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01st July 2022

CIRCULAR STANDING INSTRUCTION (CSI) NO.1. OF 2022

SALARY STRUCTURE FOR FINANCIAL YEAR 2022/2023

1.0 Introduction

- 1.1. A wage bill of **UShs. 5,985.40 Billion** has been allocated for Financial Year 2022/2023. This represents an increment of **Ushs 509.29 Billion** (9.3%) from the wage bill of last Financial Year 2021/2022 of **UShs. 5,476.11 Billion**. This is broken down as follows:-

	Central Government (Includes RRH)	Missions/ Embassies	Local Governments	Total
Amount	3,101,832,031,000	28,260,341,000	2,855,308,666,000	5,985,401,038,000
Percentage	51.82	3.48	44.70	100

Table 1: Wage breakdown for Central/ Local Governments and Missions Abroad in Billion Shillings

- 1.2. The Local Governments' Wage is further broken down according to payroll categories as follows:-

	District Unconditional Grant	Town / Urban	Agricultural Extension	Primary Health Care	Primary Education	Secondary Education	Decentralized Tertiary
Amount	309.26	113.50	120.73	751.82	1,054.76	436.64	68.59
Percentage	10.83	3.98	4.23	26.33	36.94	15.29	2.40

Table 2: Local Governments' Wage Allocation by Payroll Categories in Billion Shillings



1.3. The Wage for FY 2022/2023 has been based on the following considerations:-

- a) Staff in post as at 30th June 2022;
- b) Supplementary wage provided in FY 2021/2022;
- c) Recruitment cleared by the Ministry of Public Service in FY 2021/2022;
- d) Need for recruitment of critical Health Workers in Local Governments;
- e) Operationalization of new administrative units in Local Governments;
- f) Salary enhancement for the categories provided in paragraph 2.0.

1.4. Only recruitment on replacement basis shall be undertaken outside the provisions of paragraph 1.3.

2.0 Salary Enhancement for Public Officers

In line with the phased approach to the implementation of salary enhancement and arising from the global impact of COVID-19, salary enhancement in FY 2022/2023 has been afforded for the following categories of Public Officers:-

- a) Health Professionals and Health Tutors;
- b) Scientists in the Mainstream Public Service;
- c) Science Teachers in Post Primary Schools;
- d) Laboratory Technicians and Laboratory Assistants in Post Primary Schools;
- e) Science Lecturers/ Tutors/ Instructors in Business, Technical and Vocational Education Training (BTJET) Institutions;
- f) Legal professionals under the Directorate of Public Prosecutions (DPP).

3.0 Management of Payroll related Allowances in FY 2022/2023

3.1. **Hardship allowance:** This has been maintained at the rate of 30% of the salary of FY 2017/18.

3.2. **Consolidated Health Allowance:** This has been consolidated with the basic salary attached to all positions of Health Professionals. The Code shall henceforth be deactivated from the payroll.

3.3. **Retention Allowance for Medical Officer:** Retention allowance paid to Medical Officers deployed to Health Centre IVs has been abolished, All Medical Officers regardless of their deployment shall be paid consolidated salary effective July 2022. This will remove pay disparity, promote mobility of the Medical Officers and enhance career growth among other benefits.



- 3.4 **Lunch Allowance:** Lunch allowance for Health Professionals has been consolidated with the basic salary attached to all positions of Health Professionals effective July 2022. The Allowance has been retained for non health professionals whose posts exist on the establishment of the health facilities, the District Health Office, the City Health Office and Municipal Health Office.
- 3.5 **Schedule for Health Tutors:** Health Tutors (Working in Health Training Institutions) shall, effective July 2022, be paid salary according to Schedule 6 of the Salary Structure for FY 2022/2023.
- 3.6 Health workers in Salary Scales U7, U6 and U5 under the Uganda Police Force, Uganda Prisons Service and their equivalents in Uganda Peoples' Defense Forces shall be paid the salary provided in Schedule 6.

