202	Somali Academy of Sciences and Arts		80,395	80,395	4,760	4,560	4,560	4,560	4,560	4,160	4,160	4,160	8,320	204,590
040203	Intergovernmental Academy of Somali Language		20,433	20,433										40,866
040300	Ministry of Labor and Social Affairs		30,235	31,735	5,750	7,250	7,090	7,090	7,210	13,720	8,555	14,955	15,780	149,370
040400	Ministry of Youth and Sport		33,544	33,544	33,044	5,015	5,015	5,015	5,015	5,015	5,015	5,015	10,030	145,267
040500	Ministry of Women and Human Rights Development		7,630	7,630	7,630	1,400	1,400	1,400	1,400	1,400	1,400	1,400	2,800	35,490
040501	Somali Disable Agency		45,300	45,300	16,000									106,600
	Total (non-payroll)	1,897,905	7,354,328	6,919,895	4,771,044	2,429,974	2,641,160	2,975,141	2,927,833	3,277,350	3,144,017	3,676,083	5,318,515	47,333,246
	Total (non payroll, security)	1,572,835	1,662,915	1,096,005	832,675	843,025	661,325	952,415	878,435	885,165	1,108,175	1,598,615	1,209,515	13,301,100
	Total (non payroll, non-security)	325,070	5,691,413	5,823,890	3,938,369	1,586,949	1,979,835	2,022,726	2,049,398	2,392,185	2,035,842	2,077,468	4,109,000	34,032,146
	Total (payroll, security)	10,246,626	10,233,706	10,223,206	10,295,016	10,327,826	10,391,486	10,441,366	10,445,286	10,406,566	11,087,966	11,377,486	11,415,066	126,891,602
	Total compensation of employees (incl security)	15,951,883	24,644,749	23,631,906	24,104,032	21,252,360	22,497,353	29,971,032	20,935,834	22,295,700	27,219,790	28,509,421	31,230,652	292,244,712
	Total compensation of employees (excl security)	4,132,422	12,748,128	12,312,695	12,976,341	10,081,509	11,444,542	18,577,251	9,612,113	11,003,969	15,023,649	15,533,320	18,606,071	152,052,016
	Non-payroll as % of total compensation	11.9%	29.8%	29.3%	19.8%	11.4%	11.7%	9.9%	14.0%	14.7%	11.6%	12.9%	17.0%	16.2%
	Non-payroll, non-security as % of total compensation excl security	7.9%	44.6%	47.3%	30.4%	15.7%	17.3%	10.9%	21.3%	21.7%	13.6%	13.4%	22.1%	22.4%

