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THE REPUBLIC OF UGANDA

MINISTRY OF PUBLIC SERVICE  
PLOT 12 NAKASERO HILL ROAD  
P.O. BOX 7003  
KAMPALA  
UGANDA

In any correspondence on  
this subject please quote no. **PMD 80/80/01**

**24<sup>th</sup> September 2019**

The Permanent Secretary/ Ministry of Education and Sports  
The Permanent Secretary/ Secretary to Judiciary  
All Vice Chancellors of Public Universities  
All Chief Administrative Officers  
All Municipal Town Clerks

**ADDENDUM TO CIRCULAR STANDING INSTRUCTION NO. 4 OF 2019  
SUPPLEMENTARY SALARY STRUCTURE FOR FY 2019/2020**

Government allocated additional UGX. 158.71Bn for enhancement of salaries of employees in the Education Sector and the Judiciary for FY 2019/20 as follows:

1. UGX. 135Bn for teaching staff in the Education Sector other than in Public Universities;
2. UGX. 15Bn for Teaching and Non Teaching Staff of Public Universities; and
3. UGX. 8.71Bn for Justices, Judges and Judicial Officers under the Judiciary.

This Ministry, in consultation with the Ministries of Finance, Planning and Economic Development and Education and Sports, Judicial Service Commission, Vice Chancellors of Public Universities and the relevant Public Service Labour Unions completed the allocation of the funds.

This is to communicate amendments to schedules 3; 4A; 4B; 7A; 9A and 12 for implementation in October, 2019. The revised salary takes effect from July, 2019.

*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*

By a copy of this letter, the Permanent Secretary and Secretary to Treasury is informed and requested to release the required funds under Quarter two cash limits to enable you pay the revised salary effective October, 2019 together with the arrears of the difference between the new salary and the salary that was paid in Quarter one of FY 2019/20.

The revised Schedules 3; 4A; 4B; 7A; 9A and 12 are attached.



Catherine Bitarakwate Musingwiire (Mrs.)

**PERMANENT SECRETARY**

- Copy :**
- : The Rt. Hon. Prime Minister
  - : The Rt. Hon. 1<sup>st</sup> Deputy Prime Minister
  - : Hon. Chief Justice
  - : The First Lady and Hon Minister of Education and Sports
  - : The Hon. Minister of Public Service
  - : The Hon. Minister of Finance, Planning and Economic Development
  - : The Hon. Minister of Justice and Constitutional Affairs
  - : The Permanent Secretary and Secretary to Treasury
  - : The Permanent Secretary/ Ministry of Local Government