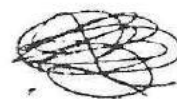
4.0 Implementation of this Circular

- 4.1. The effective date for implementation of this Circular Standing Instruction is **1st July 2022**.
- 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 2022/2023 for implementation. Responsible Officers should bring the contents of the Circular to the attention of all Public Officers for information and/or compliance.
- 4.3. This Circular can also be accessed on the Ministry of Public Service website: www.publicservice.go.ug.

5.0 Salary Structure Schedules

5.1. The following schedules are attached:

SCCHEDULE 1	Salary Structure for Political Leaders
SCCHEDULE 2	General Salary Structure for Public Servants
SCCHEDULE 3	Salary Structure for Primary School Teachers including the Head Teacher and Deputy Head Teacher.
SCCHEDULE 4-A	Salary Structure for Post Primary Teachers (Secondary School Teachers including the Head Teacher and Deputy Head Teacher) and Secondary Schools Laboratory Staff
SCCHEDULE 4-B	Salary Structure for BTVET and Teacher Training Institutions excluding Health Training Institutions
SCCHEDULE 5	Salary Structure for Police and Prisons staff in Scales U5, U6, U7 & U8 excluding Health Professionals in Scales U7,



	U6 and U5 and Scientists in Salary Scale U5.
SCHEDULE 6	Salary Structure for Medical Workers and Health Tutors
SCHEDULE 7-A	Salary Structure for Judicial Officers under Courts of Judicature
SCHEDULE 7-B	Salary Structure for Legal Professionals for Office of the Directorate of Public Prosecutions for FY 2022/2023
	Salary Structure for Ministry of Justice and Constitutional Affairs and legal professionals under Judicial Service Commission for FY 2022/2023
	Salary Structure for legal professionals other than MOJCA, DPP and Judicial Service Commission for FY 2022/2023
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 10-A	Salary Structure for Aviation (Presidential Crew)
SCHEDULE 10-B	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 2022/2023

DESIGNATION	FY 2021/2022		FY 2022/2023	
	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 (2022)



SCHEDULE 2

SALARY STRUCTURE FOR THE PUBLIC SERVICE (GENERAL) FOR FINANCIAL YEAR 2022/2023

DESIGNATION	SALARY SCALE	FY 2021/2022		FY 2022/2023	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL
Head of the Public Service	UIS	17,600,000	211,200,000	17,600,000	211,200,000
Deputy Head of the Public Service	UIS	16,400,000	196,800,000	16,400,000	196,800,000
Permanent Secretary	UIS	15,400,000	184,800,000	15,400,000	184,800,000
Deputy Secretary to Treasury	U1SE	13,860,000	41,034,935	13,860,000	166,320,000
Accountant General	U1SE	13,860,000	41,034,935	13,860,000	166,320,000
Deputy Secretary-Public Service Commission	U1SE	13,860,000	41,034,935	13,860,000	166,320,000
Internal Auditor General	U1SE	13,860,000	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/ Town Clerk of City	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	12,750,000	153,000,000
Deputy Director (SC)	U1SE	3,300,000	39,600,000	11,900,000	142,800,000
Assistant Inspector General of Police (SC)	U1SE	3,300,000	39,600,000	12,750,000	153,800,000
Commissioner (SC)	U1SE	3,050,000	36,600,000	10,622,398	127,468,776
Deputy Commissioner (SC)	U1SE	2,700,000	32,400,000	7,000,000	84,000,000
Assistant Commissioner (Science)	U1E (SC)	2,700,000	32,400,000	6,500,000	78,000,000
		2,700,000	32,400,000	6,500,000	78,000,000
		2,700,000	32,400,000	6,500,000	78,000,000
		2,700,000	32,400,000	6,500,000	78,000,000



