

# SCIENCE TEACHER ON GOVERNMENT PAYROLL TO EARN SH8M

By Martin Kitubi

While a bachelor's degree in education remains one of the most competitive courses in developed countries, such as Ireland, the reverse is true for Uganda.

In Uganda, top students scramble to enrol for courses, such as engineering, medicine and law, compared to those who seek to pursue a bachelor's degree in education at university. Usually, education is given as a second or third choice among the courses that learners seek to pursue.

However, this is set to change. In a bid to attract top students for a bachelor's degree in education, the Government is set to make teachers among the top earners in public service.

According to the plan, the basic salary for a science teacher on the Government payroll will be sh8m a month, while their counterparts for humanities will take home at least sh7.5m. The plan will also see headteachers and their deputies earn in the range of about sh10m, while senior education officers, who are also classroom teachers, will equally be paid well, at least double their pay.

According to sources, the pay plan for teachers is expected to be implemented over a period of five years.

## COMPARISON WITH CURRENT PAY

Currently, a science headteacher earns sh6.5m up from sh2.3m, while a deputy headteacher (science) earns sh4.5m up from sh1.7m.

For classroom teachers, a senior education officer (science) currently earns sh4.2m up from sh1.7m and an education officer earns sh4m up from sh1m. An assistant education officer (science) now earns sh2.2m up from sh933,000, while a lab technician earns sh2.2m up from between sh795,000 and sh858,000, based on experience. Both of these are diploma holders. A lab assistant (certificate holder) in a secondary school also earns sh550,000 up from sh300,000. This new pay increase was effected three years ago.

The new plan comes at a time when the Government last year proposed to enhance salaries of arts teachers as well, starting with a 25% increment in the 2026/27 financial year.

Currently, a graduate arts teacher at a secondary school earns between sh1.2m and sh1.3m, while a diploma holder earns between sh745,000 and 784,000, based on experience.

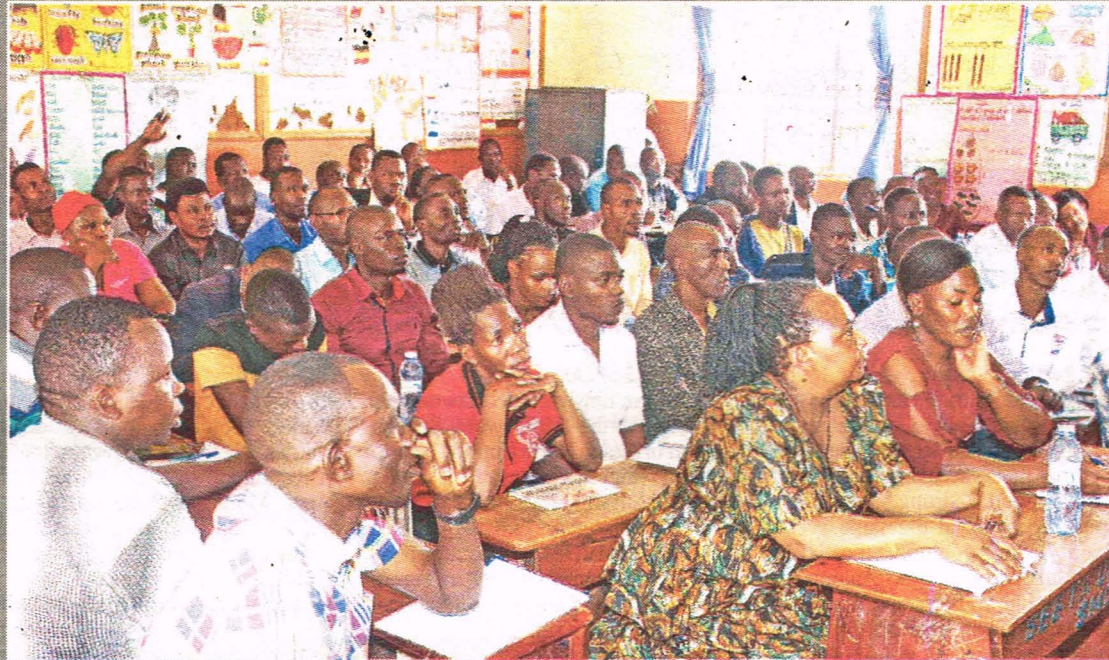
## GOVT SPEAKS OUT

The new pay plan for teachers was confirmed by the Minister for Public Service, Wilson Muluri Mukasa, who said: "As the Government announced before, we have a pay plan for all categories of civil servants. As for teachers, there is a plan to make them one of the best-paid civil servants."

According to the minister, the National Resistance Movement (NRM) government is determined to improve the welfare of public servants as the economy improves.