### SCHEDULE 3

#### SALARY STRUCTURE FOR PRIMARY SCHOOL TEACHERS FOR FY 2019/2020

Salary Scale	FY 2018/2019		FY 2019/2020		Revised FY 2019/2020	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL
	919,222	11,030,658	919,222	11,030,658	980,211	11,762,526
	914,088	10,969,057	914,088	10,969,057	975,077	11,700,925
	897,222	10,766,669	897,222	10,766,669	958,211	11,498,537
	881,581	10,578,977	881,581	10,578,977	942,570	11,310,845
	856,596	10,279,152	856,596	10,279,152	917,585	11,011,020
	832,448	9,989,381	832,448	9,989,381	893,437	10,721,249
	805,352	9,664,229	805,352	9,664,229	866,341	10,396,097
	773,711	9,284,535	773,711	9,284,535	834,700	10,016,403
	741,502	8,898,027	741,502	8,898,027	802,491	9,629,895
<b>Entry point for Head Teacher (U4)</b>	716,523	8,598,272	716,523	8,598,272	777,512	9,330,140
	703,781	8,445,376	703,781	8,445,376	-	-
	700,146	8,401,750	700,146	8,401,750	773,952	9,287,422
	694,371	8,332,450	694,371	8,332,450	768,177	9,218,122
	683,078	8,196,935	683,078	8,196,935	756,884	9,082,607
	677,752	8,133,030	677,752	8,133,030	751,558	9,018,702
	673,398	8,080,780	673,398	8,080,780	747,204	8,966,452
	664,016	7,968,190	664,016	7,968,190	737,822	8,853,862
	662,851	7,954,215	662,851	7,954,215	736,657	8,839,887
	653,876	7,846,512	653,876	7,846,512	727,682	8,732,184
	643,941	7,727,286	643,941	7,727,286	717,747	8,612,958
	634,201	7,610,408	634,201	7,610,408	708,007	8,496,080
	624,648	7,495,771	624,648	7,495,771	698,454	8,381,443
	615,287	7,383,446	615,287	7,383,446	689,093	8,269,118
	606,192	7,274,309	606,192	7,274,309	679,998	8,159,981
	597,184	7,166,205	597,184	7,166,205	670,990	8,051,877
<b>Entry point for Deputy Head Teacher (U5)</b>	588,359	7,060,308	588,359	7,060,308	662,165	7,945,980
	563,486	6,761,829	563,486	6,761,829	613,486	7,361,829
	561,065	6,732,776	561,065	6,732,776	611,065	7,332,776
	558,538	6,702,453	558,538	6,702,453	608,538	7,302,453
<b>Entry point for Senior Education Assistant (U6)</b>	555,100	6,661,195	555,100	6,661,195	605,100	7,261,195
	537,837	6,454,048	537,837	6,454,048	568,166	6,817,996
	528,510	6,342,119	528,510	6,342,119	558,839	6,706,067
	520,084	6,241,010	520,084	6,241,010	550,413	6,604,958
	511,859	6,142,309	511,859	6,142,309	542,188	6,506,257
	503,837	6,046,043	503,837	6,046,043	534,166	6,409,991
	496,006	5,952,067	496,006	5,952,067	526,335	6,316,015
	488,378	5,860,531	488,378	5,860,531	518,707	6,224,479
	480,926	5,771,110	480,926	5,771,110	511,255	6,135,058
	475,083	5,700,999	475,083	5,700,999	505,412	6,064,947
<b>Entry point for Education Assistant (Grade III Teacher)</b>	469,355	5,632,263	469,355	5,632,263	499,684	5,996,211
Teachers on Trial Terms - U7 (Lower)	261,326	3,135,912	261,326	3,135,912	261,326	3,135,912
Non Formal Education Teacher - U8 Lower	228,612	2,743,343	228,612	2,743,343	228,612	2,743,343

