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

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19th November, 2024

Responsible Officers of:-

- Uganda Police Force
- Uganda Prisons Service
- Local Governments

MINISTRY OF PUBLIC SERVICE
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ADDENDUM TO CIRCULAR STANDING INSTRUCTION (CSI) NO.14 OF 2024; REVISED SCHEDULES 4-A AND 5: SALARY STRUCTURE FOR FY 2024/2025

This is to inform you that **Schedule 4A**: Salary Structure for Post Primary Teachers (Secondary School Teachers) and Laboratory Staff in Secondary Schools for FY 2024/2025 as well as **Schedule 5**: Salary Structure for Uganda Police Force and Uganda Prisons Services (includes Legal, Scientists, Professional and General Category except Health Professionals and Aviation) for FY 2024/ 2025 have been revised effective **July 2024**.

The amendment provides for a revised salary for Secondary Schools Science Head Teachers, Scale U1E and Science Deputy Head Teachers, Scale U2 as well as lower ranks in Uganda Police Force and Uganda Prisons Services from the rank of Sergeant of Police/ Sergeant Warder/ Wardress, Scale U6 UP to Special Police Constable, Scale U8.

You are further informed that effectively July 2024, the Secondary School Science Head Teachers and Deputy Head Teachers will not earn the Science Allowance.

The Ministry will automate the revised salary structure on the Integrated Personnel and Payroll System as well as the Human Capital Management System.

The list of eligible Secondary School Science Head Teachers and Science Deputy Head Teachers as submitted by Ministry of Education and Sports is attached.

Catherine Bitarakwate Musingwiire (Mrs.)

PERMANENT SECRETARY

Copy: The Rt. Hon. Prime Minister and Leader of Government Business
Hon. Minister of Education and Sports and First Lady
Hon. Minister of Public Service
Hon. Minister of Internal Affairs
Hon. Minister of Finance, Planning and Economic Development
The Permanent Secretary and Secretary to Treasury
The Permanent Secretary, Ministry of Education and Sports
The Permanent Secretary, Ministry of Internal Affairs
The Auditor General

Hon. Minister of Public Service

Hon. Minister of Internal Affairs

Hon. Minister of Finance, Planning and Economic Development

The Permanent Secretary and Secretary to Treasury

The Permanent Secretary, Ministry of Education and Sports

The Permanent Secretary, Ministry of Internal Affairs

The Auditor General

Hon. Minister of Public Service

Hon. Minister of Internal Affairs

IN GOD AND MY COUNTRY

ADDENDUM TO SCHEDULE 4-A

SALARY STRUCTURE FOR POST PRIMARY TEACHERS (SECONDARY SCHOOL TEACHERS) AND LABORATORY STAFF IN SECONDARY SCHOOLS FOR FY 2024/2025

POST/ SALARY SCALE	FY 2023/2024		FY 2024/2025	
	Monthly	Annual	Monthly	Annual
Head Teacher Secondary School (Science) (U1E-SC)	2,350,000	28,200,000	6,500,000	78,000,000
	2,324,608	27,895,296	6,500,000	78,000,000
	2,295,943	27,551,316	6,500,000	78,000,000
	2,270,984	27,251,808	6,500,000	78,000,000
Head Teacher Secondary School (U1E-LWR)	2,350,000	28,200,000	2,350,000	28,200,000
	2,324,608	27,895,296	2,324,608	27,895,296
	2,295,943	27,551,316	2,295,943	27,551,316
	2,270,984	27,251,808	2,270,984	27,251,808
Deputy Head Teacher Secondary School- Science (U2-SC)	1,740,001	20,880,012	4,500,000	54,000,000
	1,728,522	20,742,264	4,500,000	54,000,000
	1,700,644	20,407,728	4,500,000	54,000,000
	1,672,766	20,073,192	4,500,000	54,000,000
	1,644,888	19,738,656	4,500,000	54,000,000
	1,631,769	19,581,228	4,500,000	54,000,000
Deputy Head Teacher Secondary School (U2-LWR)	1,740,001	20,880,012	1,740,001	20,880,012
	1,728,522	20,742,264	1,728,522	20,742,264
	1,700,644	20,407,728	1,700,644	20,407,728
	1,672,766	20,073,192	1,672,766	20,073,192
	1,644,888	19,738,656	1,644,888	19,738,656
	1,631,769	19,581,228	1,631,769	19,581,228
Senior Education Officer - Classroom Teacher (Science)-U3SC	4,250,000	51,000,000	4,250,000	51,000,000
	4,250,000	51,000,000	4,250,000	51,000,000
	4,250,000	51,000,000	4,250,000	51,000,000
	4,250,000	51,000,000	4,250,000	51,000,000
	4,250,000	51,000,000	4,250,000	51,000,000
	4,250,000	51,000,000	4,250,000	51,000,000
	4,250,000	51,000,000	4,250,000	51,000,000
	4,250,000	51,000,000	4,250,000	51,000,000