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		4,500,000	54,000,000
		2,400,000	28,800,000		4,500,000	54,000,000
		2,400,000	28,800,000		4,500,000	54,000,000
		2,400,000	28,800,000		4,500,000	54,000,000
		2,400,000	28,800,000		4,500,000	54,000,000
		2,400,000	28,800,000		4,500,000	54,000,000
		2,400,000	28,800,000		4,500,000	54,000,000
		2,400,000	28,800,000		4,500,000	54,000,000
		2,400,000	28,800,000		4,500,000	54,000,000
		2,400,000	28,800,000		4,500,000	54,000,000
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		4,250,000	51,000,000
		2,300,000	27,600,000		4,250,000	51,000,000
		2,300,000	27,600,000		4,250,000	51,000,000
		2,300,000	27,600,000		4,250,000	51,000,000
		2,300,000	27,600,000		4,250,000	51,000,000
		2,300,000	27,600,000		4,250,000	51,000,000
		2,300,000	27,600,000		4,250,000	51,000,000
		2,300,000	27,600,000		4,250,000	51,000,000
		2,300,000	27,600,000		4,250,000	51,000,000
		2,300,000	27,600,000		4,250,000	51,000,000
		2,300,000	27,600,000		4,250,000	51,000,000
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
Graduate Scientist (other than Medical Personnel)		2,200,000	26,400,000		4,000,000	48,000,000
		2,200,000	26,400,000		4,000,000	48,000,000
		2,200,000	26,400,000		4,000,000	48,000,000



	U4 (SC)	2,200,000	26,400,000		4,000,000	48,000,000
		2,200,000	26,400,000		4,000,000	48,000,000
		2,200,000	26,400,000		4,000,000	48,000,000
		2,200,000	26,400,000		4,000,000	48,000,000
		2,200,000	26,400,000		4,000,000	48,000,000
		2,200,000	26,400,000		4,000,000	48,000,000
		2,200,000	26,400,000		4,000,000	48,000,000
		2,200,000	26,400,000		4,000,000	48,000,000
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	9,607,632		808,135	9,607,632
		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 (Other than Medical Personnel)	U5 (SC)	1,200,000	14,400,000		2,200,000	26,400,000
		1,200,000	14,400,000		2,200,000	26,400,000
		1,200,000	14,400,000		2,200,000	26,400,000
		1,200,000	14,400,000		2,200,000	26,400,000



Analogous Staff	U6 (Upper)	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
		416,617	4,999,405		416,617	4,999,405
Promotional Level for Analogous Staff	U6 (Lower)	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
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 (2022)



SCHEDULE 3

SALARY STRUCTURE FOR PRIMARY SCHOOL TEACHERS FOR FY 2022/2023

Post/ Salary Scale	FY 2021/2022		FY 2022/2023	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
Head Teacher Primary (U4)	980,211	11,762,526	980,211	11,762,526
	975,077	11,700,925	975,077	11,700,925
	958,211	11,498,537	958,211	11,498,537
	942,570	11,310,845	942,570	11,310,845
	917,585	11,011,020	917,585	11,011,020
	893,437	10,721,249	893,437	10,721,249
	866,341	10,396,097	866,341	10,396,097
	834,700	10,016,403	834,700	10,016,403
	802,491	9,629,895	802,491	9,629,895
	777,512	9,330,140	777,512	9,330,140
Deputy Head Teacher Primary (U5)	773,952	9,287,422	773,952	9,287,422
	768,177	9,218,122	768,177	9,218,122
	756,884	9,082,607	756,884	9,082,607
	751,558	9,018,702	751,558	9,018,702
	747,204	8,966,452	747,204	8,966,452
	737,822	8,853,862	737,822	8,853,862
	736,657	8,839,887	736,657	8,839,887
	727,682	8,732,184	727,682	8,732,184
	717,747	8,612,958	717,747	8,612,958
	708,007	8,496,080	708,007	8,496,080
	698,454	8,381,443	698,454	8,381,443
	689,093	8,269,118	689,093	8,269,118
	679,998	8,159,981	679,998	8,159,981
	670,990	8,051,877	670,990	8,051,877
	662,165	7,945,980	662,165	7,945,980
Senior Education Assistant (U6)	613,486	7,361,829	613,486	7,361,829
	611,065	7,332,776	611,065	7,332,776
	608,538	7,302,453	608,538	7,302,453
	605,100	7,261,195	605,100	7,261,195



