

MEDIUM-TERM EXPENDITURE FRAMEWORK (MTEF) FOR 2025-2028



COMMISSION ON HUMAN RIGHTS AND ADMINISTRATIVE JUSTICE



REPUBLIC OF GHANA

PROGRAMME BASED BUDGET ESTIMATES FOR 2025

THEME: Resetting The Economy For The Ghana We Want

COMMISSION ON HUMAN RIGHTS AND ADMINISTRATIVE JUSTICE



The CHRAJ MTEF PBB for 2025 is also available on the internet at: www.mofep.gov.gh

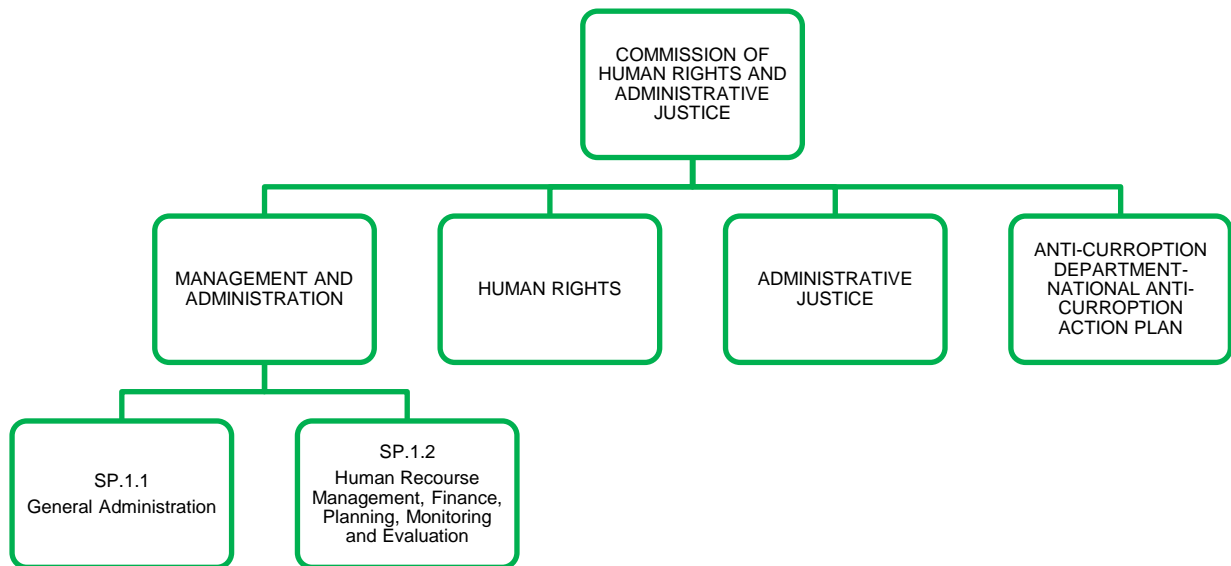


Table of Contents

PART A: STRATEGIC OVERVIEW OF THE COMMISSION ON HUMAN RIGHTS AND ADMINISTRATIVE JUSTICE (CHRAJ)	2
1. POLICY FRAMEWORK OBJECTIVES	2
2. GOALS	2
3. CORE FUNCTIONS	2
4. POLICY OUTCOME INDICATORS AND TARGETS.....	4
5. SUMMARY OF KEY ACHIEVEMENTS IN 2024	4
6. EXPENDITURE TREND.....	9
PART B: BUDGET SUB-PROGRAMME SUMMARY	11
PROGRAMME 1: MANAGEMENT AND ADMINISTRATION	11
PROGRAMME 2: HUMAN RIGHTS	20
PROGRAMME 3: ADMINISTRATIVE JUSTICE	24
PROGRAMME 4: ANTI-CORRUPTION DEPARTMENT - NATIONAL	28
ANTI-CORRUPTION ACTION PLAN.....	28
PART C: PUBLIC INVESTMENT PLAN (PIP).....	36



Programme Structure





1.5. Appropriation Bill

Summary of Expenditure by Sub-Programme, Economic Item and Funding

Entity: 035 - Commission on Human Rights and Admin. Justice
Year: 2025 | **Currency:** Ghana Cedi (GHS)
Full Year Budget

	GoG				IGF				Funds / Others			Donors			Grand Total
	Compensation of employees	Goods and Services	31 - Non financial assets	Total	Compensation of employees	Goods and Services	31 - Non financial assets	Total	Statutory	ABFA	Others	Goods and Services	31 - Non financial assets	Total	
03501 - Management and Administration	69,436,508	8,018,217	15,987,096	93,441,821											93,441,821
03501001 - General Administration	69,436,508	8,018,217	15,987,096	93,441,821											93,441,821
03502 - Promote and Protect Fundamental Human Rights		113,666		113,666											113,666
03502000 - Promote and Protect Fundamental Human Rights		113,666		113,666											113,666
03503 - Administrative Justice		58,100		58,100											58,100
03503000 - Administrative Justice		58,100		58,100											58,100
03504 - Anti-Corruption		492,776		492,776											492,776
03504000 - Anti-Corruption		492,776		492,776											492,776
Grand Total	69,436,508	8,682,759	15,987,096	94,106,363											94,106,363

PART A: STRATEGIC OVERVIEW OF THE COMMISSION ON HUMAN RIGHTS AND ADMINISTRATIVE JUSTICE (CHRAJ)