Table 5: Non-formal non-security wage bill by MDA by month for 2024

Code	MDA	2024-01	2024-02	2024-03	2024-04	2024-05	2024-06	2024-07	2024-08	2024-09	2024-10	2024-11	2024-12	Total
010100	Office of the Presidency		271,765	271,765										543,530
010201	Office of the Parliament - Peoples' House		63,985	63,985										127,970
010202	Members of Parliament Senate		21,100	32,150		11,200	5,600	5,600	5,600	5,600	5,600	5,600	5,600	103,650
010300	Office of the Prime Minister		144,963	140,463									6,490	291,916
010400	Ministry of Foreign Affairs		35,628	35,628		735								71,991
010401	Embassies		57,145	57,145	27,290							15,945		157,525
010500	Ministry of Finance		297,534	347,034	102,600	51,200	30,100	69,700	44,400	67,200	52,721			1,062,489
010501	Accountant General		168,970										18,765	187,735
010503	Directorate of Financial Reporting Center		4,330	4,130										8,460
010600	Ministry of Planning		41,285	30,310	4,635	28,975								105,205
010601	National Statistics Agency		5,400	10,800	5,400		5,400							27,000
010700	Ministry of Interior and Federal Affairs		14,620	14,620										29,240
010701	Somali Refugee and IDPs Commission		4,029	4,029										8,058
010702	National ID Authority DADSOM		1,500	1,500										3,000
010703	Somali Disaster and Humanitarian Management Agency		28,043	28,043										56,086
010800	Ministry of Religious Affairs and Endowment		16,007	16,007										32,014
010900	Ministry of Justice		1,065	1,065										2,130
011001	Supreme Court		103,985	103,985										207,970
011002	Banadir Regional Court		25,474	25,474										50,948
011003	Appeal Court		17,305	17,305										34,610
011005	Judiciary Service Committee		4,754											4,754
011100	Attorney General		23,035	23,035										46,070
011200	Solicitor General		13,666											13,666
011300	Auditor General		180,888											180,888
012100	Boundaries and Federation Commission		1,730											1,730
012200	National Reconciliation Commission		320	320										640
012300	National Independent Electoral Commission		10,320											10,320
012500	Independence Constitution Review and Imp. Commission		7,590	8,390										15,980
012600	National Civil Service Commission		9,660	9,660										19,320
012700	The Independent Commission for Combating Corruption													-
020100	Ministry of Defense		86,586											86,586
020101	Armed Forces	1,072,245	1,072,985											2,145,230
020102	Military Court		267,334											267,334
020103	Disabled and Orphans Organization		5,000	5,000										10,000
020200	Ministry of Internal Security		11,320	11,320										22,640
020201	Police Force	37,750	37,750											75,500
020203	Immigration Department	35,390	35,390											70,780
030100	Ministry of Water and Energy		24,252	22,552	11,225	9,440	13,159	4,171			2,394			87,193
030200	Ministry of Mineral		3,400	7,400										10,800
030201	Somalia Patrol Authority													-
030300	Ministry of Agriculture		12,210	16,250	14,050									42,510
030400	Ministry of Livestock and Forestry		3,440											3,440
030500	Ministry of Fishery and Marine Resource		13,550	13,550										27,100
030501	Somali Marine Research		6,016	6,016										12,032
030502	Offshore and Fisheries Development Project		2,378	2,378										4,756
030600	Ministry of Information		64,830											64,830
030700	Ministry of Communications and Technology		6,740	6,740										13,480
030701	National Communication Agency		4,900											4,900
030800	Ministry of Public Work & Reconstruction		29,220	30,270	8,600	1,950	12,850							82,890
030900	Ministry of Transportation and Aviation		10,540	10,540										21,080
030901	Civil Aviation and Metro-Authority		22,970											22,970
031000	Ministry of Transport and Ports		16,240										2,000	18,240
031001	Hamar Port Authority													-
031100	Ministry of Industry & Commerce		27,415	26,680										54,095
031101	Somali Quality Assurance Agency		28,812	11,112		18,000								57,924
031200	Ministry of Environment and Climate Change		6,610	6,610										13,220
040100	Ministry of Health		33,250	34,150	22,400	9,900	3,900		223	426				104,248
040200	Ministry of Education and Higher Education		16,665	18,065	246,550	300	300							281,880
040201	Somali National University		263,607	263,607	709								33,100	561,023
040202	Somali Academy of Sciences and Arts		6,360	6,360										12,720
040203	Intergovernmental Academy of Somali Language													-
040300	Ministry of Labor and Social Affairs		8,040	10,905	5,515	5,560	6,515			6,000				42,535
040400	Ministry of Youth and Sport		10,030											10,030
040500	Ministry of Women and Human Rights Development		1,000	1,000										2,000
040501	Somali Disable Agency													-
	Total (non-payroll)	1,145,385	3,714,936	1,757,348	448,974	137,260	77,824	79,471	50,223	79,226	60,715	21,545	65,955	7,638,862
	Total (non payroll, security)	1,109,995	1,378,069	-	-	-	-	-	-	-	-	-	-	2,488,064
	Total (non payroll, non-security)	35,390	2,336,867	1,757,348	448,974	137,260	77,824	79,471	50,223	79,226	60,715	21,545	65,955	5,150,798
	Total (payroll, security)	11,347,596	13,416,000	15,610,822	13,785,381	13,848,989	13,890,497	12,646,646	14,610,206	13,831,516	13,688,532	13,775,451	14,098,675	164,550,311
	Total compensation of employees (incl security)	21,239,411	26,322,662	33,000,434	23,662,205	34,238,900	24,323,488	29,718,148	32,762,948	22,179,781	32,747,146	27,037,020	34,342,595	341,574,738
	Total compensation of employees (excl security)	8,781,820	11,528,593	17,389,612	9,876,824	20,389,911	10,432,991	17,071,502	18,152,742	8,348,265	19,058,614	13,261,569	20,243,920	174,536,363
	Non-payroll as % of total compensation	5.4%	14.1%	5.3%	1.9%	0.4%	0.3%	0.3%	0.2%	0.4%	0.2%	0.1%	0.2%	2.2%
	Non-payroll, non-security as % of total compensation excl security	0.4%	20.3%	10.1%	4.5%	0.7%	0.7%	0.5%	0.3%	0.9%	0.3%	0.2%	0.3%	3.0%

