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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:-
- Staff in post as at 30<sup>th</sup> June, 2019;
  - Supplementary funds provided for the wage bill in FY 2018/2019;
  - Cleared recruitments for FY 2018/2019 by the Ministry of Public Service;
  - Salary Enhancement under phase two in FY 2019/2020 for employee categories listed under sub-paragraph 2.2 of this Circular; and
  - Planned recruitment of staff for:
    - Upgrading Health Centre IIs to Health Centre IIIs;
    - Operationalizing seed Schools under the Inter- Governmental Fiscal Transfers Program for Schools;
    - Supporting Agro Industrialization (support to value addition) under Ministry of Agriculture, Animal Industry and Fisheries;
    - Implementing Centres of Excellence under the Ministry of Education and Sports;
    - Operationalizing the Leadership Code Tribunal under the Directorate of Ethics and Integrity;

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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	ANNUALY	MONTHLY	ANNUALY
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
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
601,341	7,216,087	601,341	7,216,087		
Scientist ( Scientist other than Medical Personnel in	U5 (SC)	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)	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
472,079	5,664,943	472,079	5,664,943		
Promotional level for Analogous Staff	U5 (Lower)	479,759	5,757,103	479,759	5,757,103
		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
		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)



**SCHEDULE 3**

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

Salary Scale	FY 2018/2019		FY 2019/2020	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
	919,222	11,030,658	919,222	11,030,658
	914,088	10,969,057	914,088	10,969,057
	897,222	10,766,669	897,222	10,766,669
	881,581	10,578,977	881,581	10,578,977
	856,596	10,279,152	856,596	10,279,152
	832,448	9,989,381	832,448	9,989,381
	805,352	9,664,229	805,352	9,664,229
	773,711	9,284,535	773,711	9,284,535
	741,502	8,898,027	741,502	8,898,027
	716,523	8,598,272	716,523	8,598,272
Entry point for Head Teacher (U4)	→ 703,781	8,445,376	703,781	8,445,376
	700,146	8,401,750	700,146	8,401,750
	694,371	8,332,450	694,371	8,332,450
	683,078	8,196,935	683,078	8,196,935
	677,752	8,133,030	677,752	8,133,030
	673,398	8,080,780	673,398	8,080,780
	664,016	7,968,190	664,016	7,968,190
	662,851	7,954,215	662,851	7,954,215
	653,876	7,846,512	653,876	7,846,512
	643,941	7,727,286	643,941	7,727,286
	634,201	7,610,408	634,201	7,610,408
	624,648	7,495,771	624,648	7,495,771
	615,287	7,383,446	615,287	7,383,446
	606,192	7,274,309	606,192	7,274,309
Entry point for Deputy Head Teacher (U5)	→ 597,184	7,166,205	597,184	7,166,205
	588,359	7,060,308	588,359	7,060,308
	563,486	6,761,829	563,486	6,761,829
	561,065	6,732,776	561,065	6,732,776
	558,538	6,702,453	558,538	6,702,453
Entry point for Senior Education Assistant (U6)	→ 555,100	6,661,195	555,100	6,661,195
	537,837	6,454,048	537,837	6,454,048
	528,510	6,342,119	528,510	6,342,119
	520,084	6,241,010	520,084	6,241,010
	511,859	6,142,309	511,859	6,142,309
	503,837	6,046,043	503,837	6,046,043
	496,006	5,952,067	496,006	5,952,067
	488,378	5,860,531	488,378	5,860,531
	480,926	5,771,110	480,926	5,771,110
	475,083	5,700,999	475,083	5,700,999
Entry point for Education Assistant (Grade III Teacher)	→ 469,355	5,632,263	469,355	5,632,263
Teachers on Trial Terms - U7 (Lower)	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

Source: Ministry of Public Service (2019)