*Source: Ministry of Public Service (2019)*



## SCHEDULE 4-A

### SALARY STRUCTURE FOR POST PRIMARY TEACHERS (SECONDARY SCHOOL TEACHERS) FOR FY

SALARY SCALE	FY 2018/2019		FY 2019/2020		Revised FY 2019/2020		
Head Teacher Secondary School	U1ELWR	2,028,937	24,347,239	2,028,937	24,347,239	2,350,000	28,199,995
		2,003,545	24,042,536	2,003,545	24,042,536	2,324,608	27,895,292
		1,974,880	23,698,555	1,974,880	23,698,555	2,295,943	27,551,311
		1,949,921	23,399,055	1,949,921	23,399,055	2,270,984	27,251,811
Deputy Head Teacher Secondary School	U2LWR	1,550,257	18,603,079	1,550,257	18,603,079	1,740,001	20,880,007
		1,538,778	18,465,331	1,538,778	18,465,331	1,728,522	20,742,259
		1,510,900	18,130,797	1,510,900	18,130,797	1,700,644	20,407,725
		1,483,022	17,796,264	1,483,022	17,796,264	1,672,766	20,073,192
		1,455,144	17,461,731	1,455,144	17,461,731	1,644,888	19,738,659
		1,442,025	17,304,303	1,442,025	17,304,303	1,631,769	19,581,231
Senior Education Officer (Classroom Teacher-Science)	U3SC	1,668,456	20,021,476	1,668,456	20,021,476	1,720,000	20,640,004
		1,645,565	19,746,783	1,645,565	19,746,783	1,697,109	20,365,311
		1,623,019	19,476,222	1,623,019	19,476,222	1,674,563	20,094,750
		1,600,805	19,209,660	1,600,805	19,209,660	1,652,349	19,828,188
		1,578,918	18,947,012	1,578,918	18,947,012	1,630,462	19,565,540
		1,543,362	18,520,349	1,543,362	18,520,349	1,594,906	19,138,877
		1,522,326	18,267,911	1,522,326	18,267,911	1,573,870	18,886,439
		1,501,594	18,019,133	1,501,594	18,019,133	1,553,138	18,637,661
		1,481,175	17,774,104	1,481,175	17,774,104	1,532,719	18,392,632
		1,461,052	17,532,623	1,461,052	17,532,623	1,512,596	18,151,151
		1,445,146	17,341,748	1,445,146	17,341,748	1,496,690	17,960,276
Senior Education Officer (Classroom Teacher-Non Science)	U3LWR	1,188,706	14,264,476	1,188,706	14,264,476	1,311,422	15,737,068
		1,175,766	14,109,187	1,175,766	14,109,187	1,298,482	15,581,779
		1,132,789	13,593,464	1,132,789	13,593,464	1,255,505	15,066,056
		1,120,153	13,441,841	1,120,153	13,441,841	1,242,869	14,914,433
		1,107,665	13,291,982	1,107,665	13,291,982	1,230,381	14,764,574
		1,095,325	13,143,904	1,095,325	13,143,904	1,218,041	14,616,496
Education Officer- Classroom Teacher (Science)	U4SC	1,083,134	12,997,607	1,083,134	12,997,607	-	-
		1,153,439	13,841,271	1,153,439	13,841,271	1,210,213	14,522,559
		1,146,995	13,763,942	1,146,995	13,763,942	1,203,769	14,445,230
		1,126,946	13,523,353	1,126,946	13,523,353	1,183,720	14,204,641
		1,107,295	13,287,537	1,107,295	13,287,537	1,164,069	13,968,825
		1,075,918	12,911,012	1,075,918	12,911,012	1,132,692	13,592,300
		1,045,587	12,547,048	1,045,587	12,547,048	1,102,361	13,228,336
		1,011,554	12,138,645	1,011,554	12,138,645	-	-
		971,811	11,661,734	971,811	11,661,734	-	-
		931,355	11,176,266	931,355	11,176,266	-	-
		899,980	10,799,762	899,980	10,799,762	-	-
Education Officer- Classroom Teacher (Non Science)	U4LWR	868,603	10,423,237	868,603	10,423,237	-	-
		958,242	11,498,902	958,242	11,498,902	1,078,162	12,937,942
		952,888	11,434,659	952,888	11,434,659	1,072,808	12,873,699
		936,232	11,234,785	936,232	11,234,785	1,056,152	12,673,825
		919,906	11,038,877	919,906	11,038,877	1,039,826	12,477,917
		893,839	10,726,071	893,839	10,726,071	1,013,759	12,165,111
		868,642	10,423,701	868,642	10,423,701	988,562	11,862,741
		840,368	10,084,413	840,368	10,084,413	960,288	11,523,453
		807,351	9,688,210	807,351	9,688,210	-	-
		773,741	9,284,898	773,741	9,284,898	-	-



