

"STAFF HIRING PROCESS TO BEGIN BY THE END OF THIS YEAR"



Keihangara Seed Secondary School in Ibanda district was built under the Uganda Inter-Governmental Fiscal Transfers (UgIFT) programme. The Government has announced the recruitment process that will benefit 47 seed secondary schools

GOVT TO RECRUIT 1,457 STAFF FOR 47 SEEDS SECONDARY SCHOOLS

By Charles Etukuri

The Government has announced the recruitment process that will see 1,457 teaching and support staff recruited in 47 seed secondary schools across the country.

In a letter dated December 2, 2025, the Ministry of Local Government directed all chief administrative officers to ensure the condition wage provided in the current financial year, 2025/2026, is safeguarded, to facilitate the timely addition of newly recruited staff onto the payroll.

"The Ministry of Education and Sports had earlier requested to recruit staff for 74 seed secondary schools constructed under the Uganda Intergovernmental Fiscal Transfers Programme (UgIFT) from the Ministry of Public Service.

"However, the Ministry of Education and Sports encountered some challenges in deploying the recruited personnel in the second phase of the UgIFT programme due to reported wage shortfalls, mainly because some local governments utilised conditional wage allocations to address other internal shortfalls.

"Accordingly, the Ministry of Education and Sports has now granted clearance to proceed with the recruitment of staff for 47 seed schools in the financial year 2025/2026," the letter, signed by Haji Kaliphan Sewante on behalf

Recruitment process

When contacted yesterday, Haji Muhamed Kaaya, the commissioner in charge of education services at the Education Service Commission (ESC), said they would hold a meeting to fully decide on the recruitment issue.

"We are going to have a full ESC board meeting to decide on all those issues. We have received the submission, it is 47 schools, and the commission is going to sit and work out the modalities of handling that recruitment," Kaaya said.

He revealed that the teacher recruitment process would start before the end of this year.

"You know it is a process that involves advertising, receiving applications, and then holding aptitude tests. We are recruiting 31 teachers and support staff per school for the 47 schools. The Ministry of Education and Sports will determine the recruitment of the remaining schools. Once they visit the school and they are comfortable with the status, they will liaise with the Ministry of Public Service to avail wages, the school is coded, and they then submit to us," Kaaya said.

BETWEEN THE LINES

UgIFT is a World Bank-funded initiative to boost local government service delivery in Uganda in the health, education and water sectors.

of the local government ministry permanent secretary, reads.

"The purpose of this letter is to inform you of the forthcoming recruitment exercise for the 47 seed schools cleared for staffing in the FY2025/2026. Ensure that the condition wage provided in the current financial year is safeguarded to facilitate the

timely addition of newly recruited staff onto the payroll."

UgIFT is a World Bank-funded initiative to boost local government service delivery in Uganda in the health, education and water sectors. In the education sector, several seed schools have been constructed in sub-counties that lacked government-aided secondary schools. This is aimed at improving access to quality education countrywide, particularly in underserved areas.

Patrick Kaboyo, the national secretary of the Federation of Non-State Education Institutions and executive director of the Education Advocacy Network, commended the Government for the recruitment drive.

"The recruitment of the teachers is at the right time because the challenge of unemployment will be addressed," he said.

Kaboyo said the prioritisation in terms of teacher recruitment should largely target teachers who have been in these schools offering services.

"There should be a consideration that should be typical for the Education Service Commission (ESC) in terms of the fitting teachers. Those who have been running some of these schools before they got coded should be given priority. Some have been community schools, now transiting into seed schools, some are newly established seed schools," he said.

Kaboyo noted that ESC should ensure that such



Kaboyo says teachers must ensure to improve credentials

ANNUAL RECRUITMENT PLAN

Besides the seed schools, the Government released its teacher recruitment plan for the 2025/2026 financial year in July, announcing the hiring of 4,000 additional secondary school teachers and support staff for public schools. The recruitment was supposed to start in the first quarter of the financial year (July-September).

The move was aimed at improving the teacher-to-student ratio in government schools and replacing staff who have retired or are due to retire.

While the teacher-to-student ratio in some government-aided secondary schools stands at 1:50, the situation is significantly worse in some rural areas, where a single teacher may be responsible for over 100 students.

Commenting on the annual plan then, Dr Asuman Lukwago, the Education Service Commission (ESC) secretary, said the planned recruitment for this financial year was different from the recruitment exercise for last financial year.

"If you may recall, we have an ongoing recruitment exercise that spilled from the last financial year to this financial year. That exercise is different from the one expected in this financial year which we expect to communicate soon," he said.

According to the recruitment plan released by the ESC, the official agency responsible for hiring teachers in government-aided secondary schools, a total of 1,457 teachers and support staff will be deployed to 47 new seed secondary schools scheduled to become operational this financial year.

Each of these new schools is expected to have 31 staff, including headteachers and their deputies.

The remaining positions will be filled by replacing teachers who have either retired, are set to retire before the end of the financial year, or have been promoted to headteacher or deputy headteacher roles.

Government statistics show that over 1,500 secondary school teachers retire annually upon reaching the mandatory retirement age of 60, while others leave the service for various reasons.

A recent World Bank report found that Uganda needs to recruit at least 360,000 new teachers across all education levels to meet growing demand in the sector. This recommendation was made in the Uganda Human Capital Development and Growth Review, a report conducted jointly by the World Bank and the Government of Uganda.

The report highlights that the country's 3% annual population growth is placing increasing pressure on the education system.

teachers are shortlisted and let the interviews sort them out. "When they are shortlisted and they do those interviews, it will be a motivation that their efforts were not in vain," he said. Kaboyo also said there should be an intentional recruitment that facilitates them to upgrade and go back for further studies and improve their qualifications.