1. POLICY FRAMEWORK OBJECTIVES

The Policy objective in line with the NMTPF (2022-2025) - Coordinated Programme of Economic & Social Development Policy (CP) for the Commission on Human Rights and Administrative Justice are:

- Deepen Democratic Governance
- Deepen Transparency and Public Accountability
- Promote Good Corporate Governance
- Promote the fight against Corruption and Economic Crimes

2. GOALS

- Promote and protect fundamental human rights and freedoms
- Promote fair administration of public services and contribute to public demand for better service delivery
- Promote and protect national integrity and investigate corruption
- Strengthening capacity to promote and protect human rights, national integrity, accountability and ensure administrative justice

We do these through:

- **Investigations Services** – Includes mediation, negotiation, case management, case referrals, court actions, systemic investigations, panel hearing
- **Advisory Services** – opinions given to government, government agencies, and individuals
- **Monitoring and Research** – statistics and data management, documentation, library services and training
- **Public Education** – creating public awareness on the mandates and services of the Commission through seminars, symposia, lectures, media engagements, debates, quizzes, essay competitions etc.
- **Integrity Management** – gift management, conflict of interest, assets declaration, ethics.

3. CORE FUNCTIONS

The core functions of the Commission on Human Rights and Administrative Justice include but not limited to the following;

- To investigate complaints of violations of fundamental rights and free injustice, corruption, abuse of power and unfair treatment of any person by a public officer in the exercise of his official duties



-
- To investigate complaints concerning the functioning of the Public Services Commission, the administrative organs of the State, the offices of the Regional Coordinating Council and the District Assembly, the Armed Forces, the Police Service and the Prisons Service in so far as the complaints relate to the failure to achieve a balanced structuring of those services or equal access by all to the recruitment of those services or fair administration in relation to those services;
 - To investigate complaints concerning practices and actions by persons, private enterprises and other institutions where those complaints allege violations of fundamental rights and freedoms under the Constitution;
 - To take appropriate action to call for the remedying, correction and reversal of instances specified in paragraphs (a), (b) and (c) of this subsection through such means as are fair, proper and effective, including
 - negotiation and compromise between the parties concerned;
 - causing the complaint and its finding on it to be reported to the superior of an offending person;
 - bringing proceedings in a competent court for a remedy to secure the termination of the offending action or conduct, or the abandonment or alteration of the offending procedures; and
 - bringing proceedings to restrain the enforcement of such legislation or regulation by challenging its validity if the offending action or conduct is sought to be justified by subordinate legislation or regulation which is unreasonable or otherwise ultra vires
 - To investigate allegations that a public officer has contravened or has not complied with a provision of Chapter Twenty-four (Code of Conduct for Public Officers) of the Constitution;
 - To investigate all instances of alleged or suspected corruption and the misappropriation of public monies by officials and to take appropriate steps, including reports to the Attorney-General and the Auditor-General, resulting from such investigation
 - To educate the public as to human rights and freedoms by such means as the Commissioner may decide, including publications, lectures and symposia; and
 - To report annually to Parliament on the performance of its functions
 - The Commission has 16 Regional Offices, 2 Sub Regional and 180 District offices across the country, with staff strength of 1005.
 - All costs and expenses related to investigations conducted by the Commission into a complaint shall be borne by the Commission



4. POLICY OUTCOME INDICATORS AND TARGETS

Outcome Indicator Description	Unit of Measurement	Baseline		Latest Status Year - 2025			Target	
		Year	Value	Year	Target	Actual Performance	Year	Value
Level of Implementation of NACAP	Percentage of implementation progress	2023	58%	2024	85%	65%	2025	Nil
Human Rights Complaints	Number of complaints investigated	2023	7,346	2024	9,900	8,607	2025	9,900
Administrative Justice Complaints	Number of complaints investigated	2023	257	2024	600	285	2025	600
Corruption Complaints	Number of complaints investigated	2023	47	2024	100	36	2025	100
Public Education & Sensitization Programmes	Number of PE & sensitization programmes undertaken	2023	7,022	2024	5000	8,325	2025	5000

5. SUMMARY OF KEY ACHIEVEMENTS IN 2024

2024 Performance

Administration

- 37% actual progress of work and 23% financial completion of work on the reconstruction of its Head Office at the Old Parliament House.
- Refurbishment & rehabilitation works at some Regional & District offices
- Revised Scheme of Service & Conditions of Service forwarded to PSC & FWSC for approval

Human Rights

- Validated draft report on the review of identified areas of existing laws, policies, and regulations of stigma & discrimination against key populations.
- Developed Training Manuals on Child Rights in the digital space and gender equality and transformational approach in collaboration with GIZ.
- Undertook Pre-election Observation, Election Day and Post- election Activities nationwide.
- Conducted research into educational infrastructure at the pre-tertiary level
- The Commission received 8,567 human rights complaints and resolved 8,053. 5,520 public education and sensitization programmes on human rights were undertaken.



Administrative Justice

- Under the Public Sector Reform for Results Project:
 - Completed 80% implementation of automation of CHRAJ Electronic Case Management Systems (ECMS) and trained staff on usage
 - Completed 90% revamping of Legal Framework including the draft amendment bill for the Commission's parent Act, Act 456, Constitutional Instrument 67, Case Handling Manual and Registry Manual.
 - 90% completion of supply of electronic equipment for automation and networking- Details of supplies: 32 Laptops, 190 multi-purpose printers, 50 Voice recorders, 200 power extension boards, Networking equipment including routers, switches and APs.
- Completed 98% of Zonal Capacity Building Workshops for staff.
- The Commission received 285 Administrative Justice complaints and resolved 286 in 2024.
- 1,319 public education and sensitization programs on administrative justice had been undertaken in 2024.