## SCHEDULE 4-A

### SALARY STRUCTURE FOR POST PRIMARY TEACHERS (SECONDARY SCHOOL TEACHERS) FOR FY 2019/2020

SALARY SCALE	FY 2018/2019		FY 2018/2019	
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">U1E (Lower)</div> <p>Entry Point for Head Teacher</p>	2,028,937	24,347,239	2,028,937	24,347,239
	2,003,545	24,042,536	2,003,545	24,042,536
	1,974,880	23,698,555	1,974,880	23,698,555
	1,949,921	23,399,055	1,949,921	23,399,055
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">U2 (Lower)</div> <p>Entry Point for Deputy Head Teacher</p>	1,550,257	18,603,079	1,550,257	18,603,079
	1,538,778	18,465,331	1,538,778	18,465,331
	1,510,900	18,130,797	1,510,900	18,130,797
	1,483,022	17,796,264	1,483,022	17,796,264
	1,455,144	17,461,731	1,455,144	17,461,731
	1,442,025	17,304,303	1,442,025	17,304,303
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">U3 (SC)</div> <p>Promotional Level for Science Teacher</p>	1,668,456	20,021,476	1,668,456	20,021,476
	1,645,565	19,746,783	1,645,565	19,746,783
	1,623,019	19,476,222	1,623,019	19,476,222
	1,600,805	19,209,660	1,600,805	19,209,660
	1,578,918	18,947,012	1,578,918	18,947,012
	1,543,362	18,520,349	1,543,362	18,520,349
	1,522,326	18,267,911	1,522,326	18,267,911
	1,501,594	18,019,133	1,501,594	18,019,133
	1,481,175	17,774,104	1,481,175	17,774,104
	1,461,052	17,532,623	1,461,052	17,532,623
1,445,146	17,341,748	1,445,146	17,341,748	
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">U3 (Lower)</div> <p>Promotional Level for Arts Teacher</p>	1,188,706	14,264,476	1,188,706	14,264,476
	1,175,766	14,109,187	1,175,766	14,109,187
	1,132,789	13,593,464	1,132,789	13,593,464
	1,120,153	13,441,841	1,120,153	13,441,841
	1,107,665	13,291,982	1,107,665	13,291,982
	1,095,325	13,143,904	1,095,325	13,143,904
	1,083,134	12,997,607	1,083,134	12,997,607
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">U4 (SC)</div> <p>Entry Point for Graduate (Educ. Officers - Science)</p>	1,153,439	13,841,271	1,153,439	13,841,271
	1,146,995	13,763,942	1,146,995	13,763,942
	1,126,946	13,523,353	1,126,946	13,523,353
	1,107,295	13,287,537	1,107,295	13,287,537
	1,075,918	12,911,012	1,075,918	12,911,012
	1,045,587	12,547,048	1,045,587	12,547,048
	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	
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">U4 (Lower)</div> <p>Entry Point for Graduate (Educ. Officers-Non Science)</p>	958,242	11,498,902	958,242	11,498,902
	952,888	11,434,659	952,888	11,434,659
	936,232	11,234,785	936,232	11,234,785
	919,906	11,038,877	919,906	11,038,877
	893,839	10,726,071	893,839	10,726,071
	868,642	10,423,701	868,642	10,423,701
	840,368	10,084,413	840,368	10,084,413
	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
	850,490	10,205,879	850,490	10,205,879
	836,306	10,035,667	836,306	10,035,667
	822,394	9,868,733	822,394	9,868,733