Table 6: Non-formal non-security wage bill by MDA by month for 2025

Code	MDA	2025-01	2025-02	2025-03	2025-04	2025-05	2025-06	2025-07	2025-08	2025-09	2025-10	2025-11	2025-12	Total
010100	Office of the Presidency													-
010201	Office of the Parliament - Peoples' House													-
010202	Members of Parliament Senate	5,600	5,600	5,600	5,600	5,600	5,600	5,600		11,200	5,600	5,600	5,600	67,200
010300	Office of the Prime Minister													-
010400	Ministry of Foreign Affairs													-
010401	Embassies													-
010500	Ministry of Finance													-
010501	Accountant General												6,211	6,211
010503	Directorate of Financial Reporting Center													-
010600	Ministry of Planning													-
010601	National Statistics Agency													-
010700	Ministry of Interior and Federal Affairs													-
010701	Somali Refugee and IDPs Commission													-
010702	National ID Authority DADSOM													-
010703	Somali Disaster and Humanitarian Management Agency													-
010800	Ministry of Religious Affairs and Endowment													-
010900	Ministry of Justice									3,500				3,500
011001	Supreme Court													-
011002	Banadir Regional Court													-
011003	Appeal Court													-
011005	Judiciary Service Committee													-
011100	Attorney General													-
011200	Solicitor General													-
011300	Auditor General													-
012100	Boundaries and Federation Commission													-
012200	National Reconciliation Commission													-
012300	National Independent Electoral Commission													-
012500	Independence Constitution Review and Imp. Commission													-
012600	National Civil Service Commission													-
012700	The Independent Commission for Combating Corruption													-
020100	Ministry of Defense													-
020101	Armed Forces													-
020102	Military Court													-
020103	Disabled and Orphans Organization													-
020200	Ministry of Internal Security													-
020201	Police Force										363			363
020203	Immigration Department													-
030100	Ministry of Water and Energy		500				809	2,361						3,669
030200	Ministry of Mineral													-
030201	Somalia Patrol Authority													-
030300	Ministry of Agriculture					474				127				601
030400	Ministry of Livestock and Forestry													-
030500	Ministry of Fishery and Marine Resource													-
030501	Somali Marine Research													-
030502	Offshore and Fisheries Development Project													-
030600	Ministry of Information													-
030700	Ministry of Communications and Technology													-
030701	National Communication Agency													-
030800	Ministry of Public Work & Reconstruction							300						300
030900	Ministry of Transportation and Aviation													-
030901	Civil Aviation and Metro-Authority													-
031000	Ministry of Transport and Ports													-
031001	Hamar Port Authority													-
031100	Ministry of Industry & Commerce													-
031101	Somali Quality Assurance Agency													-
031200	Ministry of Environment and Climate Change													-
040100	Ministry of Health		735								750			1,485
040200	Ministry of Education and Higher Education													-
040201	Somali National University												24,718	24,718
040202	Somali Academy of Sciences and Arts													-
040203	Intergovernmental Academy of Somali Language													-
040300	Ministry of Labor and Social Affairs													-
040400	Ministry of Youth and Sport													-
040500	Ministry of Women and Human Rights Development													-
040501	Somali Disable Agency													-
Total (non-payroll)		5,600	6,835	5,600	5,600	6,074	6,409	8,261	-	14,827	6,713	5,600	36,529	108,047
Total (non payroll, security)		-	-	-	-	-	-	-	-	-	363	-	-	363
Total (non payroll, non-security)		5,600	6,835	5,600	5,600	6,074	6,409	8,261	-	14,827	6,350	5,600	36,529	107,685
Total (payroll, security)		14,472,736	13,132,076	15,966,915	14,407,710	14,827,705	14,654,980	14,771,154	14,147,026	15,051,965	16,483,210	14,312,626	16,069,183	178,297,286
Total compensation of employees (incl security)		20,141,134	35,312,550	35,200,928	24,511,578	33,719,291	26,604,326	33,439,897	27,516,015	30,580,069	36,520,840	28,099,683	39,417,400	371,063,711
Total compensation of employees (excl security)		5,668,398	22,180,474	19,234,013	10,103,868	18,891,586	11,949,346	18,668,743	13,368,989	15,528,104	20,037,268	13,787,057	23,348,217	192,766,063
Non-payroll as % of total compensation		0.03%	0.02%	0.02%	0.02%	0.02%	0.02%	0.02%	0.00%	0.05%	0.02%	0.02%	0.09%	0.03%
Non-payroll, non-security as % of total compensation excl security		0.10%	0.03%	0.03%	0.06%	0.03%	0.05%	0.04%	0.00%	0.10%	0.03%	0.04%	0.16%	0.06%

2.2. Non-formal wage bill by six-digit object codes by month

This section provides tables containing each fiscal year's monthly wage bill amounts by six-digit codes for the non-formal non-security staff that were yet to be integrated in the FGS payroll. Like in section 2.1, data is provided for fiscal years 2021 to 2025.

