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THE REPUBLIC OF UGANDA

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01<sup>st</sup> July 2019

## CIRCULAR STANDING INSTRUCTION NO. 4 OF 2019 SALARY STRUCTURE FOR FINANCIAL YEAR 2019/2020

### 1.0 Introduction

- 1.1. A wage bill of **UShs. 4,692.16 Billion** has been allocated for Financial Year 2019/2020. This provides an increase from the previous Financial Year (FY 2018/19) wage bill of UGX. 4,244.43 Billion (Including Supplementary Wage). The Public Sector wage bill in FY 2019/20 therefore accounts for 25.5% of the Local Revenue projections for FY 2019/20 of UGX. 18,375.5 Billion.
- 1.2. The wage allocation for FY 2019/2020 has been based on:-
  - a) Staff in post as at 30<sup>th</sup> June, 2019;
  - b) Supplementary funds provided for the wage bill in FY 2018/2019;
  - c) Cleared recruitments for FY 2018/2019 by the Ministry of Public Service;
  - d) Salary Enhancement under phase two in FY 2019/2020 for employee categories listed under sub-paragraph 2.2 of this Circular; and
  - e) Planned recruitment of staff for:
    - i. Upgrading Health Centre IIs to Health Centre IIIs;
    - ii. Operationalizing seed Schools under the Inter- Governmental Fiscal Transfers Program for Schools;
    - iii. Supporting Agro Industrialization (support to value addition) under Ministry of Agriculture, Animal Industry and Fisheries;
    - iv. Implementing Centres of Excellence under the Ministry of Education and Sports;
    - v. Operationalizing the Leadership Code Tribunal under the Directorate of Ethics and Integrity;

**Mission:** To provide human resource policies, management systems and structures that facilitate efficient and effective public service performance for national development and improved quality of life in Uganda

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- vi. Additional recruitment for BTVET Institutions;
- vii. Recruitment of technical staff to operationalize seven (7) newly created Local Governments effective July, 2019; and
- viii. Supporting new recruitments for Uganda National Bureau of Standards, Kabale University, Soroti University and Muni University.

## **2.0 Salary Enhancement for Public Officers**

- 2.1 Government remains committed to a phased approach to pay enhancement in accordance with the Pay Policy Principles and targets approved by Cabinet in 2017.
- 2.2. Accordingly, funds have been provided in FY 2019/20 for pay enhancement under Phase 2 covering the following Public Officers/ Sectors:-
  - a) District Health Officers;
  - b) Assistant District Health Officers;
  - c) Specialist Medical Officers/ Dental Surgeons/ Pharmacists in Salary Scale U2;
  - d) Consultants/ Senior Consultants/ Directors of Hospitals;
  - e) Health Professionals at the level of Assistant Commissioners/ Commissioners/ Directors/ Director General Health Services;
  - f) Legal Professionals in the Office of the Directorate of Public Prosecution;
  - g) Legal Professionals in the Ministry of Justice and Constitutional Affairs;
  - h) Justices, Judges and Judicial Officers; and
  - i) Education Sector.
- 2.3. The funds provided for pay enhancement under phase 2 for the Education Sector for FY 2019/20 have not been distributed in view of the ongoing discussions between the Public Service Labour Unions and Government.
- 2.4. The ongoing discussions between the Public Service Labour Unions and Government are in accordance with the Public Service (Negotiating, Consultative and Disputes Settlement Machinery) Act 2008 and covers all employee groups whose salaries have not been enhanced.





- 2.5. The Ministry will issue an addendum to this Salary Structure covering any further enhancement to the employee categories after additional funds have been identified.

### **3.0 Hardship and Lunch Allowance**

- 3.1. Hardship Allowance has been maintained at the rate of 30% of the salary of FY 2017/18.
- 3.2. Lunch Allowance paid through the payroll for Health Workers has been maintained at the rate of FY 2017/18.