	747,676	8,972,110	747,676	8,972,110	-	-
	721,609	8,659,304	721,609	8,659,304	-	-
	864,966	10,379,589	864,966	10,379,589	<b>933,966</b>	<b>11,207,589</b>
	850,490	10,205,879	850,490	10,205,879	<b>919,490</b>	<b>11,033,879</b>
	836,306	10,035,667	836,306	10,035,667	<b>905,306</b>	<b>10,863,667</b>
	822,394	9,868,733	822,394	9,868,733	<b>891,394</b>	<b>10,696,733</b>
	802,481	9,629,772	802,481	9,629,772	<b>871,481</b>	<b>10,457,772</b>
	789,233	9,470,802	789,233	9,470,802	<b>858,233</b>	<b>10,298,802</b>
	776,252	9,315,022	776,252	9,315,022	<b>845,252</b>	<b>10,143,022</b>
	763,516	9,162,189	763,516	9,162,189	<b>832,516</b>	<b>9,990,189</b>
	751,036	9,012,437	751,036	9,012,437	<b>820,036</b>	<b>9,840,437</b>
	738,803	8,865,633	738,803	8,865,633	<b>807,803</b>	<b>9,693,633</b>
	726,804	8,721,645	726,804	8,721,645	<b>795,804</b>	<b>9,549,645</b>
Assistant Education Officer Classroom Teacher (Science)	715,047	8,580,560	715,047	8,580,560	-	-
	703,623	8,443,480	703,623	8,443,480	-	-
	692,985	8,315,815	692,985	8,315,815	-	-
	681,891	8,182,695	681,891	8,182,695	-	-
	575,710	6,908,523	575,710	6,908,523	<b>784,214</b>	<b>9,410,571</b>
	566,494	6,797,931	566,494	6,797,931	<b>774,998</b>	<b>9,299,979</b>
	555,917	6,670,999	555,917	6,670,999	<b>764,421</b>	<b>9,173,047</b>
	555,422	6,665,069	555,422	6,665,069	<b>763,926</b>	<b>9,167,117</b>
	547,672	6,572,068	547,672	6,572,068	<b>756,176</b>	<b>9,074,116</b>
Assistant Education Officer Classroom Teacher (Non-Science)	546,965	6,563,576	546,965	6,563,576	<b>755,469</b>	<b>9,065,624</b>
	536,496	6,437,958	536,496	6,437,958	<b>745,000</b>	<b>8,940,006</b>

Source: Ministry of Public Service (2019)