Table 7: Non-formal non-security wage bill by 6-digit object code by month, 2021

Code	Object	2021-01	2021-02	2021-03	2021-04	2021-05	2021-06	2021-07	2021-08	2021-09	2021-10	2021-11	2021-12	Total
211101	Basic Salaries For General Civil Service		708,060	161,657	668,449	673,306	708,767	678,225	1,351,137	27,519	671,644	687,423	325,427	6,661,614
211103	Health Workers Salary	180,900	445,370	447,770	450,370	714,940	188,900	451,970	720,929	454,070	454,270	454,370	454,370	5,418,229
211104	Temporary Staff Salary	511,760	447,670	516,870	456,750	457,530	524,090	531,620	533,390	460,290	465,780	527,750	532,780	5,966,280
211107	Security Sector Salaries		165,074	777,798	238,298	371,609	255,804	283,042	429,874	685,954	405,164	239,285	912,166	4,764,067
211301	Basic Allowances For General Civil Service		2,300,350	2,320,407	2,441,069	2,524,035	1,036,270	827,813	1,945,497	572,715	916,099	575,897	738,482	16,198,633
211304	Temporary Staff Allowances			207,055	13,124		983,729	1,368,225	1,985,899	1,254,849	2,390,845	1,472,183	2,661,589	12,337,498
211305	Legislature Allowances		1,379,100	2,754,100	1,375,000		1,375,000	2,750,000	1,375,000	1,375,000	1,375,000	1,375,000	1,375,000	16,508,200
211306	Political Appointees Allowances		220,500	486,000	51,500	275,850	277,300	460,600	358,605	192,000	291,500	51,900	546,900	3,212,655
211307	Security Sector Allowances	272,920	611,190	637,520	693,300	683,419	928,960	1,030,834	1,198,425	712,000	593,150	1,000,079	952,924	9,314,721
211401	Other Employees Costs		773,768	788,593	817,056	904,118	807,535	805,287	1,014,738	820,648	919,678	959,156	1,721,141	10,331,719
	Total (non-payroll)	965,580	7,051,083	9,097,770	7,204,915	6,604,807	7,086,355	9,187,617	10,913,494	6,555,045	8,483,130	7,343,043	10,220,779	90,713,617
	Total compensation	11,811,618	21,284,018	22,982,551	20,471,647	19,815,681	19,880,237	22,187,779	24,425,840	20,348,929	21,973,759	20,949,684	23,944,582	250,076,325
	%non-payroll	8.2%	33.1%	39.6%	35.2%	33.3%	35.6%	41.4%	44.7%	32.2%	38.6%	35.1%	42.7%	36.3%

Table 8: Non-formal non-security wage bill by 6-digit object code by month, 2022

Code	Object	2022-01	2022-02	2022-03	2022-04	2022-05	2022-06	2022-07	2022-08	2022-09	2022-10	2022-11	2022-12	Total
211101	Basic Salaries For General Civil Service	528,108	869,573	164,498	160,254	150,145	298,730	4,550	173,660	158,665	152,519	306,055	706,317	3,673,074
211103	Health Workers Salary			3,148	300									3,448
211104	Temporary Staff Salary	113,279	219,701	832,637	710,887	133,734	1,423,467	119,379	1,304,955	296,717	1,443,368	198,330	1,106,826	7,903,281
211106	Political Appointees Salary	27,000	27,000	27,735	27,000		58,410		30,675		2,940		735	201,495
211107	Security Sector Salaries	993,630	804,330	993,850	994,700	994,800	996,360	1,031,840	1,034,450	1,072,260	1,004,590	991,760	991,110	11,903,680
211301	Basic Allowances For General Civil Service	86,295	443,743	844,774	423,411	321,949	624,615	14,114	443,281	407,763	355,486	615,020	371,470	4,951,922
211304	Temporary Staff Allowances	987,845	1,836,848	2,674,102	2,317,023	919,346	3,615,881	603,243	2,384,434	2,792,035	3,788,869	1,552,360	5,284,874	28,756,860
211305	Legislature Allowances	1,399,600	1,375,000	1,375,000		2,749,500	1,388,700	1,377,100	1,377,100	1,375,000		2,300		12,419,300
211306	Political Appointees Allowances	253,180	354,580	372,285	373,090	278,200	525,180	269,600	145,380	602,660	347,690	622,730	572,360	4,716,935
211307	Security Sector Allowances	413,650	707,620	615,305	487,320	541,280	559,585	447,900	595,180	667,610	554,990	553,430	651,230	6,795,100
211401	Other Employees Costs	77,005	863,558	1,156,222	695,567	709,501	1,022,291	689,521	741,396	772,176	857,171	734,091	1,556,317	9,874,816
	Total (non-payroll)	4,879,592	7,501,953	9,059,556	6,189,552	6,798,455	10,513,219	4,557,247	8,230,511	8,144,886	8,507,624	5,576,076	11,241,240	91,199,910
	Total Compensation	17,316,720	21,352,409	22,779,728	19,492,923	20,076,691	23,862,464	17,857,055	22,455,195	21,936,749	23,928,599	21,054,865	27,465,414	259,578,812
	%non-payroll	28.2%	35.1%	39.8%	31.8%	33.9%	44.1%	25.5%	36.7%	37.1%	35.6%	26.5%	40.9%	35.1%

