

APPROVED

The approved pay structure indicated that a headteacher at a government primary school will earn sh1.5m a month, up from sh980,000, while a deputy headteacher will have their salaries enhanced from sh773,000 to sh1.3m, writes **Martin Kitubi.**

NEW SALARY STRUCTURE FOR ARTS TEACHERS OUT

Number of beneficiaries	
Secondary school	
Headteachers and principals	1,097
Deputy headteachers and deputy principals	1,057
Classroom teachers and tutors	21,975
Primary school	
Headteachers (U4)	8,226
Deputy headteacher (U5)	6,978
Senior Education Assistants (U6)	11,293
Education Assistants (U7)	105,781

Proposed salaries for arts teachers (primary and secondary)		
CATEGORY	CURRENT SALARY	NEW SALARY
Secondary school		
Headteacher and Principals	sh2.2m-2.3m	sh3.5m
Deputies	sh1.6m-1.7m	sh2.1m
Education Officers	sh960,000-sh1m	sh1.5m
Diploma	sh700,000	sh1.3m
Primary school		
Headteachers	sh777,000-980,000	sh1.5m
Deputy headteacher	sh662,000-773,000	sh1.3m
Senior education assistants	sh602,000-613,000	sh727,000
Education assistants	sh449,000-605,000	sh700,000



PS Bitarakwate



Hasadu Kirabira

service ministry, Catherine Bitarakwate Musingwiire, said the enhancement of salaries for teachers with humanities qualifications was captured in the National Development Plan (NDP) IV, whose implementation started this current financial year.

"We thank the Government for providing funds to implement this salary enhancement. As we communicated last year, government adopted a phased approach for salary enhancement. Next financial year, the arts teachers will

BETWEEN THE LINES

At secondary school level, a headteacher with an arts degree, as well as a principal of a certificate awarding institute, will have their salaries enhanced from sh2.3m to sh3.5m a month.

benefit from the pay rise," she said.

SCIENCE TEACHERS

The new salary structure for

arts teachers, officials said, is a key step toward the expected salary parity between them and their science counterparts.

The Government has already enhanced salaries for science teachers from the level of headteacher and principal, to the level of a laboratory assistant. A science headteacher at a secondary school and a science principal at a certificate awarding technical institute earn sh6.5m up from sh2.3m and sh2.8m respectively.

In addition, a deputy headteacher of science and a deputy principal of science earn sh4.5m a month, up from about sh1.7m.

According to the public service salary structure, a senior education science teacher now earns sh4.2m up from sh1.7m, while an education officer earns sh4m up from sh1m.

These two categories are graduates, but the difference is that a senior education officer is more experienced and sometimes has additional academic qualifications compared to an education officer. On the other hand, an assistant education officer in science, who is a diploma holder, now earns sh2.2m up from sh933,000, while a laboratory technician earns sh2.2m up from between sh795,000 and sh858,000.

In addition, a lab assistant in a secondary school now earns sh550,000 up from sh300,000. These are certificate holders.

Under the Technical and Vocational Education and Training (TVET) sub-sector, a Principal of a Diploma Awarding Institution earns sh10.6m up from sh2.9m.

A head of a technical school, farm school and principal lecturers earn sh4.5m up from sh2.5m, a senior tutor, lecturer or instructor earns sh4.2m up from sh1.7m.

A tutor, lecturer or instructor earns sh4m up from sh1.2m, and a diploma tutor or instructor earns sh2.2m up from sh1m.

wage bill is expected to hit over sh9 trillion in the next financial year, up from sh8.5 trillion spent this year.

BENEFICIARIES

According to government data, a total of 156,407 primary and secondary school teachers, as well as principals and tutors at technical institutions, who teach arts-related subjects, will benefit from the pay rise.

Out of 156,407 arts teachers lined up for salary enhancement, 24,129 are at secondary school and technical institute level, while 132,278 are primary school teachers, headteachers and their deputies.

At secondary schools and TVET institutions, the list includes 1,097 headteachers and principals under U1E salary structure, 1,057 deputy headteachers and deputy principals under U2 salary scale, as well as 21,975 classroom teachers and tutors from the salary scale U5 to U4. At the primary school level,

a total of 8,226 headteachers under the U4 salary scale and 6,978 deputy headteachers under U5 will receive a pay rise come next financial year.

In addition, a total of 11,293 senior education assistants under U6, as well as 105,781 education assistants under U7 scale, will also get a salary enhancement.

Both of these categories are classroom teachers, but the difference is experience and additional academic qualifications.

GOVT TAKE

The state minister for higher education, Dr John Chrysestom Musingo, said the planned enhancement of salaries for arts teachers is evidence that the Government fulfils its promises. "My humble request to these teachers is that they should work with one heart. They should groom and nurture these young people in our school," Musingo said.

On her part, the permanent secretary of the public

EXPERT VIEW

A section of private school proprietors argues that the enhancement of salaries for teachers at government schools will disrupt the operations of private schools.

Although the enhancement of salaries is a good practice, Hasadu Kirabira, the national chairperson of the National Private Education Institutions Association (NPEIA), said it will unsettle teachers at private schools.

Several teachers in private schools are running to join government schools after the salaries of science teachers were enhanced. Now, this too will unsettle them," he said.

Kirabira proposed that the government introduce a scheme to top up the salaries of teachers in private schools to match with that in government schools.

"As private schools, the tax burden alone does not allow the freedom to enhance salaries as the Government does. Just a handful of schools are able to pay like the government. We therefore call upon the government to assist us since we are teaching Ugandan children," he said.

It has been over a decade since a primary school teacher in a government school had a pay rise. Some of the teachers at this level either opted for early retirement or resorted to multiple loans from different financial institutions to survive.

Many who could not service their loans had to forfeit their salary and property or face jail.

However, with effect from July 1, 2026, primary school teachers are among the humanities teachers who will get a pay rise.

According to the approved new pay structure seen by *New Vision*, the lowest earning primary school teacher, known as an education assistant, will get sh700,000 as the starting salary, up from sh449,000.

In addition, a senior education assistant, who is a mid-level classroom teacher at a primary school, will earn sh727,000, up from sh602,000 as the starting salary.

The proposed pay structure indicated that a headteacher at a government primary school will earn sh1.5m a month, up from sh980,000, while a deputy headteacher will have their salaries enhanced from sh773,000 to sh1.3m.

At secondary school level, a headteacher with an arts degree, as well as a principal of a certificate awarding institute, with a similar background, will have their salaries enhanced from sh2.3m to sh3.5m a month.

Deputy headteacher and deputy principals with arts degrees will earn sh2.1m up from sh1.7m, while a graduate classroom teacher will earn sh1.5m, up from sh960,000.

A diploma holder teacher in arts humanities will earn sh1.3m up from sh700,000.

The pay rise seen by *New Vision* is part of the phased pay plan the Government adopted to raise teachers' salaries.

With the planned salary enhancement, the Government