**SCHEDULE 4-B**

**SALARY STRUCTURE FOR THE PUBLIC BTVET AND TEACHER TRAINING INSTITUTIONS FOR FY 2019/2020**

SALARY SCALE		FY 2018/2019		FY 2019/2020		Revised FY 2019/2020	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL
Principal (Diploma Awarding Institution)	<b>U1SE</b>	2,231,341	26,776,094	2,231,341	26,776,094	2,900,000	34,800,000
Principal (Certificate Awarding Institution)/ Deputy Principal Diploma Awarding Institution	<b>U1E</b>	2,794,620	33,535,438	2,794,620	33,535,438	2,850,000	34,199,998
		2,765,505	33,186,059	2,765,505	33,186,059	2,820,885	33,850,619
		2,734,416	32,812,992	2,734,416	32,812,992	2,789,796	33,477,552
		2,700,195	32,402,340	2,700,195	32,402,340	2,755,575	33,066,900
Heads of Technical/Farm Schools and Head Vocational Center and Community Polytechnics/ Deputy Principal Certificate Awarding Institution/ Principal Tutor/Instructor/Lecturer	<b>U2SC</b>	2,469,931	29,639,178	2,469,931	29,639,178	2,520,000	30,240,006
		2,443,267	29,319,200	2,443,267	29,319,200	2,493,336	29,920,028
		2,416,935	29,003,214	2,416,935	29,003,214	2,467,004	29,604,042
		2,390,945	28,691,336	2,390,945	28,691,336	2,441,014	29,292,164
		2,188,361	26,260,329	2,188,361	26,260,329	2,238,430	26,861,157
		2,163,111	25,957,335	2,163,111	25,957,335	2,213,180	26,558,163
		2,138,181	25,658,176	2,138,181	25,658,176	2,188,250	26,259,004
		2,113,582	25,362,986	2,113,582	25,362,986	2,163,651	25,963,814
		2,089,294	25,071,534	2,089,294	25,071,534	2,139,363	25,672,362
		2,073,824	24,885,888	2,073,824	24,885,888	2,123,893	25,486,716
	<b>U2LWR</b>	1,550,257	18,603,079	1,550,257	18,603,079	1,679,886	20,158,627
		1,538,778	18,465,331	1,538,778	18,465,331	1,668,407	20,020,879
		1,510,900	18,130,797	1,510,900	18,130,797	1,640,529	19,686,345
		1,483,022	17,796,264	1,483,022	17,796,264	1,612,651	19,351,812
		1,455,144	17,461,731	1,455,144	17,461,731	1,584,773	19,017,279
		1,442,025	17,304,303	1,442,025	17,304,303	1,571,654	18,859,851
Senior Tutor/ Instructor/ Lecturer (Science)	<b>U3SC</b>	1,668,456	20,021,476	1,668,456	20,021,476	1,720,000	20,640,004
		1,645,565	19,746,783	1,645,565	19,746,783	1,697,109	20,365,311
		1,623,019	19,476,222	1,623,019	19,476,222	1,674,563	20,094,750
		1,600,805	19,209,660	1,600,805	19,209,660	1,652,349	19,828,188
		1,578,918	18,947,012	1,578,918	18,947,012	1,630,462	19,565,540
		1,543,362	18,520,349	1,543,362	18,520,349	1,594,906	19,138,877
		1,522,326	18,267,911	1,522,326	18,267,911	1,573,870	18,886,439
		1,501,594	18,019,133	1,501,594	18,019,133	1,553,138	18,637,661
		1,481,175	17,774,104	1,481,175	17,774,104	1,532,719	18,392,632
		1,461,052	17,532,623	1,461,052	17,532,623	1,512,596	18,151,151
		1,445,146	17,341,748	1,445,146	17,341,748	1,496,690	17,960,276
Senior Tutor/ Instructor/ Lecturer (Non Science)	<b>U3LWR</b>	1,188,706	14,264,476	1,188,706	14,264,476	1,311,422	15,737,068
		1,175,766	14,109,187	1,175,766	14,109,187	1,298,482	15,581,779
		1,132,789	13,593,464	1,132,789	13,593,464	1,255,505	15,066,056
		1,120,153	13,441,841	1,120,153	13,441,841	1,242,869	14,914,433
		1,107,665	13,291,982	1,107,665	13,291,982	1,230,381	14,764,574
		1,095,325	13,143,904	1,095,325	13,143,904	1,218,041	14,616,496
		1,083,134	12,997,607	1,083,134	12,997,607	-	-
Tutor/ Instructor/ Lecturer (Science)	<b>U4SC</b>	1,153,439	13,841,271	1,153,439	13,841,271	1,210,213	14,522,559
		1,146,995	13,763,942	1,146,995	13,763,942	1,203,769	14,445,230
		1,126,946	13,523,353	1,126,946	13,523,353	1,183,720	14,204,641
		1,107,295	13,287,537	1,107,295	13,287,537	1,164,069	13,968,825
		1,075,918	12,911,012	1,075,918	12,911,012	1,132,692	13,592,300
		1,045,587	12,547,048	1,045,587	12,547,048	1,102,361	13,228,336
		1,011,554	12,138,645	1,011,554	12,138,645	-	-
		971,811	11,661,734	971,811	11,661,734	-	-
		931,355	11,176,266	931,355	11,176,266	-	-





