

MINISTRIES AGREE ON ENHANCEMENT FOR OTHER CADRES

By Mary Karugaba and Martin Kitubi

Public servants, including arts teachers whose salaries had not been enhanced, can now smile after the Government allocated funds for their pay rise.

With effect from the next financial year, which starts on July 1, 2026, at least sh750b will be allocated towards enhancing salaries of government workers. The same amount will be allocated for the next three financial years, sources familiar with the development have revealed.

A senior government official at the finance ministry shared that both the finance and public service ministries have agreed on the pay rise to be captured in the next financial year budget.

To start with, graduate arts teachers will have their salary enhanced to sh3.5m a month. In July 2022, the Government significantly increased salaries for science teachers, raising pay for science degree holders from sh1.2m to about sh4m.

However, arts teachers with the same qualifications continued to earn between sh900,000 and sh960,000, creating a gap of over four times, which triggered protests.

"Yes, we have had consultations and as promised, the salaries of government workers will be captured. All the remaining categories of public servants whose salary is yet to be enhanced, will be covered in the planned enhancement," a source told *New Vision*.

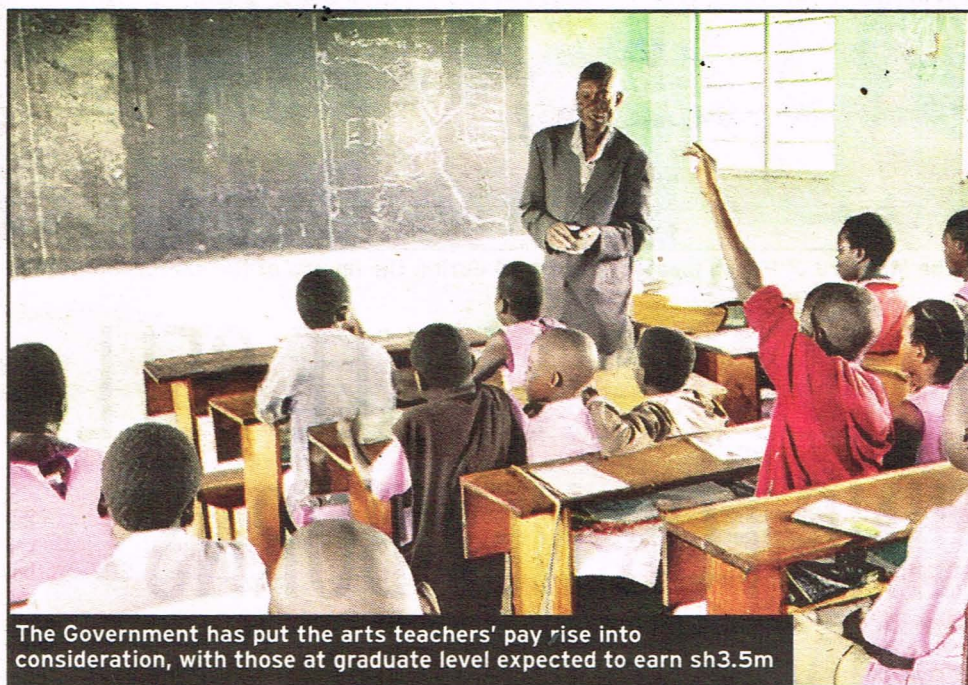
FINANCE, PUBLIC SERVICE SPEAK
Patrick Ocailap, the Deputy Secretary to the Treasury at the finance ministry, confirmed that discussions have been ongoing on the planned salary enhancement. He indicated that the final details will be shared once the next budget circular is issued.

"It's true that there have been discussions on enhancement of salaries. Soon, the public will know how much will be allocated for this activity," he said.

In a separate interview, Catherine Bitarakwate, the public service ministry permanent secretary, said they have had discussions with the finance ministry on salary enhancement, but asked the public to wait for the official communication.

"We are only waiting for the ministry of finance to issue a certificate of financial implications and the Government will communicate officially how much each will get," Bitarakwate said.

GOVT ALLOCATES SH750B FOR ARTS TEACHERS' PAY RISE



The Government has put the arts teachers' pay rise into consideration, with those at graduate level expected to earn sh3.5m

PAY PLAN, BENEFICIARIES

Last year, the public service ministry unveiled a pay plan, which will cover the remaining 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 in 2026/2027.

As part of the next financial year budget, the target public servants including arts teachers, accountants, drivers and secretaries among other cadres, will receive a pay enhancement of at least 25%.