### **4.0 Implementation of this Circular**

- 4.1. The effective date for implementation of this Circular is **1<sup>st</sup> July 2019**.
- 4.2. The purpose of this Circular Standing Instruction is to bring to the attention of Responsible Officers and the Service in general the Salary Structure for FY 2019/2020 for implementation.
- 4.3. The Circular and relevant Schedules can be accessed on the Ministry of Public Service website: [www.publicservice.go.ug](http://www.publicservice.go.ug)

### **5.0 Attached Schedules**

- 5.1. The following schedules are attached:

SCHEDULE 1	Salary Structure for Political Leaders
SCHEDULE 2	General Salary Structure for Public Servants
SCHEDULE 3	Salary Structure for Primary School Teachers
SCHEDULE 4-A	Salary Structure for Post Primary Teachers - (Secondary School Teachers)
SCHEDULE 4-B	Salary Structure for BTVET and Teacher Training Institutions
SCHEDULE 5	Salary Structure for Police and Prisons staff in U6, U7 & U8
SCHEDULE 6	Salary Structure for Medical Workers
SCHEDULE 7-A	Salary Structure for Judicial Officers under Courts of Judicature

SCHEDULE 7-B	Salary Structure for Legal Professionals (Ministry of Justice and Constitutional Affairs and Office of the Directorate of Public Prosecutions)
SCHEDULE 8	Salary Structure for Local Government Political Leaders
SCHEDULE 9-A	Salary Structure for Specified Officers (Offices in the Public Service)
SCHEDULE 9-B	Salary Structure for Specified Officers (National Service Commissions)
SCHEDULE 10A	Salary Structure for Aviation (Presidential Crew)
SCHEDULE 10B	Salary Structure for Aviation (Other than Presidential Crew)
SCHEDULE 11	Salary Structure for District Service Commission Chairpersons
SCHEDULE 12	Salary Structure for Public Universities



✓ Catherine Bitarakwate Musingwiire (Mrs.)

**PERMANENT SECRETARY**

**DISTRIBUTION "B"**

**SCHEDULE 1**

**SALARY STRUCTURE FOR POLITICAL LEADERS FOR FINANCIAL YEAR 2018/2019**

DESIGNATION	FY 2018/2019		FY 2019/2020	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
Senior Presidential Advisor	2,382,082	28,584,986	2,382,082	28,584,986
Assistant Senior Presidential Advisor	2,370,616	28,447,394	2,370,616	28,447,394
Presidential Advisor	2,370,616	28,447,394	2,370,616	28,447,394
Special Presidential Envoy	2,362,012	28,344,145	2,362,012	28,344,145
Special Presidential Assistant	2,350,546	28,206,553	2,350,546	28,206,553
Presidential Assistant	2,350,546	28,206,553	2,350,546	28,206,553
Deputy Special Presidential Assistant	2,321,873	27,862,476	2,321,873	27,862,476
Resident District Commissioner	2,293,200	27,518,400	2,293,200	27,518,400
Deputy Resident District Commissioner	1,282,369	15,388,427	1,282,369	15,388,427
Assistant Resident District Commissioner	817,216	9,806,595	817,216	9,806,595