Anti-Corruption

- **Under NACAP implementation, the Commission participated in the following;**
 - HiLIC meetings with the Local and Foreign Consultants on the evaluation of NACAP activities. The Consultants are from Ghana Statistical Service and the University of Cape Coast; and the Independent Evaluation Section of UNODC.
 - MMDAs NACAP workshop that focused on how MMDAs could plan, budget, implement and report on NACAP activities.
 - Investigated 36 cases of breach of code of conduct for public officers under Chapter 24 of the Constitution and other corruption related cases and resolved 30 in 2024. 1,486 public education and sensitization programmes on anti-corruption & NACAP were undertaken in 2024.
- Developed concept, tools, online google templates towards the observation of the 2024 General Elections.
- Coordinated nationwide observation of the 2024 Limited Voter Registration
- Conducted NACAP related activities (training, monitoring and report compilation).





ICU NATIONAL POLICY DIALOGUE ON WOMEN ACCUSED OF WITCHCRAFT 09-04-2024



CHRAJ WIN THREE AWARDS AT THE INTERNAL AUDIT AGENCY AWARDS





SUBMISSION OF FINAL NAP ON BHR TO THE ATTORNEY GENERAL AND MINISTER OF JUSTICE FOR ADAPTION.



GIZ GHANA DONATES TO CHRAJ ESSENTIAL COMPUTER EQUIPMENT AND ACCESSORIES TO SUPPORT OUR HUMAN RIGHTS AND GENDER EQUALITY INITIATIVES.





CURRENT STATE OF CONSTRUCTION OF CHRAJ BUILDING



NACAP TRAINING 03-06-2024





CHRAJ-UN-HR-MEDIA TRAINING_2024-08-15_1121

6. EXPENDITURE TREND

Total budgetary allocation for 2024

ITEM	BUDGET (GH)	REVISED BUDGET	ALLOTMENT (GH) – (Jan-Dec)	ACTUAL as at Dec. 2024	VARIANCE
Compensation	57,082,051.11	57,082,051.11	64,385,795.07	64,385,795.07	7,303,744.00
Goods & Services	16,069,943	16,069,943	13,840,026.83	13,840,026.83	(2,229,916.17)
CAPEX	15,125,411	15,125,411	13,618,002.68	13,618,002.68	(1,507,408.32)
Total	88,277,405.11	88,277,405.11	91,843,824.60	91,843,824.60	3,566,419.49

The approved compensation of employees' budget for 2024 was Ghs57,082,05.00 As at December 2024, Ghs64,385,795.07 had been expended on staff.

In the year under review, Ghs16,069,943.00 was approved for the use of Goods & Services. As at December 2024, Ghs13,840,026.83 had been expended.

Approved Capital Expenditure for 2024 was Ghs15,125,411.00 As at December 2024, Ghs13,618,002.68 had been expended





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 035 - Commission on Human Rights and Admin. Justice

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
Programmes - Commission on Human Rights and Admin.	94,106,363	111,673,599	111,673,599	111,673,599
03501 - Management and Administration	93,441,821	109,015,431	109,015,431	109,015,431
03501001 - General Administration	93,441,821	109,015,431	109,015,431	109,015,431
21 - Compensation of Employees [GFS]	69,436,508	79,935,168	79,935,168	79,935,168
22 - Use of Goods and Services	7,983,933	6,843,810	6,843,810	6,843,810
27 - Social benefits [GFS]	24,634	98,536	98,536	98,536
28 - Other Expense	9,650	38,598	38,598	38,598
31 - Non financial assets	15,987,096	22,099,319	22,099,319	22,099,319
03502 - Promote and Protect Fundamental Human Rights	113,666	454,664	454,664	454,664
03502000 - Promote and Protect Fundamental Human Rights	113,666	454,664	454,664	454,664
22 - Use of Goods and Services	113,666	454,664	454,664	454,664
03503 - Administrative Justice	58,100	232,400	232,400	232,400
03503000 - Administrative Justice	58,100	232,400	232,400	232,400
22 - Use of Goods and Services	58,100	232,400	232,400	232,400
03504 - Anti-Corruption	492,776	1,971,104	1,971,104	1,971,104
03504000 - Anti-Corruption	492,776	1,971,104	1,971,104	1,971,104
22 - Use of Goods and Services	492,776	1,971,104	1,971,104	1,971,104

PART B: BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 1: MANAGEMENT AND ADMINISTRATION

SUB-PROGRAMME 1: General Administration

1. Budget Sub-Programme Objectives

- To effectively oversee and provide policy direction to the coordination of all activities of strategic priority to the Commission
- To provide effective and efficient administration for the promotion and protection of fundamental human rights and freedoms, fair administration for better service delivery and the coordination of the implementation of NACAP
- To effectively coordinate the activities of the Commission
- To provide adequate infrastructural & logistics for efficient service delivery

2. Budget Sub-Programme Description

This sub-programme ensures coordination, monitoring and evaluation of the Commission's work by providing.