		802,481	9,629,772	<b>802,481</b>	<b>9,629,772</b>
		789,233	9,470,802	<b>789,233</b>	<b>9,470,802</b>
		776,252	9,315,022	<b>776,252</b>	<b>9,315,022</b>
	<b>U5 (SC)</b>	763,516	9,162,189	<b>763,516</b>	<b>9,162,189</b>
		751,036	9,012,437	<b>751,036</b>	<b>9,012,437</b>
		738,803	8,865,633	<b>738,803</b>	<b>8,865,633</b>
		726,804	8,721,645	<b>726,804</b>	<b>8,721,645</b>
		715,047	8,580,560	<b>715,047</b>	<b>8,580,560</b>
		703,623	8,443,480	<b>703,623</b>	<b>8,443,480</b>
<b>Entry Point for Grade V Science Teacher</b>		692,985	8,315,815	<b>692,985</b>	<b>8,315,815</b>
		681,891	8,182,695	<b>681,891</b>	<b>8,182,695</b>
		575,710	6,908,523	<b>575,710</b>	<b>6,908,523</b>
		566,494	6,797,931	<b>566,494</b>	<b>6,797,931</b>
		555,917	6,670,999	<b>555,917</b>	<b>6,670,999</b>
	<b>U5 (LWR)</b>	555,422	6,665,069	<b>555,422</b>	<b>6,665,069</b>
		547,672	6,572,068	<b>547,672</b>	<b>6,572,068</b>
<b>Entry Point for Grade V Non Science Teacher</b>		546,965	6,563,576	<b>546,965</b>	<b>6,563,576</b>
		536,496	6,437,958	<b>536,496</b>	<b>6,437,958</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	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
U1SE	2,231,341	26,776,094	2,231,341	26,776,094
U1E (SC)	2,794,620	33,535,438	2,794,620	33,535,438
	2,765,505	33,186,059	2,765,505	33,186,059
	2,734,416	32,812,992	2,734,416	32,812,992
	2,700,195	32,402,340	2,700,195	32,402,340
U1E (Lower)	2,028,937	24,347,239	2,028,937	24,347,239
	2,003,545	24,042,536	2,003,545	24,042,536
	1,974,880	23,698,555	1,974,880	23,698,555
	1,949,921	23,399,055	1,949,921	23,399,055
U2 (Science)	2,469,931	29,639,178	2,469,931	29,639,178
	2,443,267	29,319,200	2,443,267	29,319,200
	2,416,935	29,003,214	2,416,935	29,003,214
	2,390,945	28,691,336	2,390,945	28,691,336
	2,188,361	26,260,329	2,188,361	26,260,329
	2,163,111	25,957,335	2,163,111	25,957,335
	2,138,181	25,658,176	2,138,181	25,658,176
	2,113,582	25,362,986	2,113,582	25,362,986
	2,089,294	25,071,534	2,089,294	25,071,534
	2,073,824	24,885,888	2,073,824	24,885,888
U2 (Upper)	1,832,690	21,992,277	1,832,690	21,992,277
	1,812,904	21,754,846	1,812,904	21,754,846
	1,793,365	21,520,385	1,793,365	21,520,385
	1,774,081	21,288,971	1,774,081	21,288,971
	1,623,764	19,485,164	1,623,764	19,485,164
	1,605,028	19,260,342	1,605,028	19,260,342
	1,586,531	19,038,366	1,586,531	19,038,366
	1,568,278	18,819,336	1,568,278	18,819,336
	1,550,257	18,603,079	1,550,257	18,603,079
	1,538,778	18,465,331	1,538,778	18,465,331
U2 (Lower)	1,550,257	18,603,079	1,550,257	18,603,079
	1,538,778	18,465,331	1,538,778	18,465,331
	1,510,900	18,130,797	1,510,900	18,130,797
	1,483,022	17,796,264	1,483,022	17,796,264
	1,455,144	17,461,731	1,455,144	17,461,731
	1,442,025	17,304,303	1,442,025	17,304,303
U3 (SC)	1,668,456	20,021,476	1,668,456	20,021,476
	1,645,565	19,746,783	1,645,565	19,746,783
	1,623,019	19,476,222	1,623,019	19,476,222
	1,600,805	19,209,660	1,600,805	19,209,660
	1,578,918	18,947,012	1,578,918	18,947,012
	1,543,362	18,520,349	1,543,362	18,520,349
	1,522,326	18,267,911	1,522,326	18,267,911
	1,501,594	18,019,133	1,501,594	18,019,133
	1,481,175	17,774,104	1,481,175	17,774,104
	1,461,052	17,532,623	1,461,052	17,532,623
1,445,146	17,341,748	1,445,146	17,341,748	
	1,188,706	14,264,476	1,188,706	14,264,476
	1,175,766	14,109,187	1,175,766	14,109,187
	1,132,789	13,593,464	1,132,789	13,593,464



U3 (Lower)	1,120,153	13,441,841	1,120,153	13,441,841
	1,107,665	13,291,982	1,107,665	13,291,982
	1,095,325	13,143,904	1,095,325	13,143,904
	1,083,134	12,997,607	1,083,134	12,997,607
U4 (SC)	1,153,439	13,841,271	1,153,439	13,841,271
	1,146,995	13,763,942	1,146,995	13,763,942
	1,126,946	13,523,353	1,126,946	13,523,353
	1,107,295	13,287,537	1,107,295	13,287,537
	1,075,918	12,911,012	1,075,918	12,911,012
	1,045,587	12,547,048	1,045,587	12,547,048
	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
Entry Point for Graduates (Science)	868,603	10,423,237	868,603	10,423,237
U4 (Lower)	958,242	11,498,902	958,242	11,498,902
	952,888	11,434,659	952,888	11,434,659
	936,232	11,234,785	936,232	11,234,785
	919,906	11,038,877	919,906	11,038,877
	893,839	10,726,071	893,839	10,726,071
	868,642	10,423,701	868,642	10,423,701
	840,368	10,084,413	840,368	10,084,413
	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
Entry Point for Graduates (Non Science)	721,609	8,659,304	721,609	8,659,304
U5 (SC)	864,966	10,379,589	864,966	10,379,589
	850,490	10,205,879	850,490	10,205,879
	836,306	10,035,667	836,306	10,035,667
	822,394	9,868,733	822,394	9,868,733
	802,481	9,629,772	802,481	9,629,772
	789,233	9,470,802	789,233	9,470,802
	776,252	9,315,022	776,252	9,315,022
	763,516	9,162,189	763,516	9,162,189
	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	
U5 (Upper)	718,587	8,623,043	718,587	8,623,043
	706,561	8,478,730	706,561	8,478,730
	694,777	8,337,324	694,777	8,337,324
	683,220	8,198,640	683,220	8,198,640
	666,677	8,000,118	666,677	8,000,118
	655,671	7,868,051	655,671	7,868,051
	644,886	7,738,633	644,886	7,738,633
	634,305	7,611,665	634,305	7,611,665
	623,938	7,487,255	623,938	7,487,255
	613,775	7,365,295	613,775	7,365,295
	603,806	7,245,674	603,806	7,245,674
	594,039	7,128,465	594,039	7,128,465
	584,549	7,014,583	584,549	7,014,583
575,710	6,908,523	575,710	6,908,523	
566,494	6,797,931	566,494	6,797,931	