	4,250,000	51,000,000		4,250,000	51,000,000
	4,250,000	51,000,000		4,250,000	51,000,000
	4,250,000	51,000,000		4,250,000	51,000,000
Senior Education Officer - Classroom Teacher (Non Science) U3LWR	1,311,422	15,737,064		1,311,422	15,737,064
	1,298,482	15,581,784		1,298,482	15,581,784
	1,255,505	15,066,060		1,255,505	15,066,060
	1,242,869	14,914,428		1,242,869	14,914,428
	1,230,381	14,764,572		1,230,381	14,764,572
	1,218,041	14,616,492		1,218,041	14,616,492
Education Officer - Classroom Teacher (Science)- U4SC	4,000,000	48,000,000		4,000,000	48,000,000
	4,000,000	48,000,000		4,000,000	48,000,000
	4,000,000	48,000,000		4,000,000	48,000,000
	4,000,000	48,000,000		4,000,000	48,000,000
	4,000,000	48,000,000		4,000,000	48,000,000
	4,000,000	48,000,000		4,000,000	48,000,000
Education Officer - Classroom Teacher (Non-Science)- U4LWR	1,078,162	12,937,944		1,078,162	12,937,944
	1,072,808	12,873,696		1,072,808	12,873,696
	1,056,152	12,673,824		1,056,152	12,673,824
	1,039,826	12,477,912		1,039,826	12,477,912
	1,013,759	12,165,108		1,013,759	12,165,108
	988,562	11,862,744		988,562	11,862,744
	960,288	11,523,456		960,288	11,523,456
Assistant Education Officer - Classroom Teacher (Science)-U5SC	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
	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

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

Laboratory Technician (Secondary Schools) U5 (Science)	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
Assistant Education Officer - Classroom Teacher (Non-Science)- U5LWR	784,214	9,410,568		784,214	9,410,568
	774,998	9,299,976		774,998	9,299,976
	764,421	9,173,052		764,421	9,173,052
	763,926	9,167,112		763,926	9,167,112
	756,176	9,074,112		756,176	9,074,112
	755,469	9,065,628		755,469	9,065,628
	745,000	8,940,000		745,000	8,940,000
Laboratory Assistant (Secondary Schools)- U7 (Upper)	550,000	6,600,000		550,000	6,600,000
	550,000	6,600,000		550,000	6,600,000
	550,000	6,600,000		550,000	6,600,000
	550,000	6,600,000		550,000	6,600,000
	550,000	6,600,000		550,000	6,600,000
	550,000	6,600,000		550,000	6,600,000
	550,000	6,600,000		550,000	6,600,000
	550,000	6,600,000		550,000	6,600,000
	550,000	6,600,000		550,000	6,600,000
	550,000	6,600,000		550,000	6,600,000
Source: Ministry of Public Service (2024)					

ADDENDUM TO SCHEDULE 5

SALARY STRUCTURE FOR UGANDA POLICE FORCE AND UGAND PRISONS SERVICES (INCLUDES LEGAL, SCIENTISTS, PROFESSIONAL AND GENERAL CATEGORY EXCEPT HEALTH PROFESSIONALS AND AVIATION) FOR FY 2024/ 2025