*Source: Ministry of Public Service (2019)*





**SCHEDULE 2**

**SALARY STRUCTURE FOR THE PUBLIC SERVICE (GENERAL) FINANCIAL YEAR 2019/2020**

DESIGNATION	SALARY SCALE	FY 2018/2019		FY 2019/2020	
		MONTHLY	ANNUALLY	MONTHLY	ANNUALLY
Head of the Public Service	U1S	17,600,000	211,200,000	17,600,000	211,200,000
Deputy Head of the Public Service	U1S	16,400,000	196,800,000	16,400,000	196,800,000
Permanent Secretary	U1S	15,400,000	184,800,000	15,400,000	184,800,000
Deputy Secretary to Treasury	U1SE	3,419,578	41,034,935	13,860,000	166,320,000
Accountant General	U1SE	3,419,578	41,034,935	13,860,000	166,320,000
Deputy Secretary-Public Service Commission	U1SE	3,419,578	41,034,935	13,860,000	166,320,000
Internal Auditor General	U1SE	3,419,578	41,034,935	13,860,000	166,320,000
Director (Non Science)	U1SE	2,369,300	28,431,605	2,369,300	28,431,605
Chief Administrative Officer	U1SE	2,369,300	28,431,605	2,369,300	28,431,605
Assistant Inspector General of Police	U1SE	2,369,300	28,431,605	2,369,300	28,431,605
Deputy Director	U1SE	2,081,031	24,972,374	2,081,031	24,972,374
Senior Commissioner of Police	U1SE	2,081,031	24,972,374	2,081,031	24,972,374
Commissioner/Under Secretary	U1SE	1,859,451	22,313,410	1,859,451	22,313,410
Foreign Service Officer (GR.1)	U1SE	1,859,451	22,313,410	1,859,451	22,313,410
Deputy Commissioner	U1SE	1,800,687	21,608,248	1,800,687	21,608,248
Director (SC)	U1SE	3,600,000	43,200,000	3,600,000	43,200,000
Deputy Director (SC)	U1SE	3,300,000	39,600,000	3,300,000	39,600,000
Assistant Inspector General of Police (SC)	U1SE	3,300,000	39,600,000	3,300,000	39,600,000
Commissioner (SC)	U1SE	3,050,000	36,600,000	3,050,000	36,600,000
Deputy Commissioner (SC)	U1SE	2,700,000	32,400,000	2,700,000	32,400,000
Assistant Commissioner (Scientist)	U1E (SC)	2,700,000	32,400,000	2,700,000	32,400,000
		2,700,000	32,400,000	2,700,000	32,400,000
		2,700,000	32,400,000	2,700,000	32,400,000
		2,700,000	32,400,000	2,700,000	32,400,000
Assistant Commissioner (Professional Cadre)	U1E(Upper)	1,728,007	20,736,080	1,728,007	20,736,080
		1,710,004	20,520,047	1,710,004	20,520,047
		1,690,781	20,289,366	1,690,781	20,289,366
		1,669,621	20,035,447	1,669,621	20,035,447
Assistant Commissioner (Administrative Cadre)	U1E(Lower)	1,690,781	20,289,366	1,690,781	20,289,366
		1,669,621	20,035,447	1,669,621	20,035,447
		1,645,733	19,748,796	1,645,733	19,748,796
		1,624,934	19,499,212	1,624,934	19,499,212
Principal Officer (Scientist other than Medical Personnel)	U2 (SC)	2,400,000	28,800,000	2,400,000	28,800,000
		2,400,000	28,800,000	2,400,000	28,800,000
		2,400,000	28,800,000	2,400,000	28,800,000
		2,400,000	28,800,000	2,400,000	28,800,000
		2,400,000	28,800,000	2,400,000	28,800,000
		2,400,000	28,800,000	2,400,000	28,800,000
		2,400,000	28,800,000	2,400,000	28,800,000
		2,400,000	28,800,000	2,400,000	28,800,000
		2,400,000	28,800,000	2,400,000	28,800,000
		2,400,000	28,800,000	2,400,000	28,800,000
Principal Officer (Professional Cadre)	U2 (Upper)	1,527,241	18,326,898	1,527,241	18,326,898
		1,510,753	18,129,038	1,510,753	18,129,038
		1,494,471	17,933,654	1,494,471	17,933,654
		1,478,401	17,740,809	1,478,401	17,740,809
		1,353,136	16,237,636	1,353,136	16,237,636
		1,337,524	16,050,285	1,337,524	16,050,285
		1,322,109	15,865,305	1,322,109	15,865,305
		1,306,898	15,682,780	1,306,898	15,682,780