U5 (Lower)	}	575,710	6,908,523	<b>575,710</b>	<b>6,908,523</b>
		566,494	6,797,931	<b>566,494</b>	<b>6,797,931</b>
		555,917	6,670,999	<b>555,917</b>	<b>6,670,999</b>
		555,422	6,665,069	<b>555,422</b>	<b>6,665,069</b>
		547,672	6,572,068	<b>547,672</b>	<b>6,572,068</b>
		546,965	6,563,576	<b>546,965</b>	<b>6,563,576</b>
		536,496	6,437,958	<b>536,496</b>	<b>6,437,958</b>
U6 (Upper)	}	436,677	5,240,129	<b>436,677</b>	<b>5,240,129</b>
		434,273	5,211,274	<b>434,273</b>	<b>5,211,274</b>
		430,025	5,160,296	<b>430,025</b>	<b>5,160,296</b>
		426,265	5,115,178	<b>426,265</b>	<b>5,115,178</b>
		425,074	5,100,888	<b>425,074</b>	<b>5,100,888</b>
		424,253	5,091,041	<b>424,253</b>	<b>5,091,041</b>
		416,617	4,999,405	<b>416,617</b>	<b>4,999,405</b>
U7 (Upper)	}	377,781	4,533,367	<b>377,781</b>	<b>4,533,367</b>
		369,419	4,433,032	<b>369,419</b>	<b>4,433,032</b>
		361,867	4,342,398	<b>361,867</b>	<b>4,342,398</b>
		354,493	4,253,921	<b>354,493</b>	<b>4,253,921</b>
		347,302	4,167,628	<b>347,302</b>	<b>4,167,628</b>
		340,282	4,083,386	<b>340,282</b>	<b>4,083,386</b>
		333,444	4,001,333	<b>333,444</b>	<b>4,001,333</b>
		326,765	3,921,175	<b>326,765</b>	<b>3,921,175</b>
		321,527	3,858,326	<b>321,527</b>	<b>3,858,326</b>
		316,393	3,796,711	<b>316,393</b>	<b>3,796,711</b>

Source: Ministry of Public Service (2019)



**SCHEDULE 5**

**SALARY STRUCTURE FOR POLICE AND PRISONS SCALES U6, U7 & U8 FOR FY 2019/20**

SALARY SCALE	FY 2018/2019		FY 2019/2020	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
U6 (Upper)	573,331	6,879,970	573,331	6,879,970
	565,146	6,781,746	565,146	6,781,746
	556,959	6,683,506	556,959	6,683,506
	548,774	6,585,282	548,774	6,585,282
	540,587	6,487,042	540,587	6,487,042
U6 (Lower)	532,402	6,388,818	532,402	6,388,818
	531,616	6,379,392	531,616	6,379,392
	523,432	6,281,181	523,432	6,281,181
	516,251	6,195,010	516,251	6,195,010
	508,797	6,105,562	508,797	6,105,562
	501,493	6,017,914	501,493	6,017,914
U7 (Upper)	497,748	5,972,977	497,748	5,972,977
	494,200	5,930,402	494,200	5,930,402
	490,683	5,888,199	490,683	5,888,199
	487,199	5,846,385	487,199	5,846,385
	483,744	5,804,928	483,744	5,804,928
	480,322	5,763,859	480,322	5,763,859
	476,930	5,723,164	476,930	5,723,164
	473,567	5,682,807	473,567	5,682,807
Entry for Police Constables/ Prisons	470,235	5,642,822	470,235	5,642,822
Warders/Wardresses →	466,933	5,603,194	466,933	5,603,194
U8 (Upper)	375,200	4,502,395	375,200	4,502,395
Special Police Constables				