Just like salaries of science cadres

# TEACHERS TO BE AMONG TOP PAID CIVIL SERVANTS



Teachers from different primary schools in Goma division, Mukono Municipality undergoing a curriculum refresher training. The Government has a plan to enhance their pay

explains why there have been huge investments over the years, including ensuring a pay rise.

With the enhancement, Muyingo tasked teachers with attending to children, delivering lessons and serving the country wholeheartedly.

## TEACHERS REACT

Several teachers have welcomed the plan. George Andama, the retired headteacher for Mvara secondary school in Arua, said: "It should have happened a long time ago. For a long time, we have been attracting second-class students. Once this plan is implemented, education will become highly competitive at university and we will see more top students offering to enrol and become teachers."

Another teacher, who preferred anonymity, said the pay rise will reduce part-timing and eventually curb the growing trend of teacher absenteeism, which hurts the education sector.

## STATISTICS

Last year, the public service ministry unveiled a pay plan, which will cover the remaining 66% of public servants whose salaries have not been enhanced since 2014.

Under the plan, the remaining batch of civil servants will get at least 77% of the pay target, within the next four financial years, starting 2026/2027.

Currently, public service ministry data indicates that the country has about 350,000 civil servants on the payroll, and 34% of these have already had their salaries enhanced. This implies that a total of 231,000 civil servants are set to benefit from the planned salary increase.

Of these, more than half are primary and secondary school headteachers, their deputies, and teachers for humanities. If implemented, this plan will take the country's wage bill to sh10 trillion from the current sh8.5 trillion.

## OTHER ENHANCED CATEGORIES

Besides science teachers, the standardised pay structure also saw several civil servants' pay increased by either 100% or at least 50%.

All vice-chancellors at public universities, judicial officers attained 100% salary enhancement, while university staff, staff at the justice ministry and those at the Directorate of Public Prosecution had a 50% salary enhancement.

The salary for top management and dons at public universities, as well as science and non-science lecturers, was also enhanced.

According to the new salary structure, Vice-Chancellors now earn sh20m up from sh12.2m, while their deputies earn sh17.4m up from sh10.5m.

In addition, both science and non-science professors earn sh15.6m up from sh9.9m, while associate professors earn sh14.8m up from sh9.3m.

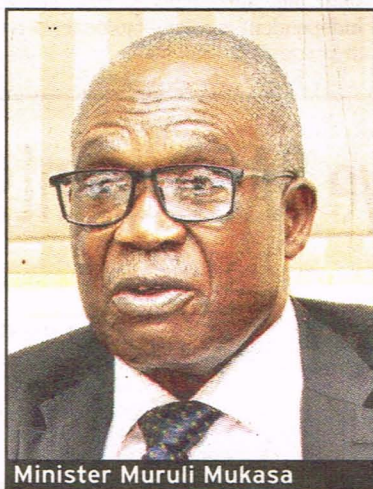
A non-science lecturer earns sh8.2m up from sh7.7m, while assistant lecturers earn sh4.7m up from sh4.3m.

## NUMBER OF BENEFICIARIES

The plan to make teachers among the best paid public servants comes at a time when the Government is discussing the plan to enhance salaries for several cadres of humanities disciplines.

Besides arts teachers, other cadres expected to receive a pay rise include mortuary and cemetery attendants whose salaries will be doubled from sh500,000 to sh1 million a month.

The list also includes plant operators, especially those in charge of government ferries, who will take home about sh1m, as well as radiology technologists whose salary will be enhanced to sh3m from sh2.6m. The other categories that will benefit from the planned salary enhancement for public servants are the non-science assistant commissioners in government ministries and departments, as well as deputy CAOs and the deputy town clerks for districts, municipalities and cities. Under the planned salary enhancement, these local government chiefs will have their salaries raised from sh1.8m to sh6.5m a month come July 1, 2026.



Minister Muruli Mukasa



Minister Muyingo

## BETWEEN THE LINES

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have been enhanced over the years, Mukasa assured the country that all the remaining categories of civil servants will get their share.

The minister made the remarks recently in Mbarara during a sensitisation meeting on the planned Public Service Contributory Pension

scheme. Under the scheme, civil servants will contribute 5%, while the Government will contribute 10% towards their pension. This will be a shift from the current pension scheme, which is 100% funded by government.

The meeting, which was held at Las Vegas Hotel in Mbarara city, was attended by over 100 participants, including chief administrative officers (CAOs) and town clerks, hospital directors and human resource personnel.

In a separate interview, higher education state minister Dr John Chrysostom Muyingo explained that the Government treasures the education sector, saying this