DESIGNATION	SALARY SCALE	FY 2023/2024		FY 2024/2025	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL
Assistant Inspector General of Police/ Assistant Commissioner General of Prisons (Professional)	U1SE	2,369,300	28,431,600	6,470,698	77,648,376
Assistant Inspector General of Police/ Assistant Commissioner General of Prisons (Science)	U1SE	12,750,000	153,000,000	12,750,000	153,000,000
Assistant Inspector General of Police/ Assistant Commissioner General of Prisons (Legal)	U1SE	8,762,800	105,153,600	8,762,800	105,153,600
Senior Commissioner of Police/ Prisons (Administrative)	U1SE	2,081,031	24,972,372	6,406,632	76,879,584
Senior Commissioner of Police/ Prisons (Science)	U1SE	11,900,000	142,800,000	11,900,000	142,800,000
Senior Commissioner of Police/ Prisons (Legal)	U1SE	8,027,400	96,328,800	8,027,400	96,328,800
Commissioner of Police/ Prisons (Administrative)	U1SE	1,859,451	22,313,412	6,406,632	76,879,584
Commissioner of Police/ Prisons (Science)	U1SE	10,622,398	127,468,776	10,622,398	127,468,776
Commissioner of Police/ Prisons (Legal)	U1SE	7,828,704	93,944,448	7,828,704	93,944,448
Assistant Commissioner of Police/ Prisons (Administrative)	U1E- LW	1,690,781	20,289,372	3,378,029	40,536,350
		1,669,621	20,035,452	3,351,005	40,212,059
		1,645,733	19,748,796	3,324,197	39,890,362
		1,624,934	19,499,208	3,297,603	39,571,240
Assistant Commissioner of Police/ Prisons (Professional)	U1E- UP	1,728,007	20,736,084	3,919,440	47,033,277
		1,710,004	20,520,048	3,888,084	46,657,011
		1,690,781	20,289,372	3,856,980	46,283,755

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

		1,669,621	20,035,452	3,826,124	45,913,485
Assistant Commissioner of Police/ Prisons (Science)	U1E- SC	6,500,000	78,000,000	6,500,000	78,000,000
Assistant Commissioner of Police/ Prisons (Legal)	U1E- LEG	5,168,880	62,026,560	5,168,880	62,026,560
Senior Superintendent of Police/ Prisons (Administrative)	U2-LW	1,291,880	15,502,560	2,231,401	26,776,812
		1,282,315	15,387,780	2,213,550	26,562,598
		1,259,083	15,108,996	2,195,841	26,350,097
		1,235,852	14,830,224	2,178,275	26,139,296
		1,212,620	14,551,440	2,160,848	25,930,182
		1,201,688	14,420,256	2,143,562	25,722,740
Senior Superintendent of Police/ Prisons (Professional)	U2-UP	1,527,241	18,326,892	2,378,029	28,536,348
		1,510,753	18,129,036	2,359,005	28,308,057
		1,494,471	17,933,652	2,340,133	28,081,593
		1,478,401	17,740,812	2,321,412	27,856,940
		1,353,136	16,237,632	2,302,840	27,634,084
		1,337,524	16,050,288	2,270,418	27,245,012
		1,322,109	15,865,308	2,260,142	27,121,708
		1,306,898	15,682,776	2,252,061	27,024,734
		1,291,880	15,502,560	2,244,045	26,928,536
		1,282,315	15,387,780	2,236,092	26,833,108
Senior Superintendent of Police/ Prisons (Science)	U2-SC	4,500,000	54,000,000	4,500,000	54,000,000
Senior Superintendent of Police/ Prisons (Legal)	U2-LEG	4,356,720	52,280,640	4,356,720	52,280,640
Superintendent of Police/ Prisons (Administrative)	U3-LWR	990,589	11,887,068	2,053,854	24,646,248
		979,805	11,757,660	2,037,423	24,449,078
		943,991	11,327,892	2,021,124	24,253,485
		933,461	11,201,532	2,004,955	24,059,458
		923,054	11,076,648	1,988,915	23,866,982
		912,771	10,953,252	1,973,004	23,676,046
		902,612	10,831,344	1,957,220	23,486,638
Superintendent of Police/ Prisons (Professional)	U3-UP	1,131,209	13,574,508	2,196,931	26,363,172
		1,115,688	13,388,256	2,179,356	26,152,267
		1,100,402	13,204,824	2,161,921	25,943,048
		1,085,341	13,024,092	2,144,625	25,735,504
		1,070,502	12,846,024	2,127,468	25,529,620