		1,291,880	15,502,566	1,291,880	15,502,566
		1,282,315	15,387,776	1,282,315	15,387,776
Principal Officer (Administrative Cadre)	U2 (Lower)	1,291,880	15,502,566	1,291,880	15,502,566
		1,282,315	15,387,776	1,282,315	15,387,776
		1,259,083	15,108,997	1,259,083	15,108,997
		1,235,852	14,830,220	1,235,852	14,830,220
		1,212,620	14,551,442	1,212,620	14,551,442
		1,201,688	14,420,253	1,201,688	14,420,253
Senior Officer (Scientist other than Medical Personnel)	U3 (SC)	2,300,000	27,600,000	2,300,000	27,600,000
		2,300,000	27,600,000	2,300,000	27,600,000
		2,300,000	27,600,000	2,300,000	27,600,000
		2,300,000	27,600,000	2,300,000	27,600,000
		2,300,000	27,600,000	2,300,000	27,600,000
		2,300,000	27,600,000	2,300,000	27,600,000
		2,300,000	27,600,000	2,300,000	27,600,000
		2,300,000	27,600,000	2,300,000	27,600,000
		2,300,000	27,600,000	2,300,000	27,600,000
		2,300,000	27,600,000	2,300,000	27,600,000
		2,300,000	27,600,000	2,300,000	27,600,000
		2,300,000	27,600,000	2,300,000	27,600,000
Senior Officer (Professional Cadre)	U3 (Upper)	1,131,209	13,574,506	1,131,209	13,574,506
		1,115,688	13,388,259	1,115,688	13,388,259
		1,100,402	13,204,820	1,100,402	13,204,820
		1,085,341	13,024,088	1,085,341	13,024,088
		1,070,502	12,846,019	1,070,502	12,846,019
		1,046,396	12,556,747	1,046,396	12,556,747
		1,032,132	12,385,590	1,032,132	12,385,590
		1,018,077	12,216,921	1,018,077	12,216,921
		1,004,232	12,050,785	1,004,232	12,050,785
		990,589	11,887,064	990,589	11,887,064
		979,805	11,757,656	979,805	11,757,656
Senior Officer (Administrative Cadre)	U3 (Lower)	990,589	11,887,064	990,589	11,887,064
		979,805	11,757,656	979,805	11,757,656
		943,991	11,327,886	943,991	11,327,886
		933,461	11,201,534	933,461	11,201,534
		923,054	11,076,652	923,054	11,076,652
		912,771	10,953,253	912,771	10,953,253
		902,612	10,831,339	902,612	10,831,339
Scientist ( Scientist other than Medical Personnel)	U4 (SC)	2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
Graduate (Professional Cadre)	U4 (Upper)	940,366	11,284,391	940,366	11,284,391
		934,922	11,219,067	934,922	11,219,067
		926,247	11,114,966	926,247	11,114,966
		909,243	10,910,922	909,243	10,910,922
		892,574	10,710,883	892,574	10,710,883
		876,222	10,514,668	876,222	10,514,668
		846,042	10,152,499	846,042	10,152,499
		834,959	10,019,506	834,959	10,019,506
		808,135	9,697,623	808,135	9,697,623
		799,323	9,591,877	799,323	9,591,877
		798,667	9,584,002	798,667	9,584,002