*Source: Ministry of Public Service (2019)*





## SCHEDULE 6

### SALARY STRUCTURE FOR MEDICAL WORKERS FOR FY 2019/20

DESIGNATION	SALARY SCALE	FY 2018/2019		FY 2019/2020	
		MONTHLY	ANNUALY	MONTHLY	ANNUALY
Director General of Health Services	U1S	6,000,000	72,000,000	9,032,791	108,393,492
Director National Referral Hospital	U1S	5,500,000	66,000,000	8,026,776	96,321,312
Director Specialised Health Institute	U1S	5,500,000	66,000,000	8,026,776	96,321,312
Director Regional Referral Hospital	U1S	4,800,000	57,600,000	7,400,602	88,807,224
Director	U1SE	3,750,000	45,000,000	7,600,000	91,200,000
Deputy Director-NRH & Specialised Health Institute	U1SE	4,600,000	55,200,000	7,377,602	88,531,224
Senior Consultant	U1SE	4,500,000	54,000,000	7,307,602	87,691,224
Commissioner	U1SE	3,050,000	36,600,000	7,307,602	87,691,224
Consultant	U1SE	4,200,000	50,400,000	6,035,667	72,428,004
Assistant Director	U1SE	4,500,000	54,000,000	5,000,000	60,000,000
District Health Officer	U1-E Med-1	2,700,000	32,400,000	4,600,062	55,200,744
Assistant Commissioner	U1-E Med-1	2,700,000	32,400,000	4,600,062	55,200,744
Assistant Commissioner-Nursing	U1E (Med-2)	4,000,000	48,000,000	4,000,000	48,000,000
Principal Medical Officer/Principal Dental Surgeon and Medical Officer (Special Grade)	U2 (Med-1)	3,750,000	45,000,000	4,500,962	54,011,544
		3,750,000	45,000,000	4,500,962	54,011,544
		3,750,000	45,000,000	4,500,962	54,011,544
		3,750,000	45,000,000	4,500,962	54,011,544
Assistant District Health Officer	U2 (Med-2)	2,400,000	28,800,000	3,500,000	42,000,000
Other Medical Personnel in U2	U2 (Med-2)	3,500,000	42,000,000	3,500,000	42,000,000
		3,500,000	42,000,000	3,500,000	42,000,000
		3,500,000	42,000,000	3,500,000	42,000,000
		3,500,000	42,000,000	3,500,000	42,000,000
Senior Medical Officer/ Dental Surgeon/ Pharmacist	U3 (Med-1)	3,300,000	39,600,000	3,300,000	39,600,000
		3,300,000	39,600,000	3,300,000	39,600,000
		3,300,000	39,600,000	3,300,000	39,600,000
		3,300,000	39,600,000	3,300,000	39,600,000
		3,300,000	39,600,000	3,300,000	39,600,000
Other Medical Personnel in U3	U3 (Med-2)	3,100,000	37,200,000	3,100,000	37,200,000
		3,100,000	37,200,000	3,100,000	37,200,000
		3,100,000	37,200,000	3,100,000	37,200,000
		3,100,000	37,200,000	3,100,000	37,200,000
		3,100,000	37,200,000	3,100,000	37,200,000
		3,100,000	37,200,000	3,100,000	37,200,000
		3,100,000	37,200,000	3,100,000	37,200,000
		3,100,000	37,200,000	3,100,000	37,200,000
		3,100,000	37,200,000	3,100,000	37,200,000
		3,100,000	37,200,000	3,100,000	37,200,000
Medical Officer/ Dental Surgeon/ Pharmacist	U4 (Med-1)	3,000,000	36,000,000	3,000,000	36,000,000
		3,000,000	36,000,000	3,000,000	36,000,000
		3,000,000	36,000,000	3,000,000	36,000,000
		3,000,000	36,000,000	3,000,000	36,000,000
		3,000,000	36,000,000	3,000,000	36,000,000
Other Medical Personnel in U4	U4 (Med-2)	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





SCHEDULE 7-A

SALARY STRUCTURE FOR JUDICIAL OFFICERS UNDER COURTS OF JUDICATURE

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

Source: Ministry of Public Service (2019)



**SCHEDULE 7-B**

**OFFICE OF THE DIRECTORATE OF PUBLIC PROSECUTION**

DESIGNATION	SALARY SCALE	FY 2018/2019		FY 2019/2020	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL
Director of Public Prosecutions	U1SE	9,026,743	108,320,916	17,550,000	210,600,000
Deputy Director of Public Prosecutions	U1SE	4,490,000	53,880,000	9,555,800	114,669,600
Principal Assistant Director of Public Prosecutions	U1SE	5,000,000	60,000,000	8,762,800	105,153,600
Senior Assistant Director of Public Prosecutions	U1SE	4,490,000	53,880,000	8,027,400	96,328,800
Asst. Director of Public Prosecutions	U1SE	3,900,000	46,800,000	7,828,704	93,944,448
Senior Principal State Attorney	U1E	2,900,000	34,800,000	5,168,880	62,026,560
Principal State Attorney	U2	2,700,000	32,400,000	4,356,720	52,280,640
Senior State Attorney/ Senior Principal State Prosecutor	U3	2,000,000	24,000,000	3,322,512	39,870,144
State Attorney/ Principal State Prosecutor	U4	1,700,000	20,400,000	2,730,240	32,762,880
Senior State Prosecutor	U5	1,200,000	14,400,000	1,706,000	20,472,000
State Prosecutor	U6	850,000	10,200,000	1,006,400	12,076,800

