

AT LEAST 3,000 TO BE RECRUITED ANNUALLY FROM 2026-2031

INSIDE AMBITIOUS GOVT PLAN TO HIRE 33,000 TEACHERS

By Martin Kitubi

For students pursuing a bachelor's degree or a diploma in education, there will be more opportunities during this presidential term than ever before.

As more learners progress to secondary school level, the Government has revised its teacher recruitment plan, raising the numbers to be recruited for every financial year. With effect from this year, the Government will recruit not less than 3,000 secondary school teachers each year, up from about 2,000, for a period of five years.

The recruitment plan obtained from the Education Service Commission shows that 33,968 teachers will be recruited between 2026 and 2031.

Of this total, at least 3,000 will be recruited before the of this financial year 2025/2026, while 3,920 others will be recruited during the next financial year, 2026/2027.

The recruitment plan further indicates that a total of 5,880 will be recruited during 2027/2028 financial year and 8,820 will be recruited in 2028/29.

In the financial year 2029/2030, the country will witness record numbers, with the Government expected to recruit at least 12,348 new teachers that year.

The projections on

recruitment are enshrined in the commission's five-year plan, whose implementation has started.

TARGET CATEGORIES, LOAD

Of the total, priority will be given to science teachers, whose demand has skyrocketed due the number of learners studying science subject combinations, as opposed to arts.

In many top schools, especially traditional schools, most students at A'level are currently pursuing science subject combinations, which has increased the load for science teachers.

The education ministry sets a minimum load of lessons to be taught per week by each teacher.

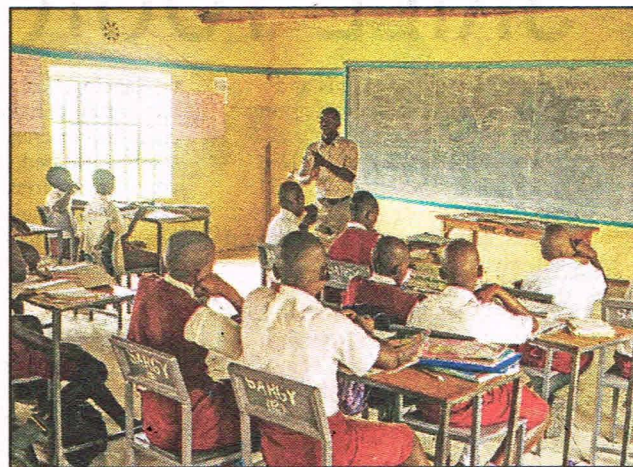
According to the teaching standard by the education ministry, an arts subject teacher at O'level has a minimum teaching load of 24 lessons per week.

However, the standards dictate that teachers of physical education at O'level have a lesser minimum load of 23 lessons a week.

On the other hand, a science teacher at O'level has a minimum teaching load of 22 lessons a week.

At A' level, an arts teacher has a minimum teaching load of 18 lessons a week, whereas their science counterparts have a minimum of 16 lessons.

The standards also dictate that a headteacher, whether science or arts, has a six-lesson load per week, whereas the



Students in a class in eastern Uganda. At least 3,000 teachers will be recruited in the financial year 2025/2026

deputy headteachers have 12 lessons.

GOVT SPEAKS OUT

When *Mwalimu* visited the commission offices recently, the team there was reviewing application forms for the different teaching positions across government schools.

Dr Asuman Lukwago, the secretary of commission, explained that the coming recruitment of staff will be demand driven, focusing more on what the particular schools need.

"The demand for teachers in government secondary schools has increased over the years. As more seed schools are built and as more learners join secondary school, the demand for teachers has gradually increased.

"That is why in our plan, which has also been approved by our mother ministry, [education], we will recruit more teachers for secondary schools than ever recorded. That will begin with this financial year as you have seen in our numbers," he said.

Lukwago added that the recruitment plan is in line with the Government strategy to improve education at the secondary school level.

In a separate interview, Dr John Chrysostom Musingo,

the Minister of State for Higher Education, said the recruitment of teachers is intended to fill the gaps.

"If you noted, the Government has continued to invest heavily in the education sector, with construction of new schools and rehabilitating those that we have. The Government has also invested in curriculum review. All these speak to the demand for teachers," he said.

Musingo added that the Government is determined to make education even better and attract not just Ugandans, but international students to enrol.

WHAT HAS BEEN DONE

Over the last four years, the Government has been recruiting secondary school teachers in a range of 1,000 to 2,000.

According to the commission data, 1,061 new secondary school teachers were recruited in the 2022/2023 financial year, 688 in 2023/2024 and 2,682 others, recruited in 2024/2025.

During the half year of the current financial year, 2025/2026, a total of 2,934 teachers have been recruited, a number expected to hit at least 3,244 with the ongoing teacher recruitment for the 10 seed secondary schools that were advertised in December 2025. Seed secondary schools,

whose recruitment exercise is underway, include Adea Seed Secondary School in Abim district, Lokori Seed Secondary School in Karenga district, Bikurungu Seed Secondary School in Rukungiri and Lugusulu Seed Secondary School in Sembabule.

The other beneficiary seed schools include Okore Seed School, Getom Seed Secondary School, Akoboi Seed Secondary School and Okulonyo Seed Secondary School, all in Katakwi district, as well as Obuket Seed Secondary School and Kaukura Seed Secondary School, both in Pallisa district.

Each of these new seed secondary schools is expected to have a total of 31 teaching and support staff, with the headteachers and their deputies inclusive.

EXISTING GAPS

Although the Government has for over the years recruited new staff to fill existing gaps, government data shows that there are 45% unfilled vacancies across the public service, majority of whom are teachers.

Of the 295,361 staffing gaps across the public service, 92,196 slots are for primary school teachers, while 33,055 others are teachers and tutors at secondary schools and other tertiary institutions.

The statistics on the staff gaps in government ministries, departments and agencies is enshrined in the 2023 report on the *State of Human Resource in the Public Service* developed by the public service ministry.

Aaron Mugaiga, the secretary general of the Uganda Professional Science Teachers' Union, explained that the number of science teachers is small, and yet they account for most of the compulsory subjects at O'level.

The increase in the number of science students at A'level has worsened the situation.

"We need to recruit science teachers. Many of our colleagues are overloaded," he said.