- Policy direction for the Commission.
- Supervision for the creation of a conducive environment for work and for the public
- Office and residential accommodation and logistics (e.g. office equipment, IT infrastructure, transport etc.) for the smooth running of the Commission.
- Oversight responsibility for the management of the properties of the Commission
- Coordination of Commissioners and Management Meetings
- Direction for the maintenance of operational standards
- Submit Annual Report to Parliament
- Submits special reports to key governance Institutions
- Submission of proposals for maintenance of Government's Obligations to international standards with respect to Human Rights
- Co-operate with Executive, Parliament, Judiciary and other governance institutions to promote human rights, good governance, ethical society and combat corruption
- Formulate and review relevant policies and plans
- Ensure CHRAJ coordinates implementation of NACAP and issue Annual Progress Reports (APR)
- Submit Annual Reports to Parliament
- Submit Special Reports (State of Human Rights, Corruption and other reports)
- Improve Human Resource Management Systems.
- Establish systems and processes to improve service delivery.
- Strengthen internal controls and Audit
- Recruit experienced professional staff with requisite core skills and specializations.
- Develop and retain human resource capacity.
- Complete rehabilitation of Head Office



- Acquire office equipment and transportation.
- Enhance visibility of CHRAJ
- Monitor and evaluate the implementation of the programmes of the Commission
- Create conducive environment for work and for the public to access service
- Manage Assets of the Commission
- Ensure compliance with Public Financial Management and accounting procedures
- Organize training and development programs to improve efficiency
- Facilitating the implementation of the Annual budget; and

The main source of funding is GoG and the number of staff delivering the sub-programme is **992**.

3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Commission measures the performance of this programme. The past data indicates actual performance whilst the projections are the Commission's estimate of future performance.

Main Output	Output Indicator	Past Years				Projections			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		Target	Actual	Target	Actual				
Commissioners Meetings	Number of meetings	12 meetings in a year	8	12 meetings in a year	7	12 meetings in a year	12 meetings in a year	12 meetings in a year	12 meetings in a year
Management Meetings	Number of meetings organized	12 meetings in a year	5	12 meetings in a year	5	12 meetings in a year	12 meetings in a year	12 meetings in a year	12 meetings in a year
Commission's Annual Budget	Approved before	Dec 31st	Dec 31st	Dec 31st	Dec 31st	Dec 31st	Dec 31st	Dec 31st	Dec 31 st
Develop & enforce standards for Professional staff	Standard operating manuals	1	1	1	1	1	2	2	3
Financial Reports	Annual Financial Report prepared	15 days after the end of the quarter	15 days after the end of the quarter	15 days after the end of the quarter	15 days after the end of the quarter	15 days after the end of the quarter	15 days after the end of the quarter	15 days after the end of the quarter	15 days after the end of the quarter
Response to Audit queries	Management letters Issued	15 days	12 days	15 days	12 days	30 days	30 days	30 days	30 days
Assets Register	Updating of Assets Register	End of every quarter	End of every quarter	End of every quarter	End of every quarter	End of every quarter	End of every quarter	End of every quarter	End of every quarter
Preparation of Budget	Approved Annual	30th July	30th July	30 th July	30 th July	31st Aug	31st Aug	31st Aug	31st Aug



Main Output	Output Indicator	Past Years				Projections			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		Target	Actual	Target	Actual				
	Budget by Parliament								
Monitoring and Evaluation	Monitoring and Evaluation Plan	End of third quarter	End of third quarter	End of third quarter	End of third quarter	End of third quarter	End of third quarter	End of third quarter	End of third quarter
	Monitoring and Evaluation report developed by	30th July	15th Jul.	30 th July	15 th July.	31 st Dec.	31 st Dec.	31 st Dec.	31 st Dec.
Publications	Annual Reports produced by	Report validated by July	Validate d by July	Report validated by July	Validate d by July	June of the Ensuing year	June of the Ensuing year	June of the Ensuing year	June of the Ensuing year
	Special Reports developed by	30th July	15th July.	30 th July	15 th July.	10 th Dec.	10 th Dec.	10 th Dec.	10 th Dec.
Development and implementation of Strategic plan	Strategic plan developed	Dec 31st	Work in progress	Dec 31 st	Work in progress	develope d	Validate d & Printed	Dissemi nation	Dissemi nation
	Implementa tion of strategic plan	Awaitin g develop ment	Awaiting develop ment	Awaiting develop ment	Awaiting develop ment	impleme ntation	Awaitin g develop ment	Awaitin g develop ment	Awaitin g develop ment
Enhance visibility	Public engagement programmes	25	10	25	10	32	46	52	63
	Media engagements	16	13	4	3	17	21	23	31



4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and Projects to be undertaken by the programme

Operations	Projects
Internal Management of the Organization	WIP - Reconstruction of burnt section of Head office
Continuous Revision of Organizational structure	30 Pickups
Prepare and submit budget estimate	General Works- 4 regional & 20 district offices
Monitor and report on budgetary allocation	Develop Nationwide network infrastructure in the regions and selected district offices to support the rollout of the ECMS
Prepare and submit monthly accounts returns	
Coordinate the review of the annual accounts	
Preparation of internal audit reports	
Carrying out audit inspections	
Manpower Development	
Capacity Building for Staff	
Review M & E plans of the Commission	
Review and develop policies	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 035 - Commission on Human Rights and Admin. Justice

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
03501001 - General Administration	93,441,821	109,015,431	109,015,431	109,015,431
21 - Compensation of Employees [GFS]	69,436,508	79,935,168	79,935,168	79,935,168
22 - Use of Goods and Services	7,983,933	6,843,810	6,843,810	6,843,810
27 - Social benefits [GFS]	24,634	98,536	98,536	98,536
28 - Other Expense	9,650	38,598	38,598	38,598
31 - Non financial assets	15,987,096	22,099,319	22,099,319	22,099,319

BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 1: MANAGEMENT AND ADMINISTRATION

SUB-PROGRAMME 1.2: Human Resource, Finance, Policy Planning, Monitoring & Evaluation

1. Budget Sub-Programme Objectives

- To effectively coordinate the activities of the Commission
- To provide adequate logistics for efficient service delivery
- To improve the financial management systems and reporting.
- To ensure adequate human resources and improve the skills and delivery of all staff
- To facilitate the formulation and review of relevant policies and plans
- To monitor and evaluate the implementation of the programmes of the Commission

2. Budget Sub-Programme Description

The Commission, through the Management and Administration programme will adopt approaches to improve organizational performance by motivating, training, recruiting, retaining and balancing the mix of professional and support staff with sufficient competencies to perform their assigned duties. Furthermore, this programme will establish efficient systems and processes and maintain high standards of operations geared towards ensuring effective delivery of CHRAJ's mandates.

The Commission will do the following to achieve this:

- Corporate with Executive, Parliament, Judiciary and other governance institutions to promote human rights, good governance, ethical society and combat corruption
- Formulate and review of relevant policies and plans
- Ensure CHRAJ coordinates implementation of NACAP and issue Annual Progress Reports (APR)
- Submit Annual Reports to Parliament
- Submit Special Reports (State of Human Rights, Corruption and other reports)
- Improve Human Resource Management Systems.
- Establish systems and processes to improve service delivery.
- Strengthen internal controls and Audit
- Recruit experienced professional staff with requisite core skills and specializations.
- Develop and retain human resource capacity.
- Complete rehabilitation of Head Office
- Acquire office equipment and transportation.
- Enhance visibility of CHRAJ
- Monitor and evaluate the implementation of the programmes of the Commission
- Create conducive environment for work and for the public to access service
- Manage Assets of the Commission



- Ensure compliance with Public Financial Management and accounting procedures
- Organize training and development programs to improve efficiency
- Facilitating the implementation of the Annual budget; and

The main source of funding is GoG. Comprehensive Staff Segregation Exercise is underway by CHRAJ's Human Resource Outfit and so all staff fall under General Administration. Currently staff strength of the Commission nationwide is 992.

3. Budget Sub-Programme Results Statement

The table indicates the main outputs, their indicators and projections by which the Commission measures the performance of this programme. The past data indicates actual performance whilst the projections are the Commission's estimate of future performance.

Main Output	Output Indicator	Past Years				Projections			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		Target	Actual Perform	Target	Actual Perform				
Staff development	Number of staff trained	250	130	200	105	300	400	450	480
Human Resource Software Package	Status of Software Package	To be reviewed	Reviewed	Upgrade	Upgraded	Implement	Implement	redevelop	review
Financial Reports	Financial Report prepared	Report prepared every quarter	18 days after the end of the quarter	16 days after the end of the quarter	15 days after the end of the quarter	15 days after the end of the quarter	15 days after the end of the quarter	15 days after the end of the quarter	15 days after the end of the quarter
Response to Audit queries	Management letters Issued	25 days	20 days	30 days	21 days	30 days	30 days	30 days	30 days
Assets Register	Assets Register	Every quarter	One week before Quarter ends	End of every quarter	One week before Quarter ends	End of every quarter	End of every quarter	End of every quarter	End of every quarter
Preparation of Budget	Budget produced by	2 nd Week in Sept.	2 nd week Sept.	31 st August	31 st August	31 st August	31 st August	31 st August	31 st August
Monitoring and Evaluation	Monitoring and Evaluation Plan	End of third qtr	End of third quarter	End of third quarter	One week before	End of third quarter	End of third quarter	End of third quarter	End of third quarter



Main Output	Output Indicator	Past Years				Projections			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		Target	Actual Perform	Target	Actual Perform				
	Monitoring and Evaluation report developed by	End of third qtr	End of third quarter	31 st Dec.	Target compliance	31 st Dec.	31 st Dec.	31 st Dec.	31 st Dec.
Strategic plan	Strategic plan completed by	Dec. 31st.	Impl'tn	Impl'tn	Impl'tn	Impl'tn	Impl'tn	Impl'tn	Impl'tn

4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and Projects to be undertaken by the programme.

Operations		Projects	
Internal Management of the Organization			
Employee Data Management			
Payroll Administration			
Benefits Administration			
HR Policy Development			
Compliance with Employment Laws			
Employee Relations			
Manpower Development			
Capacity Building of Staff			
Undertake impact assessment of programmes			
Review and develop policies			



BUDGET PROGRAMME SUMMARY

PROGRAMME 2: HUMAN RIGHTS

1. Budget Programme Objective

To promote and protect fundamental human rights and freedoms.