DESIGNATION	SALARY SCALE	FY 2018/2019		FY 2019/2020	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL
Solicitor General	U1S	15,400,000	184,800,000	15,400,000	184,800,000
Deputy Solicitor General	U1SE	5,770,000	69,240,000	13,860,000	166,320,000
Administrator General	U1SE	4,490,000	53,880,000	12,000,000	144,000,000
Commissioner/ Chief State Attorney	U1SE	3,550,000	42,600,000	7,828,704	93,944,448
Senior Principal State Attorney	U1E	2,900,000	34,800,000	5,168,880	62,026,560
Principal State Attorney	U2	2,700,000	32,400,000	4,356,720	52,280,640
Senior State Attorney	U3	2,000,000	24,000,000	3,322,512	39,870,144
State Attorney	U4	1,700,000	20,400,000	2,730,240	32,762,880

*Source: Ministry of Public Service (2019)*



SCHEDULE 8

SALARY STRUCTURE FOR LOCAL GOVERNMENT POLITICAL LEADERS FOR FY 2019/2020

DESIGNATION	FY 2018/2019		FY 2019/2020	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
District Chairperson	2,380,000	28,560,000	<b>2,380,000</b>	<b>28,560,000</b>
District Vice Chairperson	1,190,000	14,280,000	<b>1,190,000</b>	<b>14,280,000</b>
District Speaker	724,000	8,688,000	<b>724,000</b>	<b>8,688,000</b>
Member District Executive Committee	620,000	7,440,000	<b>620,000</b>	<b>7,440,000</b>
Sub - County/Town Council Chairperson	412,000	4,944,000	<b>412,000</b>	<b>4,944,000</b>
Municipal Mayor	1,190,000	14,280,000	1,190,000	14,280,000
Municipal Deputy Mayor	620,000	7,440,000	620,000	7,440,000
Municipal Division Chairperson	412,000	4,944,000	412,000	4,944,000

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

*Source: Ministry of Public Service (2019)*



SCHEDULE 9B

SALARY STRUCTURE FOR SPECIFIED OFFICERS (NATIONAL SERVICE COMMISSIONS) FOR FY 2019/20

DESIGNATION	FY 2018/2019		FY 2019/2020	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
Chairperson of Commission	21,200,000	254,400,000	21,200,000	254,400,000
Deputy Chairperson of Commission	20,000,000	240,000,000	20,000,000	240,000,000
Member of Commission	19,200,000	230,400,000	19,200,000	230,400,000

Source: Ministry of Public Service (2019)