Education Assistant (Grade III Teacher)- U7 (Upper)	568,166	6,817,996		568,166	6,817,996
	558,839	6,706,067		558,839	6,706,067
	550,413	6,604,958		550,413	6,604,958
	542,188	6,506,257		542,188	6,506,257
	534,166	6,409,991		534,166	6,409,991
	526,335	6,316,015		526,335	6,316,015
	518,707	6,224,479		518,707	6,224,479
	511,255	6,135,058		511,255	6,135,058
	505,412	6,064,947		505,412	6,064,947
	499,684	5,996,211		499,684	5,996,211
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
<i>Source: Ministry of Public Service (2022)</i>					



SCHEDULE 4-A

SALARY STRUCTURE FOR POST PRIMARY TEACHERS (SECONDARY SCHOOL TEACHERS) AND LABORATORY STAFF IN SECONDARY SCHOOLS FOR FY 2022/2023

POST/ SALARY SCALE	FY 2021/2022		FY 2022/2023	
	Monthly	Annual	Monthly	Annual
Head Teacher Secondary School (U1E-LWR)	2,350,000	28,199,995	2,350,000	28,199,995
	2,324,608	27,895,292	2,324,608	27,895,292
	2,295,943	27,551,311	2,295,943	27,551,311
	2,270,984	27,251,811	2,270,984	27,251,811
Deputy Head Teacher Secondary School (U2-LWR)	1,740,001	20,880,007	1,740,001	20,880,007
	1,728,522	20,742,259	1,728,522	20,742,259
	1,700,644	20,407,725	1,700,644	20,407,725
	1,672,766	20,073,192	1,672,766	20,073,192
	1,644,888	19,738,659	1,644,888	19,738,659
	1,631,769	19,581,231	1,631,769	19,581,231
Senior Education Officer - Classroom Teacher (Science)-U3SC	1,720,000	20,640,004	4,250,000	51,000,000
	1,697,109	20,365,311	4,250,000	51,000,000
	1,674,563	20,094,750	4,250,000	51,000,000
	1,652,349	19,828,188	4,250,000	51,000,000
	1,630,462	19,565,540	4,250,000	51,000,000
	1,594,906	19,138,877	4,250,000	51,000,000
	1,573,870	18,886,439	4,250,000	51,000,000
	1,553,138	18,637,661	4,250,000	51,000,000
	1,532,719	18,392,632	4,250,000	51,000,000
	1,512,596	18,151,151	4,250,000	51,000,000
1,496,690	17,960,276	4,250,000	51,000,000	
Senior Education Officer - Classroom Teacher (Non Science) U3LWR	1,311,422	15,737,068	1,311,422	15,737,068
	1,298,482	15,581,779	1,298,482	15,581,779
	1,255,505	15,066,056	1,255,505	15,066,056
	1,242,869	14,914,433	1,242,869	14,914,433
	1,230,381	14,764,574	1,230,381	14,764,574
	1,218,041	14,616,496	1,218,041	14,616,496
	1,210,213	14,522,559	4,000,000	48,000,000