The plan, which aims at harmonising salaries across the board in public service, will see the least civil servant earn sh1.18m a month once the exercise is concluded in four years.

Data from the public service ministry indicates that about 66% of the about 350,000 public servants on the payroll have not had a salary enhancement since 2014.

However, 34% of the



Ocailap of the Treasury



Catherine Bitarakwate

total number of civil

servants (119,000) have already had their salaries enhanced. This implies that the remaining 231,000 civil servants are set to benefit from the planned salary increase.

Of these, more than half are

teachers, headteachers and their deputies in primary schools, as well as arts teachers, headteachers and their deputies in secondary schools.

Should this be implemented, this enhancement will take

the country's wage bill to sh10 trillion. Currently, the Government spends sh8.5 trillion on 'public servants' salaries.

ENHANCED CATEGORIES

Under the standardised pay structure, there are sections of categories that have either earned a 100% salary increment, or at least 50%.

All vice-chancellors in public universities and judicial officers have attained a 100% salary enhancement, while other university staff and staff at the Office of the Directorate of Public Prosecutions have had a 50% salary enhancement.

According to a recent salary structure, public university top management and dons had a significant salary enhancement. In addition, both science and non-science lecturers had their salaries raised.

According to the new salary structure, all vice-chancellors 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.

In addition, science non-teaching staff from the level of a director to an administration assistant, had their salaries also increased. For instance, a science director earns sh10.6m, up from sh9m, while a science assistant administrator earns sh5.7m, up from sh5.3m.

Under the security sector, the Inspector General of Police and the Commissioner General of Prisons had their salaries enhanced too.

According to the new salary structure, both the police and prisons chiefs, who previously earned sh6.8m a month, now earn sh15.4m each, while their deputies who earned sh6.7m previously, now earn sh13.86m a month.

On the other hand, special police constables who are the lowest ranked officers, had their salaries enhanced by sh64,000, to 440,000 a month.

In addition, all commissioners and chief administrative officers

had their salaries enhanced from sh2m to 12.7m.

The Government also enhanced salaries of the Deputy Director Public Prosecutions (DPP), who now earns sh20m, up from sh13.8m. The principal assistant DPP's salary was increased from sh8.7m to sh13.8m, while that of a senior assistant DPP rose to sh12.5m up from sh8m.

Assistant DPPs had their pay enhanced to sh10.5m, up from sh7.8m, chief state attorneys had their pay rise to sh9.8m from sh7.8m, while senior principal state attorneys are now paid sh8.5m, up from sh5.1m.

MEDICAL SECTOR

Under the medical category, all personnel right from the director general health services up to ambulance and laboratory attendants at health facilities, had their salaries enhanced.

For instance, the director general health services now earns sh15.3m, up from sh9m, the executive director of any national referral hospital earns sh14.5m, up from sh8m.

District health officers now earn sh6.5m, up from sh4.6m.

Science directors, but non-medical in a ministry or department, had their salaries enhanced from sh3.6m to sh12.7m, whereas a deputy director science (non-medical) earns sh11.9m, up from sh3.3m.

All scientists at the level of Assistant Inspector General of Police had their salaries enhanced from sh3.3m to sh12.7m, a commissioner science non-medical earns sh10.6m, up from sh3m, while assistant commissioners science earn sh6.5m, up from sh2.7m.

Principal officers science (non-medical) earn sh4.5m, up from sh2.4m, while a senior science officer (non-medical) now earns sh4.2m, up from sh2.3m.

On the other hand, a graduate scientist (non-medical) earns sh4m, up from sh2.3m, while scientists with diplomas (non-medical) earn sh2.2m, up from sh1.2m. The above categories cover scientists including agriculturalists and engineers.

The Government has also enhanced salaries for aviation staff under Soroti Flying School, presidential crew, as well as pilots under the Police

EDUCATION SECTOR OVERVIEW

Under the education sector, the Government recently enhanced salaries of university staff, tutors and principals of technical vocational education and training institutions, as well as science teachers, except science secondary school headteachers and deputies.

STAKEHOLDER'S COMMENT

Hassan Lwabayi Mudiba, the general secretary of the Uganda Local Government Workers' Union, welcomed the increase of pay for arts teachers, but asked government to fulfil its promise this time.

In a letter dated February 9, 2026, addressed to the public service ministry, Mudiba reminded the Government of its previous commitments.

"We remind you of the commitment to enhance salaries for local government workers in the next financial year (2026/2027) as per the previous engagement with government," the letter reads in part.



Lwabayi Mudiba