		899,980	10,799,762	899,980	10,799,762	-	-
		868,603	10,423,237	868,603	10,423,237	-	-
<b>Graduate Tutor/ Instructor/ Lecturer (Non Science)</b>	<b>U4 LWR</b>	958,242	11,498,902	958,242	11,498,902	<b>1,078,162</b>	<b>12,937,942</b>
		952,888	11,434,659	952,888	11,434,659	<b>1,072,808</b>	<b>12,873,699</b>
		936,232	11,234,785	936,232	11,234,785	<b>1,056,152</b>	<b>12,673,825</b>
		919,906	11,038,877	919,906	11,038,877	<b>1,039,826</b>	<b>12,477,917</b>
		893,839	10,726,071	893,839	10,726,071	<b>1,013,759</b>	<b>12,165,111</b>
		868,642	10,423,701	868,642	10,423,701	<b>988,562</b>	<b>11,862,741</b>
		840,368	10,084,413	840,368	10,084,413	<b>960,288</b>	<b>11,523,453</b>
		807,351	9,688,210	807,351	9,688,210	-	-
		773,741	9,284,898	773,741	9,284,898	-	-
		747,676	8,972,110	747,676	8,972,110	-	-
		721,609	8,659,304	721,609	8,659,304	-	-
		<b>Assistant Tutor/ Instructor/ Lecturer (Science)</b>	<b>U5 SC</b>	864,966	10,379,589	864,966	10,379,589
850,490	10,205,879			850,490	10,205,879	<b>919,490</b>	<b>11,033,879</b>
836,306	10,035,667			836,306	10,035,667	<b>905,306</b>	<b>10,863,667</b>
822,394	9,868,733			822,394	9,868,733	<b>891,394</b>	<b>10,696,733</b>
802,481	9,629,772			802,481	9,629,772	<b>871,481</b>	<b>10,457,772</b>
789,233	9,470,802			789,233	9,470,802	<b>858,233</b>	<b>10,298,802</b>
776,252	9,315,022			776,252	9,315,022	<b>845,252</b>	<b>10,143,022</b>
763,516	9,162,189			763,516	9,162,189	<b>832,516</b>	<b>9,990,189</b>
751,036	9,012,437			751,036	9,012,437	-	-
738,803	8,865,633			738,803	8,865,633	-	-
726,804	8,721,645			726,804	8,721,645	-	-
715,047	8,580,560			715,047	8,580,560	-	-
703,623	8,443,480			703,623	8,443,480	-	-
692,985	8,315,815			692,985	8,315,815	-	-
681,891	8,182,695	681,891	8,182,695	-	-		
<b>Assistant Tutor/ Instructor/ Lecturer (Non Science)</b>	<b>U5LWR</b>	575,710	6,908,523	575,710	6,908,523	<b>784,214</b>	<b>9,410,571</b>
		566,494	6,797,931	566,494	6,797,931	<b>774,998</b>	<b>9,299,979</b>
		555,917	6,670,999	555,917	6,670,999	<b>764,421</b>	<b>9,173,047</b>
		555,422	6,665,069	555,422	6,665,069	<b>763,926</b>	<b>9,167,117</b>
		547,672	6,572,068	547,672	6,572,068	<b>756,176</b>	<b>9,074,116</b>
		546,965	6,563,576	546,965	6,563,576	<b>755,469</b>	<b>9,065,624</b>
		536,496	6,437,958	536,496	6,437,958	<b>745,000</b>	<b>8,940,006</b>

Source: Ministry of Public Service (2019)



**SCHEDULE 9A**

**SALARY STRUCTURE FOR SPECIFIED OFFICERS (OFFICES IN THE PUBLIC SERVICE) FOR FY 2019/20**

DESIGNATION	FY 2018/2019		FY 2019/2020		Revised FY 2019/2020	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL
Chief Justice	20,000,000	240,000,000	20,670,000	248,040,000	26,500,000	318,000,000
Deputy Chief Justice	18,000,000	216,000,000	19,500,000	234,000,000	25,000,000	300,000,000
Principal Judge	17,800,000	213,600,000	18,720,000	224,640,000	24,000,000	288,000,000
Justice of the Supreme Court	9,688,506	116,262,072	18,330,000	219,960,000	23,500,000	282,000,000
Justice of Court of Appeal	9,358,216	112,298,592	17,940,000	215,280,000	23,000,000	276,000,000
Judge of the High Court	9,026,743	108,320,916	17,550,000	210,600,000	22,500,000	270,000,000
Auditor General	36,100,000	433,200,000	36,100,000	433,200,000	36,100,000	433,200,000
Inspector General of Government	37,000,000	444,000,000	37,000,000	444,000,000	37,000,000	444,000,000
Deputy Inspector General of Government	32,000,000	384,000,000	32,000,000	384,000,000	32,000,000	384,000,000
Inspector General of Police	6,868,005	82,416,060	6,868,005	82,416,060	6,868,005	82,416,060
Deputy Inspector General of Police	6,774,345	81,292,140	6,774,345	81,292,140	6,774,345	81,292,140
Commissioner of Prisons	6,868,005	82,416,060	6,868,005	82,416,060	6,868,005	82,416,060
Deputy Commissioner of Prisons	6,774,345	81,292,140	6,774,345	81,292,140	6,774,345	81,292,140