Education Officer - Classroom Teacher (Science)- U4SC	1,203,769	14,445,230	4,000,000	48,000,000
	1,183,720	14,204,641	4,000,000	48,000,000
	1,164,069	13,968,825	4,000,000	48,000,000
	1,132,692	13,592,300	4,000,000	48,000,000
	1,102,361	13,228,336	4,000,000	48,000,000
Education Officer - Classroom Teacher (Non-Science)- U4LWR	1,078,162	12,937,942	1,078,162	12,937,942
	1,072,808	12,873,699	1,072,808	12,873,699
	1,056,152	12,673,825	1,056,152	12,673,825
	1,039,826	12,477,917	1,039,826	12,477,917
	1,013,759	12,165,111	1,013,759	12,165,111
	988,562	11,862,741	988,562	11,862,741
	960,288	11,523,453	960,288	11,523,453
Assistant Education Officer - Classroom Teacher (Science)-U5SC	933,966	11,207,589	2,200,000	26,400,000
	919,490	11,033,879	2,200,000	26,400,000
	905,306	10,863,667	2,200,000	26,400,000
	891,394	10,696,733	2,200,000	26,400,000
	871,481	10,457,772	2,200,000	26,400,000
	858,233	10,298,802	2,200,000	26,400,000
	845,252	10,143,022	2,200,000	26,400,000
	832,516	9,990,189	2,200,000	26,400,000
	820,036	9,840,437	2,200,000	26,400,000
	807,803	9,693,633	2,200,000	26,400,000
	795,804	9,549,645	2,200,000	26,400,000
Laboratory Technician (Secondary Schools) U5 (Science)	858,233	5,091,041	2,200,000	26,400,000
	845,252	4,999,405	2,200,000	26,400,000
	832,516	4,907,770	2,200,000	26,400,000
	820,036	4,817,968	2,200,000	26,400,000
	807,803	4,729,911	2,200,000	26,400,000
	795,804	4,643,667	2,200,000	26,400,000
Assistant Education Officer - Classroom Teacher (Non-Science)- U5LWR	784,214	9,410,571	784,214	9,410,571
	774,998	9,299,979	774,998	9,299,979
	764,421	9,173,047	764,421	9,173,047
	763,926	9,167,117	763,926	9,167,117
	756,176	9,074,116	756,176	9,074,116
	755,469	9,065,624	755,469	9,065,624
	745,000	8,940,006	745,000	8,940,006



Laboratory Assistant (Secondary Schools)- U7 (Upper)	377,781	4,533,367	550,000	6,600,000
	369,419	4,433,032	550,000	6,600,000
	361,867	4,342,398	550,000	6,600,000
	354,493	4,253,921	550,000	6,600,000
	347,302	4,167,628	550,000	6,600,000
	340,282	4,083,386	550,000	6,600,000
	333,444	4,001,333	550,000	6,600,000
	326,765	3,921,175	550,000	6,600,000
	321,527	3,858,326	550,000	6,600,000
	316,393	3,796,711	550,000	6,600,000
<i>Source: Ministry of Public Service (2022)</i>				



SCHEDULE 4-B

SALARY STRUCTURE FOR THE PUBLIC BTVET AND TEACHER TRAINING INSTITUTIONS EXCLUDING HEALTH TRAINING INSTITUTIONS FOR FY 2022/2023

DESIGNATION	SALARY SCALE	FY 2021/2022		FY 2022/2023	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL
Principal Diploma Awarding Institution (Science)	U1SE	2,900,000	34,800,000	10,622,398	127,468,776
Principal Diploma Awarding Institution (Non Science)	U1SE	2,900,000	34,800,000	2,900,000	34,800,000
Principal Certificate Awarding Institution)/ Deputy Principal Diploma Awarding Institutions (Science)	U1E	2,850,000	34,199,988	6,500,000	78,000,000
		2,820,885	33,850,619	6,500,000	78,000,000
		2,789,796	33,477,552	6,500,000	78,000,000
		2,755,575	33,066,900	6,500,000	78,000,000
Principal Certificate Awarding Institution)/ Deputy Principal Diploma Awarding Institutions (Non-Science)	U1E	2,850,000	34,199,988	2,850,000	34,199,988
		2,820,885	33,850,619	2,820,885	33,850,619
		2,789,796	33,477,552	2,789,796	33,477,552
		2,755,575	33,066,900	2,755,575	33,066,900
Head of Technical/ Farm School and Head Vocational Center and Community Polytechnic (Science) and Principal Lecturers- Science	U2 SC	2,520,000	30,240,006	4,500,000	54,000,000
		2,493,336	29,920,028	4,500,000	54,000,000
		2,467,004	29,604,042	4,500,000	54,000,000
		2,441,014	29,292,164	4,500,000	54,000,000
		2,238,430	26,861,157	4,500,000	54,000,000
		2,213,180	26,558,163	4,500,000	54,000,000
		2,181,250	26,259,004	4,500,000	54,000,000
		2,163,651	25,963,814	4,500,000	54,000,000
		2,139,363	25,672,362	4,500,000	54,000,000
Deputy Principal Certificate Awarding Institutions (non-science) and Principal Lecturers- Non Science	U2 LWR	1,679,886	20,158,672	1,679,886	20,158,672
		1,668,407	20,020,879	1,668,407	20,020,879
		1,640,529	19,686,345	1,640,529	19,686,345
		1,612,651	19,351,812	1,612,651	19,351,812
		1,584,773	19,017,279	1,584,773	19,017,279
		1,571,654	18,859,851	1,571,654	18,859,851