2. Budget Programme Description

- To promote and protect fundamental human rights and freedoms.
- Budget Programmes Description
- Investigate complaints of human rights violations by persons and institutions in both private and public sectors.
- Resolve disputes/conflicts through mediation, negotiation, formal hearings etc.
- Carry out special investigations into human rights violations that are systemic, cultural or in other areas of public interest.
- Conduct research as well as public hearings on human rights
- Conduct Public Education across the length and breadth of the country including radio, schools programmes and community outreach programmes
- Organize monitoring visits to detention facilities, hospitals, schools, communities, to ensure that human rights are being respected and to signal and inform the citizenry of the presence and existence of a national human rights institution.
- Organize radio, schools and community educational programmes across the length and breadth of the country.
- Establish Human Rights and Integrity Clubs (HRICs) in schools
- Empower the public to demand promotion, respect and fulfillment of their rights, and
- Enhance capacity of duty-bearers to respond appropriately to human rights demands
- International cooperation and reporting obligations (UNHRC, UPR, ICC, etc)

These functions are carried out by the Human Rights, Research and Public Education Departments of CHRAJ. Government of Ghana funds the programme. The main beneficiary of the programme is the General Public.



3. Budget Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Commission measures the performance of this programme. The past data indicates actual performance whilst the projections are the Commission's estimate of future performance

Main Output	Output Indicator	Past Years				Projections			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		Target	Actual Perform.	Target	Actual Perform.				
Monitor the State of Human Rights to protect civil, political, economic, social and cultural rights and rights of the vulnerable	The State of Human Rights Report issued	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
Investigate & redress Human Rights violations	Number of cases investigated	9,900	7,535	9,900	8,607	9,900	9,900	9,900	9,900
Systemic Investigation	Number of unique cases investigated	3	2	3	2	4	3	3	5
Carry out Public Education & Sensitization on Human Rights in Schools	Number of Public Education programmes	3,000	2,401	3,000	5,520	3,000	3,000	3,000	3,000



Main Output	Output Indicator	Past Years				Projections			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		Target	Actual Perform.	Target	Actual Perform.				
Partner with Health Training Institutions/ professionals bodies and GHS to mainstream Basic Human Rights Course for Health Professionals	Number of Institutions participating in the course	12	7	12	7	15	18	20	20
Organize Annual Human Rights & Integrity Camps for Schools	Annual Human Rights & Integrity Camps for Schools organized	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

4. Budget Programme Operations and Projects

The table lists the main Operations and Projects to be undertaken by the programme.

Operations
Internal Management of the Organization
Collaborate & consult with Human Rights Institutions
Promote & protect fundamental human rights
Conduct public education on Human Rights
Investigating Human Rights complaints nationwide
Prepare & issue reports
Enforce decisions

Projects





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 035 - Commission on Human Rights and Admin. Justice

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
03502 - Promote and Protect Fundamental Human Rights	113,666	454,664	454,664	454,664
03502000 - Promote and Protect Fundamental Human Rights	113,666	454,664	454,664	454,664
22 - Use of Goods and Services	113,666	454,664	454,664	454,664

BUDGET PROGRAMME SUMMARY

PROGRAMME 3: ADMINISTRATIVE JUSTICE

1. Budget Programme Objective

To promote fair administration of public service and contribute to public demand for better service delivery.

2. Budget Programme Description

The Commission is mandated to protect and promote Administrative Justice to ensure that government and its officers are accountable and transparent. The Commission ensures that the administrative organs of the State provide equal access to employment and services and that they are administered fairly. This function of the Commission is to ensure that public officials avoid arbitrariness and discrimination in their decisions and actions.

It also investigates “complaints concerning the functioning of the Public Services Commission, the administrative organs of the State, the Armed Forces, the Police Service and the Prison Service in so far as the complaints relate to the failure to achieve a balanced structuring of those services or equal access by all to the recruitment of those services or fair administration in relation to those services” – Article 218 (b).

This programme further ensures improved standards and adherence to practices of good conduct in administering Public Services by:

- Promoting principles and practices of good administration.
- Promoting Client Service Charters for all public services
- Supporting improvement of frontline complaints handling by Public Services.
- Creating awareness of CHRAJ’s role as an ombudsman and the scope of its Administrative Justice function; and
- Enforcing decisions on Administrative Justice investigations

These operations are carried out by the Administrative Justice Department in collaboration with the Public Education Department. Government of Ghana funds the programme. The main source of funding for this programme is GoG.

Comprehensive Staff Segregation Exercise is underway by CHRAJ’s Human Resource Outfit and so all staff fall under General Administration. Currently staff strength of the Commission nationwide is 992.



3. Budget Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Commission measures the performance of this programme. The past data indicates actual performance whilst the projections are the Commission's estimate of future performance.

Main Output	Output Indicator	Past years				Projections			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		Target	Actual Performance	Target	Actual Performance				
Build capacity of MDAs for Grievance Redress & Complaint Handling	Number of MDAs with Client Service Units	50	10	50	10	60	80	120	150
Investigating complaints of Administrative Justice	Number of complaints investigated	600	255	600	285	600	600	600	600
Conduct Public Education on Principles of Good Administrative Justice	Number of Public Education programmes	1,000	530	1,000	1,319	1,000	1,000	1,000	1,000
Strengthen international cooperation with sister Ombudsman Institutions & international bodies { IOI, AOMA, etc }	Number of conferences, workshops and seminars attended	4	3	4	3	5	5	8	8



4. Budget Programme Operations and Projects

The table lists the main Operations and Projects to be undertaken by the programme

Operations	Projects
Ombudsman Services	
Collaborate & consult with Ombudsman Institutions	
Promote Principles & Practices of Good Administration & Conduct in Public Service	
Conduct Public Education on Principles Administrative Justice	
Organize Public Education on Administrative Justice	
Investigate Administrative Justice Complaints Nationwide	
Preparation of various Reports	
Enforce decisions	





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 035 - Commission on Human Rights and Admin. Justice

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
03503 - Administrative Justice	58,100	232,400	232,400	232,400
03503000 - Administrative Justice	58,100	232,400	232,400	232,400
22 - Use of Goods and Services	58,100	232,400	232,400	232,400

BUDGET PROGRAMME SUMMARY

PROGRAMME 4: ANTI-CORRUPTION DEPARTMENT - NATIONAL ANTI-CORRUPTION ACTION PLAN

1. Budget Programme Objectives

Under this mandate, the Commission combats corruption through prevention, Investigation and enforcement, and public education. The Commission does this through its Anti-corruption department. The objectives of the programme include the following.