Graduate (Administrative Cadre)	U4 (Lower)	798,535	9,582,418	798,535	9,582,418
		794,074	9,528,883	794,074	9,528,883
		780,193	9,362,321	780,193	9,362,321
		766,589	9,199,064	766,589	9,199,064
		744,866	8,938,393	744,866	8,938,393
		723,868	8,686,418	723,868	8,686,418
		700,306	8,403,677	700,306	8,403,677
		672,792	8,073,508	672,792	8,073,508
		644,785	7,737,415	644,785	7,737,415
		623,063	7,476,759	623,063	7,476,759
Scientist ( Scientist other than Medical Personnel in	U5 (SC)	601,341	7,216,087	601,341	7,216,087
		1,200,000	14,400,000	1,200,000	14,400,000
		1,200,000	14,400,000	1,200,000	14,400,000
		1,200,000	14,400,000	1,200,000	14,400,000
		1,200,000	14,400,000	1,200,000	14,400,000
		1,200,000	14,400,000	1,200,000	14,400,000
		1,200,000	14,400,000	1,200,000	14,400,000
		1,200,000	14,400,000	1,200,000	14,400,000
		1,200,000	14,400,000	1,200,000	14,400,000
		1,200,000	14,400,000	1,200,000	14,400,000
		1,200,000	14,400,000	1,200,000	14,400,000
		1,200,000	14,400,000	1,200,000	14,400,000
		1,200,000	14,400,000	1,200,000	14,400,000
		1,200,000	14,400,000	1,200,000	14,400,000
		1,200,000	14,400,000	1,200,000	14,400,000
Non Graduate Other Technical Cadre	U5 (Upper)	1,200,000	14,400,000	1,200,000	14,400,000
		598,822	7,185,869	598,822	7,185,869
		588,801	7,065,609	588,801	7,065,609
		578,981	6,947,770	578,981	6,947,770
		569,350	6,832,200	569,350	6,832,200
		555,564	6,666,765	555,564	6,666,765
		546,392	6,556,709	546,392	6,556,709
		537,405	6,448,861	537,405	6,448,861
		528,588	6,343,054	528,588	6,343,054
		519,948	6,239,380	519,948	6,239,380
		511,479	6,137,746	511,479	6,137,746
		503,172	6,038,062	503,172	6,038,062
		495,032	5,940,388	495,032	5,940,388
		487,124	5,845,486	487,124	5,845,486
		479,759	5,757,103	479,759	5,757,103
Promotional level for Analogous Staff	U5 (Lower)	472,079	5,664,943	472,079	5,664,943
		463,264	5,559,166	463,264	5,559,166
		462,852	5,554,224	462,852	5,554,224
		456,394	5,476,723	456,394	5,476,723
		455,804	5,469,647	455,804	5,469,647
		447,080	5,364,965	447,080	5,364,965
Promotional level for Analogous Staff	U6 (Upper)	436,677	5,240,129	436,677	5,240,129
		434,273	5,211,274	434,273	5,211,274
		430,025	5,160,296	430,025	5,160,296
		426,265	5,115,178	426,265	5,115,178
		425,074	5,100,888	425,074	5,100,888
		424,253	5,091,041	424,253	5,091,041
Promotional level for Analogous Staff	U6(Lower)	416,617	4,999,405	416,617	4,999,405
		424,253	5,091,041	424,253	5,091,041
		416,617	4,999,405	416,617	4,999,405
		408,981	4,907,770	408,981	4,907,770
		401,497	4,817,968	401,497	4,817,968
		394,159	4,729,911	394,159	4,729,911
		386,972	4,643,667	386,972	4,643,667



Entry Level for Analogous Cadre	U7 (Upper)	377,781	4,533,367	377,781	4,533,367
		369,419	4,433,032	369,419	4,433,032
		361,867	4,342,398	361,867	4,342,398
		354,493	4,253,921	354,493	4,253,921
		347,302	4,167,628	347,302	4,167,628
		340,282	4,083,386	340,282	4,083,386
		333,444	4,001,333	333,444	4,001,333
		326,765	3,921,175	326,765	3,921,175
		321,527	3,858,326	321,527	3,858,326
		316,393	3,796,711	316,393	3,796,711
Entry Level for Analogous Cadres without Additional Training	U7 (Lower)	289,361	3,472,334	289,361	3,472,334
		284,417	3,413,000	284,417	3,413,000
		283,913	3,406,954	283,913	3,406,954
		276,989	3,323,869	276,989	3,323,869
		268,143	3,217,718	268,143	3,217,718
Support Staff with UCE and Additional Requirements	U8 (Upper)	237,069	2,844,832	237,069	2,844,832
		232,657	2,791,889	232,657	2,791,889
		228,316	2,739,788	228,316	2,739,788
		224,066	2,688,790	224,066	2,688,790
		219,909	2,638,903	219,909	2,638,903
		215,821	2,589,858	215,821	2,589,858
		213,832	2,565,980	213,832	2,565,980
		209,859	2,518,307	209,859	2,518,307
Entry Point for Support Staff with UCE	U8 (Lower)	213,832	2,565,981	213,832	2,565,981
		209,859	2,518,308	209,859	2,518,308
		205,978	2,471,734	205,978	2,471,734
		202,166	2,425,992	202,166	2,425,992
		198,427	2,381,119	198,427	2,381,119
		194,767	2,337,207	194,767	2,337,207
		191,180	2,294,157	191,180	2,294,157
		187,660	2,251,924	187,660	2,251,924

Source: Ministry of Public Service (2019)