Senior Tutor/ Instructor/ Lecturer (Science)	U3 SC	1,720,000	20,640,004	4,250,000	51,000,000
		1,697,109	20,365,311	4,250,000	51,000,000
		1,674,563	20,094,750	4,250,000	51,000,000
		1,652,349	19,824,188	4,250,000	51,000,000
		1,630,462	19,565,540	4,250,000	51,000,000
		1,594,906	19,138,877	4,250,000	51,000,000
		1,573,870	18,886,439	4,250,000	51,000,000
		1,553,139	18,637,661	4,250,000	51,000,000
		1,532,719	18,392,632	4,250,000	51,000,000
		1,512,596	18,151,151	4,250,000	51,000,000
Senior Tutor/ Instructor/ Lecturer (Non Science)	U3 LWR	1,311,422	15,737,068	1,311,422	15,737,068
		1,298,482	15,581,779	1,298,482	15,581,779
		1,255,505	15,066,056	1,255,505	15,066,056
		1,242,869	14,914,433	1,242,869	14,914,433
		1,230,381	14,764,574	1,230,381	14,764,574
		1,218,041	14,616,496	1,218,041	14,616,496
Tutor/ Instructor/ Lecturer (Science)	U4 SC	1,210,213	14,522,559	4,000,000	48,000,000
		1,203,769	14,445,230	4,000,000	48,000,000
		1,183,720	14,204,641	4,000,000	48,000,000
		1,164,069	13,968,825	4,000,000	48,000,000
		1,132,692	13,592,300	4,000,000	48,000,000
		1,102,361	13,228,336	4,000,000	48,000,000
Graduate Tutor/ Instructor/ Lecturer (Non Science)	U4 LWR	1,078,162	12,937,942	1,078,162	12,937,942
		1,072,808	12,873,699	1,072,808	12,873,699
		1,056,152	12,673,825	1,056,152	12,673,825
		1,039,826	12,477,917	1,039,826	12,477,917
		1,013,759	12,165,111	1,013,759	12,165,111
		988,562	11,862,741	988,562	11,862,741
		960,288	11,523,453	960,288	11,523,453
Diploma Tutor/ Instructor/ Lecturer (Science)	U5 SC	1,002,966	12,035,589	2,200,000	26,400,000
		988,490	11,861,879	2,200,000	26,400,000
		974,306	11,691,667	2,200,000	26,400,000
		960,394	11,524,733	2,200,000	26,400,000
		940,481	11,285,772	2,200,000	26,400,000
		927,233	11,126,802	2,200,000	26,400,000



		914,252	10,971,022		2,200,000	26,400,000
		901,516	10,818,189		2,200,000	26,400,000
Diploma Tutor/ Instructor/ Lecturer (Non Science)	U5 LWR	784,214	9,410,571		784,214	9,410,571
		774,998	9,299,979		774,998	9,299,979
		764,421	9,173,047		764,421	9,173,047
		763,926	9,167,117		763,926	9,167,117
		756,176	9,074,116		756,176	9,074,116
		755,469	9,065,624		755,469	9,065,624
		745,000	8,940,006		745,000	8,940,006
<i>Source: Ministry of Public Service (2022)</i>						