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

		1,046,396	12,556,752	2,110,449	25,325,383
		1,032,132	12,385,584	2,093,565	25,122,780
		1,018,077	12,216,924	2,080,816	24,969,798
		1,004,232	12,050,784	2,070,170	24,842,039
		990,589	11,887,068	2,063,609	24,763,303
		979,805	11,757,660	2,057,100	24,685,197
Superintendent of Police/ Prisons (Science)	U3-SC	4,250,000	51,000,000	4,250,000	51,000,000
Superintendent of Police/ Prisons (Legal)	U3-LEG	3,322,512	39,870,144	3,322,512	39,870,144
Assistant Superintendent of Police/ Prisons (Administrative)	U4-LW	798,535	9,582,420	1,698,299	20,379,588
		794,074	9,528,888	1,683,014	20,196,172
		780,193	9,362,316	1,667,867	20,014,406
		766,589	9,199,068	1,652,856	19,834,277
		744,866	8,938,392	1,637,981	19,655,768
		723,868	8,686,416	1,623,239	19,478,866
		700,306	8,403,672	1,608,630	19,303,556
		672,792	8,073,504	1,594,152	19,129,824
		644,785	7,737,420	1,579,805	18,957,656
		623,063	7,476,756	1,565,586	18,787,037
		601,341	7,216,092	1,551,496	18,617,954
Assistant Superintendent of Police/ Prisons (Professional)	U4-UP	940,366	11,284,392	1,832,265	21,987,180
		934,922	11,219,064	1,815,775	21,789,295
		926,247	11,114,964	1,799,433	21,593,192
		909,243	10,910,916	1,783,238	21,398,853
		892,574	10,710,888	1,767,189	21,206,263
		876,222	10,514,664	1,760,284	21,123,407
		846,042	10,152,504	1,744,441	20,933,296
		834,959	10,019,508	1,728,741	20,744,897
		808,135	9,697,620	1,713,183	20,558,193
		799,323	9,591,876	1,707,764	20,493,169
		798,667	9,584,004	1,700,394	20,404,730
Assistant Superintendent of Police/ Prisons (Science)	U4-SC	4,000,000	48,000,000	4,000,000	48,000,000
Assistant Superintendent of Police/ Prisons (Legal)	U4-LEG	2,730,240	32,762,880	2,730,240	32,762,880
Inspector of Police/ Principal Officer (Science)	U5-SC	2,200,000	26,400,000	2,200,000	26,400,000

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

Assistant Inspector of Police/ Principal Officer I & II	U5-UP	647,000	7,764,000	1,247,503	14,970,036
Assistant Inspector of Police/ Chief Warder/Wardress	U5-LW	597,000	7,164,000	932,187	11,186,244
Sergeant of Police/ Sergeant Warder/ Wardress		573,331	6,879,972	716,664	8,599,965
		565,146	6,781,752	706,433	8,477,190
	U6-UP	556,959	6,683,508	696,199	8,354,385
		548,774	6,585,288	685,968	8,231,610
	U5-LW	540,587	6,487,044	716,664	8,599,965
Corporal Police/ Corporal Warder/ Wardress	U6-LW	532,402	6,388,824	665,503	7,986,030
	U5-LW	531,616	6,379,392	664,520	7,974,240
		523,432	6,281,184	654,290	7,851,480
		516,251	6,195,012	645,314	7,743,765
		508,797	6,105,564	635,996	7,631,955
		501,593	6,019,116	626,991	7,523,895
Lance Corporal	U7-UP	497,748	5,972,976	622,185	7,466,220
		494,200	5,930,400	617,750	7,413,000
		490,683	5,888,196	613,354	7,360,245
		487,199	5,846,388	608,999	7,307,985
Police Constables/Prisons Warders/Wardress	U7-LW	483,744	5,804,928	604,680	7,256,160
		480,322	5,763,864	600,403	7,204,830
		476,930	5,723,160	596,163	7,153,950
		473,567	5,682,804	591,959	7,103,505
		470,235	5,642,820	587,794	7,053,525
		466,933	5,603,196	583,666	7,003,995
Special Police Constable	U8	375,200	4,502,400	469,000	5,628,000
Source: Ministry of Public Service (2024)					