- To coordinate implementation of National Anti-Corruption Action Plan (NACAP)
- To promote National Integrity and reduce opportunities for corruption
- To investigate complaints and allegations of Corruption and take appropriate action
- To investigate breaches of Code of Conduct and Conflict of Interest rules
- To conduct public education and awareness on anti-corruption
- To monitor and evaluate the implementation of the ten-year NACAP and submit progress reports on implementation.
- To investigate breaches of Code of Conduct and Conflict of Interest rules
- To investigate Whistleblower Disclosures [Complaints] and

2. Budget Programme Description

Following the adoption by Parliament of the National Anti-Corruption Action Plan (NACAP) as the blueprint for fighting corruption in Ghana, the Commission is required to coordinate and monitor the implementation of NACAP, work with stakeholders to improve Ghana's performance on the corruption index, intensify public education and preventative mechanisms under the NACAP to fight corruption.

The National Anti-Corruption Action Plan (NACAP) is Ghana's strategic response to the problem of corruption and adopts a developmental approach to the fight against corruption.

Under the NACAP, The Commission will:

- Coordinate the implementation of the National Anti-Corruption Action Plan (NACAP).
- Monitor the implementation of the National Anti-Corruption Action Plan (NACAP).
- work with other stakeholders to improve Ghana's performance on the corruption index.
- intensify public education on NACAP and corruption.
- assist public offices to strengthen internal mechanisms for preventing and reducing opportunities for corruption, including Whistle blowing reporting mechanisms



- assist Parliament to finalize the Conduct of Public Officers Bill for MPs
- conducts training for public officers, ethics officers and Heads of departments on the Conduct of Public Officers Law
- Assists public offices to develop the internal Code of Conduct for their staff in compliance with the Conduct of Public Officers Law.
- Investigate breaches of the Conduct of Public Officers Law and
- investigate about 100 complaints/allegations of corruption, conflict of interest, breaches of code of conduct, impropriety under the whistleblowers Act

This programme, through its operations, seeks to:

- Enhance public capacity and strengthen systems to combat corruption and promote national integrity by:
- Enhancing transparency, creating awareness of the evils of corruption and the ethos of anti-corruption, and promote and enhance national integrity.
- Empower the public to report corruption and related misconduct more confidently
- Facilitate coordination and cooperation among key governance and accountability institutions, including Parliament.
- Promote international cooperation in the fight against corruption through:
 - Sharing experiences and learning good practices of other countries.
 - Participating in reviews and forums established under the United Nations Convention against Corruption and the Africa Union Convention on Preventing and Combating Corruption.
 - Fulfilling membership obligations to Networks and Associations both in Africa and the world.
 - Providing regular information to the United Nations Organization on Drugs and Crime and other relevant UN Bodies, the Africa Union Advisory Board on Corruption and AU Commission and its relevant establishments as well as ECOWAS and other sub-regional anti-corruption establishments.

Comprehensive Staff Segregation Exercise is underway by CHRAJ's Human Resource Outfit and so all staff fall under General Administration. Currently staff strength of the Commission nationwide is 992.

.



3. Budget Programme Results Statement

The table below indicates the main outputs, its indicators and projections by which the Commission measures the performance of this Programme. The past data indicates actual performance whilst the projections are the Commission's estimates of future performance.

Main Output	Output Indicator	Past Years				Projections			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		Target	Actual	Target	Actual				
Coordinate the implementation of the National Anti-Corruption Action Plan (NACAP);	Number of Implementing Partners reporting implementation of NACAP	400	400	400	400	520	530	550	600
Monitor the implementation of the National Anti-Corruption Action Plan (NACAP);	Annual Progress Report	April 2023	Sept. 2023	April 2024	Sept. 2024	April 2025	-	-	-
Printing and dissemination of materials on NACAP.	Number of copies	2,000	1,000	2,000	1,000	5,000	-	-	-
Conduct public education on NACAP and corruption, and rally the nation around the implementation of the NACAP;	Number of Public Education programmes	1,000	776	1,000	1,486	1,000	-	-	-
Train Ethics and Compliance officers of MDAs/MM DAs	Number trained	100	50	100	50	150	-	-	-



Main Output	Output Indicator	Past Years				Projections			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		Target	Actual	Target	Actual				
Prepare relevant Legislative Instrument for the enforcement of Code of Conduct	LI passed	35%	15%	35%	15%	91%	97%	100%	100%
	Enforcement of Code of Conduct	CoC enforced	CoC enforced	CoC enforced	CoC enforced	CoC enforced	CoC enforced	CoC enforced	CoC enforced
Develop, Print and Disseminate new Code of Conducts for Public Officers under the Conduct of Public Officers Law	Copy of CoC / Number of CoC printed	-	- 50,000 copies printed	-	-	-	-	-	-
Conduct systems examination of public institutions to reduce opportunities for corruption	Number of institutions Examined	2	0	2	2	3	3	3	4