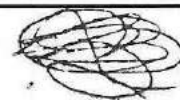


SCHEDULE 5

SALARY STRUCTURE FOR POLICE AND PRISONS SCALES U5, U6, U7 & U8 (EXCLUDES HEALTH PROFESSIONALS AND SCIENTISTS IN U5) FOR FY 2022/ 2023

SALARY SCALE	FY 2021/2022		FY 2022/2023	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
U5 (Upper)	647,000	7,764,000	647,000	7,764,000
U5 (Lower)	597,000	7,164,000	597,000	7,164,000
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
	501,593	6,107,914	501,593	6,107,914
U7 (Upper) Police Constables/ Prisons	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
	470,235	5,642,822	470,235	5,642,822
Warders/Wardresses	466,933	5,603,194	466,933	5,603,194
Special Police Constable U8 (Upper)	375,200	4,502,395	375,200	4,502,395

Source: Ministry of Public Service (2022)



SCHEDULE 6

SALARY STRUCTURE FOR MEDICAL WORKERS AND HEALTH TUTORS (CONSOLIDATED) FOR FY 2022/2023

DESIGNATION	SALARY SCALE	FY 2021/2022		FY 2022/2023	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL
Director General of Health Services	UIS	9,032,791	108,393,492	15,340,000	184,080,000
Executive Director, National Referral Hospital	UIS	8,026,776	96,321,312	15,141,555	181,698,660
Director Specialized Health Institute	UIS	8,026,776	96,321,312	14,501,555	174,018,660
Director Regional Referral Hospital	UIS	7,400,602	88,807,224	13,651,555	163,818,660
Director (Health), Ministry of Health	UISE	7,600,000	91,200,000	14,140,000	169,680,000
Deputy Director-NRH & Specialized Units	UISE	7,377,602	88,531,224	13,321,555	147,858,660
Senior Consultant	UISE	7,307,602	87,691,224	13,113,953	157,367,436
Commissioner	UISE- Med 1	7,307,602	87,691,224	12,321,555	147,858,660
Commissioner	UISE- Med 2	7,307,602	87,691,224	10,622,398	127,468,776
Principal Diploma Awarding Health Institution	UISE- Med 2	2,900,000	34,800,000	10,622,398	127,468,776
Consultant	UISE	6,035,667	72,428,004	12,321,555	147,858,660
Assistant Director (Health)	UISE- Med 1	5,000,000	60,000,000	6,921,555	83,058,660
District Health Officer	UIE Med 1	4,600,062	55,200,744	6,500,000	78,000,000
Assistant Commissioner	UIE Med 1	4,600,062	55,200,744	6,500,000	78,000,000
Assistant Commissioner-Nursing	UIE (Med-2)	4,000,000	48,000,000	6,500,000	78,000,000
Principal Certificate Awarding Health Institution)/ Deputy Principal Diploma Awarding Health Institution)	UIE (Med-2)	2,850,000	34,199,988	6,500,000	78,000,000
		2,820,885	33,850,619	6,500,000	78,000,000
		2,789,796	33,477,552	6,500,000	78,000,000
		2,755,575	33,066,900	6,500,000	78,000,000
Principal Medical Officer/Principal Dental		4,500,962	54,011,544	6,071,555	72,858,660
		4,500,962	54,011,544	6,071,555	72,858,660