**SCHEDULE 10A**

**SALARY STRUCTURE FOR AVIATION FOR FINANCIAL YEAR 2019/2020**

**PRESIDENTIAL CREW**

DESIGNATION	SALARY SCALE	FY 2018/2019		FY 2019/2020		
		MONTHLY	ANNUAL	MONTHLY	ANNUAL	
Executive Director	U1S	22,500,000	270,000,000	22,500,000	270,000,000	
Chief Pilot	U1SE	21,600,000	259,200,000	21,600,000	259,200,000	
Chief Engineer	U1SE	21,600,000	259,200,000	21,600,000	259,200,000	
Captain	U1SE	20,250,000	243,000,000	20,250,000	243,000,000	
Pilot	U1SE	20,000,000	240,000,000	20,000,000	240,000,000	
First Officer	U1E	20,000,000	240,000,000	20,000,000	240,000,000	
		U2	15,850,000	190,200,000	15,850,000	190,200,000
		15,850,000	190,200,000	15,850,000	190,200,000	
		15,850,000	190,200,000	15,850,000	190,200,000	
		15,850,000	190,200,000	15,850,000	190,200,000	
		15,850,000	190,200,000	15,850,000	190,200,000	
		15,850,000	190,200,000	15,850,000	190,200,000	
		15,850,000	190,200,000	15,850,000	190,200,000	
		15,850,000	190,200,000	15,850,000	190,200,000	
		15,850,000	190,200,000	15,850,000	190,200,000	
		15,850,000	190,200,000	15,850,000	190,200,000	
		15,850,000	190,200,000	15,850,000	190,200,000	
		15,850,000	190,200,000	15,850,000	190,200,000	
		15,850,000	190,200,000	15,850,000	190,200,000	
		15,850,000	190,200,000	15,850,000	190,200,000	
		15,850,000	190,200,000	15,850,000	190,200,000	
		15,850,000	190,200,000	15,850,000	190,200,000	
		15,850,000	190,200,000	15,850,000	190,200,000	
		U3	14,850,000	178,200,000	14,850,000	178,200,000
			14,850,000	178,200,000	14,850,000	178,200,000
			14,850,000	178,200,000	14,850,000	178,200,000
			14,850,000	178,200,000	14,850,000	178,200,000
			14,850,000	178,200,000	14,850,000	178,200,000
			14,850,000	178,200,000	14,850,000	178,200,000
			14,850,000	178,200,000	14,850,000	178,200,000
			14,850,000	178,200,000	14,850,000	178,200,000
			14,850,000	178,200,000	14,850,000	178,200,000
		14,850,000	178,200,000	14,850,000	178,200,000	
		14,850,000	178,200,000	14,850,000	178,200,000	
		14,850,000	178,200,000	14,850,000	178,200,000	
		14,850,000	178,200,000	14,850,000	178,200,000	
		14,850,000	178,200,000	14,850,000	178,200,000	
	U4	12,150,000	145,800,000	12,150,000	145,800,000	
		12,150,000	145,800,000	12,150,000	145,800,000	
		12,150,000	145,800,000	12,150,000	145,800,000	
		12,150,000	145,800,000	12,150,000	145,800,000	
		12,150,000	145,800,000	12,150,000	145,800,000	
		12,150,000	145,800,000	12,150,000	145,800,000	
		12,150,000	145,800,000	12,150,000	145,800,000	
		12,150,000	145,800,000	12,150,000	145,800,000	
		12,150,000	145,800,000	12,150,000	145,800,000	
		12,150,000	145,800,000	12,150,000	145,800,000	
		12,150,000	145,800,000	12,150,000	145,800,000	
		12,150,000	145,800,000	12,150,000	145,800,000	
		12,150,000	145,800,000	12,150,000	145,800,000	

Source: Ministry of Public Service (2019)





**SCHEDULE 10B**

**SALARY STRUCTURE FOR AVIATION- OTHER THAN PRESIDENTIAL CREW FOR FY 2019/20**

Salary Scale	FY 2018/19		FY 2019/2020	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
U1SE	16,877,308	202,527,696	16,877,308	202,527,696
	14,819,952	177,839,424	14,819,952	177,839,424
	14,665,560	175,986,720	14,665,560	175,986,720
	14,500,689	174,008,268	14,500,689	174,008,268
Entry point for U1E (Sc) →	14,319,214	171,830,568	14,319,214	171,830,568
	13,098,120	157,177,440	13,098,120	157,177,440
	12,956,720	155,480,640	12,956,720	155,480,640
	12,817,077	153,804,924	12,817,077	153,804,924
	12,679,254	152,151,048	12,679,254	152,151,048
	11,604,943	139,259,316	11,604,943	139,259,316
	11,471,047	137,652,564	11,471,047	137,652,564
	11,338,838	136,066,056	11,338,838	136,066,056
	11,208,393	134,500,716	11,208,393	134,500,716
	11,079,593	132,955,116	11,079,593	132,955,116
Entry point for U2 (Sc) →	10,997,553	131,970,636	10,997,553	131,970,636
	10,743,847	128,926,164	10,743,847	128,926,164
	10,596,440	127,157,280	10,596,440	127,157,280
	10,451,252	125,415,018	10,451,252	125,415,018
	10,308,214	123,698,562	10,308,214	123,698,562
	10,167,275	122,007,300	10,167,275	122,007,300
	9,938,319	119,259,828	9,938,319	119,259,828
	9,802,855	117,634,254	9,802,855	117,634,254
	9,669,362	116,032,344	9,669,362	116,032,344
	9,537,876	114,454,506	9,537,876	114,454,506
	9,408,285	112,899,414	9,408,285	112,899,414
Entry point for U3(Sc) →	9,305,860	111,670,314	9,305,860	111,670,314
	8,858,717	106,304,604	8,858,717	106,304,604
	8,855,037	106,260,438	8,855,037	106,260,438
	8,852,096	106,225,146	8,852,096	106,225,146
	8,849,172	106,190,058	8,849,172	106,190,058
	8,846,231	106,154,766	8,846,231	106,154,766
	8,843,247	106,118,964	8,843,247	106,118,964
	8,603,012	103,236,138	8,603,012	103,236,138
	8,514,799	102,177,582	8,514,799	102,177,582
	8,301,279	99,615,342	8,301,279	99,615,342
	8,231,145	98,773,740	8,231,145	98,773,740
Entry point for U4(Sc) →	8,195,607	98,347,278	8,195,607	98,347,278