Table 9: Non-formal non-security wage bill by 6-digit object code by month, 2023

Code	Object	2023-01	2023-02	2023-03	2023-04	2023-05	2023-06	2023-07	2023-08	2023-09	2023-10	2023-11	2023-12	Total
211101	Basic Salaries For General Civil Service		158,515	152,305	165,781	24,202	21,186	23,179	28,644	22,210	22,054	22,584	56,849	697,509
211104	Temporary Staff Salary		812,528	826,723	153,847	26,585	10,771	8,821	11,617	16,442	9,735	16,740	20,449	1,914,259
211107	Security Sector Salaries	1,474,980	1,474,400	849,700	420,940	421,130	325,140	449,600	435,650	440,500	594,150	1,042,250	731,900	8,660,340
211108	Contracted Employees		4,750	5,400	4,900	4,500	2,300	3,500	1,800	2,300	3,100	2,700	6,400	41,650
211301	Basic Allowances For General Civil Service		706,120	411,080	640,754	172,834	204,192	168,370	210,597	382,352	87,626	194,077	230,203	3,408,206
211302	Teachers Allowances							1,285		1,260				2,545
211304	Temporary Staff Allowances		2,477,270	2,869,452	1,129,626	434,759	528,349	44,245	356,763	477,766	69,460	16,885	66,110	8,470,686
211305	Legislature Allowances				18,000									18,000
211306	Political Appointees Allowances		124,680	141,680	66,100	6,500		74,800	71,000	129,000	124,000	64,000	130,000	931,760
211307	Security Sector Allowances	422,925	712,915	769,255	776,409	635,994	555,734	1,153,592	827,652	747,808	862,500	869,035	1,126,200	9,460,019
211308	Incentive Allowances		7,246	12,396	713,099	345,121	611,496	664,790	584,861	657,733	969,443	1,038,448	2,121,576	7,726,210
211401	Other Employees Costs		875,903	881,903	681,588	358,349	381,992	382,959	399,249	399,979	401,949	409,364	828,828	6,002,063
	Total (nonpayroll)	1,897,905	7,354,328	6,919,895	4,771,044	2,429,974	2,641,160	2,975,141	2,927,833	3,277,350	3,144,017	3,676,083	5,318,515	47,333,246
	Total compensation	15,951,883	24,644,749	23,631,906	24,104,032	21,252,360	22,497,353	29,971,032	20,935,834	22,295,700	27,219,790	28,509,421	31,230,652	292,244,712
	%non-payroll	11.9%	29.8%	29.3%	19.8%	11.4%	11.7%	9.9%	14.0%	14.7%	11.6%	12.9%	17.0%	16.2%

Table 10: Non-formal non-security wage bill by 6-digit object code by month, 2024

Code	Object	2024-01	2024-02	2024-03	2024-04	2024-05	2024-06	2024-07	2024-08	2024-09	2024-10	2024-11	2024-12	Total
211101	Basic Salaries For General Civil Service		25,107	18,373	12,155	735					6,421	5,145		67,936
211104	Temporary Staff Salary		10,834	5,438	1,520									17,792
211107	Security Sector Salaries	716,550	710,240											1,426,790
211108	Contracted Employees													-
211301	Basic Allowances For General Civil Service		114,155	123,070	298,845	40,465	30,709	4,171			3,994	10,800		626,209
211302	Teachers Allowances													-
211303	Health workers salary		1,800	2,700	8,100	3,300	3,600							19,500
211304	Temporary Staff Allowances		16,435	15,235	15,400	7,000	8,900	1,100		6,000				70,070
211305	Legislature Allowances			11,200		11,500	5,600	5,600	5,600	5,600	5,600	5,600	5,600	61,900
211306	Political Appointees Allowances		65,000	65,000										130,000
211307	Security Sector Allowances	428,835	1,034,339	296,603	45,620	44,400	22,200	66,600	44,400	67,200	44,700			2,094,897
211308	Incentive Allowances		1,318,057	852,174	56,615	29,560	6,515	2,000	223	426			27,255	2,292,825
211401	Other Employees Costs		418,969	367,555	10,719	300	300						33,100	830,943
	Total (nonpayroll)	1,145,385	3,714,936	1,757,348	448,974	137,260	77,824	79,471	50,223	79,226	60,715	21,545	65,955	7,638,862
	Total compensation	21,239,411	26,322,662	33,000,434	23,662,205	34,238,900	24,323,488	29,718,148	32,762,948	22,179,781	32,747,146	27,037,020	34,342,595	341,574,738
	%non-payroll	5.4%	14.1%	5.3%	1.9%	0.4%	0.3%	0.3%	0.2%	0.4%	0.2%	0.1%	0.2%	2.2%

Table 11: Non-formal non-security wage bill by 6-digit object code by month, 2025