4. Budget Programme Operations and Projects

The tables lists the main Operations and Projects to be undertaken by the programme

Operations		Projects	
Anti-corruption prevention			
Coordinate & monitor the implementation of the National Anti-Corruption Action Plan (NACAP);			
Implement National Integrity Programme			
Investigate Complaints and Allegations of Corruption			
Intensify public education on NACAP and corruption			
Collaborate and Consult with Anti-Corruption Institutions/National & International Cooperation			
Work with other stakeholders to improve Ghana's performance on the corruption index			
Assist Parliament to finalize the Conduct of Public Officers Bill for MPs			



ON-GOING PROJECT

Project Title (With Allocations)	Contract Sum (GHs)	Revised Contract Sum (GHs)	Released To Date (GHs)	Outstanding Commitment (GHs)	Progress Of Work	Percentage of Financial Completion
Reconstruction of Demolished Section of CHRAJ Head Office (Old Parliament House)	17,800,372.50	45,763,392.97	10,138,972.20	35,624,420.70	37%	23%





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 035 - Commission on Human Rights and Admin. Justice

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
03504 - Anti-Corruption	492,776	1,971,104	1,971,104	1,971,104
03504000 - Anti-Corruption	492,776	1,971,104	1,971,104	1,971,104
22 - Use of Goods and Services	492,776	1,971,104	1,971,104	1,971,104



1.6. Appropriation Bill

Summary of Expenditure by Cost Center, Economic Item and Funding

Entity: 035 - Commission on Human Rights and Admin. Justice

Year: 2025 | Currency: Ghana Cedi (GHS)

Full Year Budget

	GoG				IGF				Funds / Others			Donors			Grand Total
	Compensation of employees	Goods and Services	Capex	Total	Compensation of employees	Goods and Services	Capex	Total	Statutory	ABFA	Others	Goods and Services	Capex	Total	
035 - Commission on Human Rights and Admin. Justice	69,436,508	8,682,759	15,987,096	94,106,363											94,106,363
03501 - Human Rights Department	15,198,291	113,666		15,311,957											15,311,957
0350101 - Gen. Admin	15,198,291	113,666		15,311,957											15,311,957
0350101001 - Admin Office	15,198,291	113,666		15,311,957											15,311,957
03502 - Administrative Justice Department		58,100		58,100											58,100
0350201 - Gen Admin		58,100		58,100											58,100
0350201001 - Admin Office		58,100		58,100											58,100
03503 - Anti Corruption Department		492,776		492,776											492,776
0350301 - Gen Admin		492,776		492,776											492,776
0350301001 - Admin Office		492,776		492,776											492,776
03504 - Administration and Finance Department	54,238,217	7,546,697	15,987,096	77,772,010											77,772,010
0350401 - Gen Admin	54,238,217	7,546,697	15,987,096	77,772,010											77,772,010
0350401001 - Admin Office	54,238,217	7,546,697	15,987,096	77,772,010											77,772,010
03505 - Regional Offices		471,520		471,520											471,520
0350501 - Greater Accra Region		38,315		38,315											38,315
0350501001 - Greater Accra Regional Office		38,315		38,315											38,315
0350502 - Volta Region		53,297		53,297											53,297
0350502001 - Volta Regional Office		53,297		53,297											53,297
0350503 - Eastern Region		47,051		47,051											47,051
0350503001 - Eastern Regional Office		47,051		47,051											47,051
0350504 - Central Region		40,511		40,511											40,511
0350504001 - Central Regional Office		40,511		40,511											40,511
0350505 - Western Region		43,576		43,576											43,576
0350505001 - Western Regional Office		43,576		43,576											43,576
0350506 - Ashanti Region		65,976		65,976											65,976
0350506001 - Ashanti Regional Office		65,976		65,976											65,976



1.6. Appropriation Bill

Summary of Expenditure by Cost Center, Economic Item and Funding

Entity: 035 - Commission on Human Rights and Admin. Justice
Year: 2025 | Currency: Ghana Cedi (GHS)
Full Year Budget

	GoG				IGF				Funds / Others			Donors			Grand Total
	Compensation of employees	Goods and Services	Capex	Total	Compensation of employees	Goods and Services	Capex	Total	Statutory	ABFA	Others	Goods and Services	Capex	Total	
0350507 - Brong Ahafo Region		67,129		67,129											67,129
0350507001 - Brong Ahafo Regional Office		67,129		67,129											67,129
0350508 - Northern Region		63,909		63,909											63,909
0350508001 - Northern Regional Office		63,909		63,909											63,909
0350509 - Upper East Region		27,513		27,513											27,513
0350509001 - Upper East Regional Office		27,513		27,513											27,513
0350510 - Upper West Region		24,242		24,242											24,242
0350510001 - Upper West Regional Office		24,242		24,242											24,242

PART C: PUBLIC INVESTMENT PLAN (PIP)

PUBLIC INVESTMENT PLAN (PIP) FOR ON-GOING PROJECTS FOR 2025

MDA: Commission on Human Rights and Administrative Justice

Funding Source: GoG

Budget Ceiling:

15,987,096

			2025
#	Code	Project	
1	0118003	Reconst. of Burnt section of old Parliament house	7,000,000

Note: The difference between the Annual Ceiling and the Total Allocation for Projects for the financial year is earmarked for Non infrastructure Capex. i.e. Vehicles, Computers, Furniture, etc