*Source: Ministry of Public Service (2019)*





SCHEDULE 7-A

SALARY STRUCTURE FOR JUDICIAL OFFICERS UNDER COURTS OF JUDICATURE FOR FY 2019/20

DESIGNATION	SALARY £	FY 2018/2019		FY 2019/2020		Revised FY 2019/2020	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL
Chief Registrar	U1S	5,770,000	69,240,000	13,260,000	159,120,000	15,000,000	180,000,000
Registrar	U1SE	5,000,000	60,000,000	9,360,000	112,320,000	10,500,000	126,000,000
Deputy Registrar	U1SE	4,490,000	53,880,000	8,580,000	102,960,000	9,800,000	117,600,000
Assistant Registrar	U1SE	3,900,000	46,800,000	7,020,000	84,240,000	7,500,000	90,000,000
Chief Magistrate	U1SE	3,550,000	42,600,000	5,634,548	67,614,576	6,918,359	83,020,308
Senior Principal Magistrate Grade I	U1E	2,900,000	34,800,000	5,168,880	62,026,560	6,202,656	74,431,872
Principal Magistrate Grade I	U2	2,700,000	32,400,000	3,822,000	45,864,000	4,900,000	58,800,000
Senior Magistrate Grade II / Senior							
Principal Magistrate Grade II	U3	2,000,000	24,000,000	3,276,000	39,312,000	3,800,000	45,600,000
Magistrate Grade II / Principal Magistrate	U4	1,700,000	20,400,000	2,730,000	32,760,000	3,200,000	38,400,000
Senior Magistrate Grade II	U5	1,200,000	14,400,000	1,950,318	23,403,816	2,000,000	24,000,000
Magistrate Grade II	U6	850,000	10,200,000	1,248,000	14,976,000	1,248,000	14,976,000

Source: Ministry of Public Service (2019)