Code	Object	2025-01	2025-02	2025-03	2025-04	2025-05	2025-06	2025-07	2025-08	2025-09	2025-10	2025-11	2025-12	Total
211101	Basic Salaries For General Civil Service													-
211104	Temporary Staff Salary													-
211107	Security Sector Salaries										350			350
211108	Contracted Employees													-
211301	Basic Allowances For General Civil Service						809	2,661			750			4,219
211302	Teachers Allowances													-
211303	Health workers salary													-
211304	Temporary Staff Allowances		500							127				627
211305	Legislature Allowances	5,600	5,600	5,600	5,600	5,600	5,600	5,600		11,200	5,600	5,600	5,600	67,200
211306	Political Appointees Allowances													-
211307	Security Sector Allowances										13			13
211308	Incentive Allowances					474							2,686	3,160
211401	Other Employees Costs		735							3,500			28,243	32,478
	Total (nonpayroll)	5,600	6,835	5,600	5,600	6,074	6,409	8,261	-	14,827	6,713	5,600	36,529	108,047
	Total compensation	20,141,134	35,312,550	35,200,928	24,511,578	33,719,291	26,604,326	33,439,897	27,516,015	30,580,069	36,520,840	28,099,683	39,417,400	371,063,711
	%non-payroll	0.03%	0.02%	0.02%	0.02%	0.02%	0.02%	0.02%	0.00%	0.05%	0.02%	0.02%	0.09%	0.03%

2.3. Current staff count for non-security staff

Table 12 provides a count of non-security staff employed by the FGS as at end 2025. The table shows temporary staff totals 5,922, which means about a quarter of all staff on the FGS payroll are still categorized as temporary—which means they are yet to be mainstreamed into the civil service. The table further shows that majority (35.4%) of the staff are under Grade C, followed by Grade A (27.6%), Grade D 22.8% and Grade B 14.3% of the total staff paid by the FGS. Table 13 shows staff count by MDA as at end 2025.

Table 12: Staff count by payroll subgroups by ‘assumed’ staff grades, December 2025

Payroll subgroup	A	B	C	D	Total	%share to total
Attachees	11	-	-	-	11	0.05%
CIM	83	-	-	-	83	0.4%
Commissions	76	-	-	-	76	0.3%
Consultants	783	513	293	305	1,894	8.0%
Ilaalo (MDA security)	24	153	396	3,058	3,631	15.4%
Lecturers	184	6	11	11	212	0.9%
Ministers	78	-	-	-	78	0.3%
MPs	275	-	-	-	275	1.2%
Permanent Staff	2,642	1,210	1,004	445	5,301	22.5%
President	1	-	-	-	1	0.004%
Senators	53	-	-	-	53	0.2%
Somali Disable Agency	5	-	-	-	5	0.02%
Somalia Petroleum Authority	7	-	-	-	7	0.03%
Teachers FGS	-	54	628	149	831	3.5%
Teachers FMS	-	202	4,991	-	5,193	22.0%
Temporary Staff	2,275	1,228	1,024	1,395	5,922	25.1%
Grand Total	6,497	3,366	8,347	5,363	23,573	100%
%share to total	27.6%	14.3%	35.4%	22.8%	100%	

Note: Grades have been allocated as follows— \$250 and below “D”, \$251-399 “C”, \$400-699 “B”, and \$700 and above “A”.

Table 13: Staff count by MDA by ‘assumed’ staff grades, December 2025

Code	MDA	Staff Grade				Total	%share to total
		A	B	C	D		
010100	Office of the Presidency	248	64	150	1,536	1,998	8.5%
010201	Parliament (People's House)	451	99	136	288	974	4.1%
010202	Upper House	103	3	22	93	221	0.9%
010300	Office of the Prime Minister	179	91	177	248	695	2.9%
010400	Ministry of Foreign Affairs/Embassies	242	70	42	159	513	2.2%
010500	Ministry of Finance	490	407	334	127	1,358	5.8%
010501	Accountant General	158	22	8	13	201	0.9%
010503	Directorate of Financial Reporting Center	29	3	4	23	59	0.3%