*Source: Ministry of Public Service (2019)*



SCHEDULE 11

SALARY STRUCTURE FOR DISTRICT SERVICE COMMISSION CHAIRPERSONS FOR FY 2019/2020

DESIGNATION	FY 2018/2019		FY 2019/2020	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
District Service Chairperson	1,716,346	20,596,152	1,716,346	20,596,152

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		
		MONTHLY	ANNUAL	MONTHLY	ANNUAL	
Vice Chanellor	M1	11,817,781	141,813,372	11,817,781	141,813,372	
Deputy Vice Chancellor	M2	10,188,142	122,257,703	10,188,142	122,257,703	
Teaching Science	Professor	M3	9,625,559	115,506,709	9,625,559	115,506,709
	Associate Professor	M4	9,032,791	108,393,493	9,032,791	108,393,493
	Senior Lecturer	M5	8,126,776	97,521,307	8,126,776	97,521,307
	Lecturer	M6.1	7,377,602	88,531,219	7,377,602	88,531,219
	Asst. Lecturer	M6.2	6,035,667	72,428,003	6,035,667	72,428,003
	Teaching Assitant	M7	5,160,962	61,931,548	5,160,962	61,931,548
Teaching Non Science	Professor	M3	8,520,745	102,248,937	8,520,745	102,248,937
	Associate Professor	M4	8,203,913	98,446,953	8,203,913	98,446,953
	Senior Lecturer	M5	7,488,281	89,859,370	7,488,281	89,859,370
	Lecturer	M6.1	6,867,800	82,413,605	6,867,800	82,413,605
	Asst. Lecturer	M6.2	5,392,435	64,709,215	5,392,435	64,709,215
	Teaching Assitant	M7	4,247,002	50,964,018	4,247,002	50,964,018
Non Teaching Science	Director	M3	9,625,559	115,506,709	9,625,559	115,506,709
	Deputy Director	M4	9,032,791	108,393,493	9,032,791	108,393,493
	Assistant Director	M5	8,126,776	97,521,307	8,126,776	97,521,307
	Senior Administrator	M6.1	7,377,602	88,531,219	7,377,602	88,531,219
	Administrator	M6.2	6,035,667	72,428,003	6,035,667	72,428,003
	Assistant Administrator	M7	5,160,962	61,931,548	5,160,962	61,931,548
		M10	3,188,325	38,259,905	3,188,325	38,259,905
		M11	3,012,740	36,152,883	3,012,740	36,152,883
		M12	1,977,426	23,729,107	1,977,426	23,729,107
		M13	1,768,644	21,223,731	1,768,644	21,223,731
		M14	1,362,965	16,355,577	1,362,965	16,355,577
		M15	1,303,753	15,645,038	1,303,753	15,645,038
		M20	901,128	10,813,531	901,128	10,813,531
		M21	813,035	9,756,415	813,035	9,756,415



	Title/Level	Salary Scale	FY 2018/2019		FY 2019/2020	
			MONTHLY	ANNUAL	MONTHLY	ANNUAL
Non Teaching Non Science	Director	M3	8,520,746	102,248,958	8,520,746	102,248,958
	Deputy Director	M4	8,203,914	98,446,973	8,203,914	98,446,973
	Assistant Director	M5	7,488,282	89,859,388	7,488,282	89,859,388
	Senior Administrator	M6.1	6,867,802	82,413,622	6,867,802	82,413,622
	Administrator	M6.2	5,392,435	64,709,215	5,392,435	64,709,215
	Assistant Administrator	M7	4,247,002	50,964,018	4,247,002	50,964,018
		M10	2,977,118	35,725,413	2,977,118	35,725,413
		M11	2,343,083	28,116,999	2,343,083	28,116,999
		M12	1,980,202	23,762,428	1,980,202	23,762,428
		M13	1,615,289	19,383,466	1,615,289	19,383,466
		M14	1,216,311	14,595,729	1,216,311	14,595,729
		M15	1,168,574	14,022,888	1,168,574	14,022,888
		M16	1,109,496	13,313,953	1,109,496	13,313,953
		M17	1,066,218	12,794,621	1,066,218	12,794,621
		M18	1,022,941	12,275,290	1,022,941	12,275,290
		M20	845,880	10,150,564	845,880	10,150,564
		M21	748,373	8,980,480	748,373	8,980,480
		M22	650,820	7,809,843	650,820	7,809,843

Source: Ministry of Public Service (2019)