SCHEDULE 12

SALARY STRUCTURE FOR PUBLIC UNIVERSITIES FOR FY 2019/2020

	Title/Level	Salary Scale	FY 2018/2019		FY 2019/2020		Revised FY 2019/2020	
			MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL
Teaching Science	Vice Chancellor	M1	11,817,781	141,813,372	11,817,781	141,813,372	12,231,403	146,776,840
	Deputy Vice Chancellor	M2	10,188,142	122,257,703	10,188,142	122,257,703	10,544,727	126,536,722
Teaching Non Science	Professor	M3	9,625,559	115,506,709	9,625,559	115,506,709	9,962,454	119,549,444
	Associate Professor	M4	9,032,791	108,393,493	9,032,791	108,393,493	9,348,939	112,187,265
	Senior Lecturer	M5	8,126,776	97,521,307	8,126,776	97,521,307	8,411,213	100,934,553
	Lecturer	M6.1	7,377,602	88,531,219	7,377,602	88,531,219	7,635,818	91,629,812
	Asst. Lecturer	M6.2	6,035,667	72,428,003	6,035,667	72,428,003	6,246,915	74,962,983
	Teaching Assitant	M7	5,160,962	61,931,548	5,160,962	61,931,548	5,341,596	64,099,153
	Non Teaching Science	Professor	M3	8,520,745	102,248,937	8,520,745	102,248,937	8,818,971
Associate Professor		M4	8,203,913	98,446,953	8,203,913	98,446,953	8,491,050	101,892,599
Senior Lecturer		M5	7,488,281	89,859,370	7,488,281	89,859,370	7,750,371	93,004,450
Lecturer		M6.1	6,867,800	82,413,605	6,867,800	82,413,605	7,108,173	85,298,076
Asst. Lecturer		M6.2	5,392,435	64,709,215	5,392,435	64,709,215	5,581,170	66,974,043
Teaching Assitant		M7	4,247,002	50,964,018	4,247,002	50,964,018	4,395,647	52,747,765
Director		M3	9,625,559	115,506,709	9,625,559	115,506,709	9,962,454	119,549,444
Deputy Director		M4	9,032,791	108,393,493	9,032,791	108,393,493	9,348,939	112,187,265
Assistant Director		M5	8,126,776	97,521,307	8,126,776	97,521,307	8,411,213	100,934,553
Senior Administrator		M6.1	7,377,602	88,531,219	7,377,602	88,531,219	7,635,818	91,629,812
Administrator		M6.2	6,035,667	72,428,003	6,035,667	72,428,003	6,246,915	74,962,983
Assistant Administrator		M7	5,160,962	61,931,548	5,160,962	61,931,548	5,341,596	64,099,153
Non Teaching Non Science			M10	3,188,325	38,259,905	3,188,325	38,259,905	3,475,275
		M11	3,012,740	36,152,883	3,012,740	36,152,883	3,118,186	37,418,234
		M12	1,977,426	23,729,107	1,977,426	23,729,107	2,096,071	25,152,854
		M13	1,768,644	21,223,731	1,768,644	21,223,731	1,830,547	21,966,562
		M14	1,362,965	16,355,577	1,362,965	16,355,577	1,410,668	16,928,022
		M15	1,303,753	15,645,038	1,303,753	15,645,038	1,349,385	16,192,615
		M20	901,128	10,813,531	901,128	10,813,531	932,667	11,192,005
		M21	813,035	9,756,415	813,035	9,756,415	841,491	10,097,889
	Director	M3	8,520,746	102,248,958	8,520,746	102,248,958	8,818,971	105,827,653
	Deputy Director	M4	8,203,914	98,446,973	8,203,914	98,446,973	8,491,050	101,892,599
	Assistant Director	M5	7,488,282	89,859,388	7,488,282	89,859,388	7,750,371	93,004,450
	Senior Administrator	M6.1	6,867,802	82,413,622	6,867,802	82,413,622	7,108,173	85,298,076
	Administrator	M6.2	5,392,435	64,709,215	5,392,435	64,709,215	5,581,170	66,974,043
	Assistant Administrator	M7	4,247,002	50,964,018	4,247,002	50,964,018	4,395,647	52,747,765
		M10	2,977,118	35,725,413	2,977,118	35,725,413	3,334,372	40,012,466
	M11	2,343,083	28,116,999	2,343,083	28,116,999	2,624,253	31,491,036	
	M12	1,980,202	23,762,428	1,980,202	23,762,428	2,049,509	24,594,109	
	M13	1,615,289	19,383,466	1,615,289	19,383,466	1,671,824	20,061,889	
	M14	1,216,311	14,595,729	1,216,311	14,595,729	1,258,882	15,106,583	
	M15	1,168,574	14,022,888	1,168,574	14,022,888	1,209,474	14,513,689	
	M16	1,109,496	13,313,953	1,109,496	13,313,953	1,148,328	13,779,940	
	M17	1,066,218	12,794,621	1,066,218	12,794,621	1,103,534	13,242,403	
	M18	1,022,941	12,275,290	1,022,941	12,275,290	1,058,744	12,704,927	
	M20	845,880	10,150,564	845,880	10,150,564	875,486	10,505,830	
	M21	748,373	8,980,480	748,373	8,980,480	774,566	9,294,793	
	M22	650,820	7,809,843	650,820	7,809,843	673,599	8,083,184	

Source: Ministry of Public Service (2019)