Code	MDA	Staff Grade				Total	%share to total
		A	B	C	D		
010600	Ministry of Planning	124	91	37	77	329	1.4%
010601	National Statistics Agency	53	33	49	35	170	0.7%
010700	Ministry of Interior and Federal Affairs	127	94	35	65	321	1.4%
010701	Somali Refugee and IDPs Commission	51	15	13	10	89	0.4%
010702	National ID Authority DADSOM	75	35	19	2	131	0.6%
010703	Disaster & Humanitarian Management Agency	113	83	52	45	293	1.2%
010800	Ministry of Religious Affairs	121	65	41	26	253	1.1%
010900	Ministry of Justice and Endowment	129	27	34	15	205	0.9%
011001	Supreme Court	63	15	23	58	159	0.7%
011002	Banadir Court	94	35	34	46	209	0.9%
011003	Appeal Court	42	19	9	24	94	0.4%
011005	Judiciary Service Committee	5	1	8	3	17	0.1%
011100	Attorney General	92	54	22	37	205	0.9%
011200	Solicitor General	29	6	4	8	47	0.2%
011300	Auditor General	140	9	8	5	162	0.7%
012200	National Reconciliation Commission	37	2	2	2	43	0.2%
012300	Independent Electoral Commission	18				18	0.1%
012300	National Independent Electoral Commission	124	27	44	77	272	1.2%
012500	Ind. Constitution Review & Imp. Comm.	32	28	10	12	82	0.3%
012600	National Civil Service Commission	65	3	11	27	106	0.4%
012700	The Commission for Combating Corruption	8	10	1	2	21	0.1%
020100	Ministry of Defence	31	20	15	53	119	0.5%
020200	Ministry of National Security	70	22	20	70	182	0.8%
020203	Immigration Department	118	115	305	324	862	3.7%
030100	Ministry of Water and Energy	85	39	36	55	215	0.9%
030200	Ministry of Mineral	112	69	25	42	248	1.1%
030201	Somalia Petroleum Authority	39	25	3		67	0.3%
030300	Ministry of Agriculture	105	87	28	65	285	1.2%
030400	Ministry of Livestock and Forestry	85	43	35	28	191	0.8%
030500	Ministry of Fishery and Marine Resource	78	40	36	17	171	0.7%
030501	Somali Marine Research Organization	25	16	12	23	76	0.3%
030502	Offshore & Fisheries Development Project	2				2	0.0%
030600	Ministry of Information	115	144	121	335	715	3.0%
030700	Ministry of Post and Telecommunication	87	97	60	72	316	1.3%
030701	National Communication Agency	44		4	10	58	0.2%
030800	Ministry of Public Work & Reconstruction	71	43	48	37	199	0.8%
030900	Ministry of Transport and Aviation	75	100	54	84	313	1.3%
030901	Civil Aviation and Meteo Authority	230	76	48	7	361	1.5%
031000	Ministry of Transport and Ports	72	60	34	85	251	1.1%
031001	Hamar Port	24	23	36	4	87	0.4%
031100	Ministry of Industry & Commerce	150	72	43	54	319	1.4%
031101	Somali Quality Assurance Agency	42	61	9	23	135	0.6%
031200	Ministry of Environment & Climate Change	59	59	12	55	185	0.8%
040100	Ministry of Health	237	124	37	202	600	2.5%

Code	MDA	Staff Grade				Total	%share to total
		A	B	C	D		
040200	Ministry of Education and Higher Education	204	317	5,649	242	6,412	27.2%
040201	Somali National University	519	90	174	232	1,015	4.3%
040202	Somali Academy of Sciences and Arts	65	28	22	34	149	0.6%
040203	Intergovtal Ackademy of Somali Language	13	3	1	2	19	0.1%
040300	Ministry of Labor and Social Affairs	149	79	39	37	304	1.3%
040400	Ministry of Youth and Sports	41	48	38	26	153	0.6%
040500	Ministry of Women and Human Rights Dev.	66	27	26	21	140	0.6%
040501	Somali Disable Agency	15	16	28	9	68	0.3%
xxxxxx	Data Protection Authority	5	7	4	31	47	0.2%
xxxxxx	Somali Construction Development Agency	22	5	16	21	64	0.3%
	Total	6,497	3,366	8,347	5,363	23,573	100%
	%share to total	27.6%	14.3%	35.4%	22.8%	100%	

Notes:

- The table presents staff count by assumed grades for both formalized and non-formalized employees.
- Grades have been allocated as follows — \$250 and below “D”, \$251-399 “C”, \$400-699 “B”, and \$700 and above “A”.

3. Progress against action plan on improving transparency and management of a reduced non-formal wage bill

The matrix below presents the reform action plans adopted by the FGS and the progress made against each of the action plan as at end December 2025.

Action plan	Implementation status as at end 2025
1) Establish the single pay scale for civilian temporary workers, which should be the same as the pay scale of permanent civilian staff, with the only exception of a separate pay scale for embassies and overseas positions, and for staff employed as consultants or advisors. This means every employee other than the exceptions must be categorized under the applicable grades (currently A, B, C, or D).	This was done, however yet to be implemented until there is sufficient fiscal space.
2) Require MDAs to include the integrated establishment number for each MDA, combining both permanent civil servants and civilian temporary workers	The MOF annually issues instructions in the budget call circulars requiring MDAs to include the integrated establishment numbers for each MDA when submitting their annual budget proposals.

Action plan	Implementation status as at end 2025
when submitting their annual budget proposals to MOF.	
3) No workers should be employed on temporary basis for more than a year.	The mainstreaming of temporary workers into the civil service is ongoing.
4) Subject all civilian temporary workers to interviews and those that pass the interviews be converted into permanent civilian employees and compensate them in line with the standardized pay scales.	The NCSC is currently conducting an exercise to mainstream civilian temporary workers into the civil service. This process involves interviewing the temporary workers, biometric registration, and verifying their documents and certifications.
5) Provide options for existing workers that may demand pay beyond the standardized pay scales to work as non-employee consultants (contract staff), or leave the service.	This was addressed in the pay and grade policy.
6) Define a set of non-payroll allowances clearly showing who should benefit from such allowances, with no single allowance category exceeding 100 percent of base salaries.	This was addressed in the pay and grade policy.
7) Determination and any changes in compensation of all individual employees must be approved by MOF. This means only the MOF has authority to make any change in entries in the payroll system on the SFMIS.	The MOF has the authority to approve any payroll changes with financial implications. This financial authority was introduced in October 2023 and included in the amended PFM regulations. Additionally, the workflow specifying the approval process for payroll changes has been configured in the system.
8) Undertake regular functional reviews of MDAs to inform the need, nature, number and allocation of staff to each MDA. This means that any overstaffed MDA should have the excess number of staff transferred to MDAs that may be under staffed.	A restructuring exercise was undertaken and recommendations adopted by Cabinet.
9) Issue a unique employee number to every government employee whether permanent, temporary, contractual or whatever against which his or her pay shall be made every month. Each	The payroll system now issues a unique employee number to each government employee and payments are then made against this employee number. Each employee now has a unique number.

Action plan	Implementation status as at end 2025
number issued shall be a field or entry which must indicate the MDA and department or unit where each employee works, date of birth, start/engagement date, and gender. Every MDA shall be required to provide such details as part of the documentation accompanying its budget proposal to the MOF during the budget preparation phase each year.	
10) No worker shall be paid without a unique number.	This was done. An employee record cannot be created in the payroll system without a unique employee number.
11) Configure the payroll system in such a way that each unique employee number can be paid only once per month.	The payroll system ensures that each unique employee number can only be paid once per month.
12) MOF shall prepare and distribute to every MDA a payroll report every month indicating the number of staff paid, location, and gross and net payments to each employee.	This is being done.
13) Every government employee that has been paid must acknowledge receipt of the pay by signing in a payroll register. Employees that do not acknowledge receipt for the past month shall not have their pay processed for the next month.	This has been included in the drafted budget execution forms. The MOF now needs to operationalize these forms.
14) No person can receive pay on behalf of any government employee, unless the employee to whom the pay is due has provided a properly signed and witnessed authority to draw on his behalf. The authority is attached to the pay sheet.	The Accountant General issued a circular advising that no one can receive pay on behalf of any government employee unless proper authorization is provided as outlined in the PFM legislation.
15) Any alterations to the grade or amount of pay of any government employee on the payroll shall be in accordance with the procedure in the PFM Regulations.	The MOF has the authority to approve any payroll changes with financial implications, and the workflow specifying the approval process for payroll changes was configured in the system.

Action plan	Implementation status as at end 2025
16) In the event of the death of an employee, salary due shall be withheld until legally established and with written approval of the MOF.	The relevant forms related to the death of an employee were designed.
17) Any government employee who has left service or dismissed or deemed dismissed in accordance with the civil service regulations shall not draw salary from the date of his/her dismissal or separation from the service.	The MOF internal audit department ensures that this requirement is met as per civil service regulations.
18) When government employees are transferred from a payroll in one MDA to another, the MOF must be informed by the MDA.	The MOF has the authority to approve any payroll changes with financial implications, and the workflow specifying the approval process for payroll changes has been configured in the system. Additionally, the updated workflow was configured in the SFMIS.
19) All allowances and who qualifies for them shall be defined and communicated to all MDAs and staff and may be revised every year as may be appropriate. This shall also include a list of special allowances for outstanding employees and hard to fill positions.	This was addressed in the pay and grade policy.
20) No single category of allowances shall exceed 100% of the base pay.	This was addressed in the pay and grade policy.
21) Non-pay benefits such as housing, chauffeur driven car etc. shall be clearly defined indicating the management staff that are expected to benefit from them. Discretionary non-pay benefits shall not be allowed.	This was addressed in the pay and grade policy.
22) MOF shall prepare and present to Cabinet and Parliament a monthly payroll report indicating number, location and cost of all public servants and identify any payroll-related problems and provide suitable policy solutions to address them.	This is being done.

Action plan	Implementation status as at end 2025
23) Create a fiscal rule linking the wage bill to the overall budget.	MOF has proposed a fiscal rule stating that the Federal government's expenditure on employee compensation shall not exceed 50 percent of the federal budget. The rule is yet to be adopted by Cabinet.
24) Review the above reform actions every year and introduce further transparency enhancement measures as may be appropriate.	This is ongoing.

4. Conclusion and way forward

The FGS has been successful in integrating almost all employees in a single payroll regardless of staff category (whether permanent or temporary), with now 99.97% of all employees integrated in the payroll as at end of December 2025. The Government is continuing to interview all employees categorized as temporary staff to mainstream them into the civil service. The implementation of the pay and grade policy is also ongoing, albeit the speed of its implementation is slowed down by insufficient fiscal space. There is however need for a continuous cleaning of payroll data to address issues such as categorizing staff that earn a basic salary of not more than \$250 (Grade D) as consultants (refer to Table 12).