Surgeon and Medical Officer (Special Grade)	U2 (Med-1)	4,500,962	54,011,544	6,071,555	72,858,660
		4,500,962	54,011,544	6,071,555	72,858,660
Assistant District Health Officer	U2 (Med-2)	3,500,000	42,000,000	4,921,555	59,058,660
Other Medical Personnel in U2	U2 (Med-2)	3,500,000	42,000,000	4,921,555	59,058,660
		3,500,000	42,000,000	4,921,555	59,058,660
		3,500,000	42,000,000	4,921,555	59,058,660
		3,500,000	42,000,000	4,921,555	59,058,660
Deputy Principal Certificate Awarding Health Institution	U2 (Med-2)	2,520,000	30,240,006	4,921,555	59,058,660
		2,493,336	29,920,028	4,921,555	59,058,660
		2,467,004	29,604,042	4,921,555	59,058,660
		2,441,014	29,292,164	4,921,555	59,058,660
		2,238,430	26,861,157	4,921,555	59,058,660
		2,213,180	26,558,163	4,921,555	59,058,660
		2,181,250	26,259,004	4,921,555	59,058,660
		2,163,651	25,963,814	4,921,555	59,058,660
		1,239,363	25,672,362	4,921,555	59,058,660
		2,123,893	25,486,716	4,921,555	59,058,660
Senior Medical Officer/ Dental Surgeon/Pharmacist	U3 (Med-1)	3,300,000	39,600,000	5,884,476	70,613,712
		3,300,000	39,600,000	5,884,476	70,613,712
		3,300,000	39,600,000	5,884,476	70,613,712
		3,300,000	39,600,000	5,884,476	70,613,712
		3,300,000	39,600,000	5,884,476	70,613,712
Other Medical Personnel in U3	U3 (Med-2)	3,100,000	37,200,000	4,658,476	55,901,712
		3,100,000	37,200,000	4,658,476	55,901,712
		3,100,000	37,200,000	4,658,476	55,901,712
		3,100,000	37,200,000	4,658,476	55,901,712
		3,100,000	37,200,000	4,658,476	55,901,712
		3,100,000	37,200,000	4,658,476	55,901,712
		3,100,000	37,200,000	4,658,476	55,901,712
		3,100,000	37,200,000	4,658,476	55,901,712
		3,100,000	37,200,000	4,658,476	55,901,712
		3,100,000	37,200,000	4,658,476	55,901,712
		3,100,000	37,200,000	4,658,476	55,901,712
Senior Health Tutor		1,720,000		4,658,476	55,901,712



			20,640,004		
		1,697,109	20,365,311	4,658,476	55,901,712
		1,674,563	20,094,750	4,658,476	55,901,712
		1,652,349	19,824,188	4,658,476	55,901,712
		1,630,462	19,565,540	4,658,476	55,901,712
		1,594,906	19,138,877	4,658,476	55,901,712
		1,573,870	18,886,439	4,658,476	55,901,712
		1,553,139	18,637,661	4,658,476	55,901,712
		1,532,719	18,392,632	4,658,476	55,901,712
		1,512,596	18,151,151	4,658,476	55,901,712
		1,496,690	17,960,280	4,658,476	55,901,712
Medical Officer/Dental Surgeon/Pharmacist	U4 (Med-1)	3,000,000	36,000,000	5,408,476	64,901,712
		3,000,000	36,000,000	5,408,476	64,901,712
		3,000,000	36,000,000	5,408,476	64,901,712
		3,000,000	36,000,000	5,408,476	64,901,712
		3,000,000	36,000,000	5,408,476	64,901,712
Other Medical Personnel in U4	U4 (Med-2)	2,200,000	26,400,000	4,408,476	52,901,712
		2,200,000	26,400,000	4,408,476	52,901,712
		2,200,000	26,400,000	4,408,476	52,901,712
		2,200,000	26,400,000	4,408,476	52,901,712
		2,200,000	26,400,000	4,408,476	52,901,712
		2,200,000	26,400,000	4,408,476	52,901,712
		2,200,000	26,400,000	4,408,476	52,901,712
		2,200,000	26,400,000	4,408,476	52,901,712
Health Tutor	U4 (Med-2)	1,210,213	14,522,559	4,408,476	52,901,712
		1,203,769	14,445,230	4,408,476	52,901,712
		1,183,720	14,204,641	4,408,476	52,901,712
		1,164,069	13,968,825	4,408,476	52,901,712
		1,132,692	13,592,300	4,408,476	52,901,712
		1,102,361	13,228,336	4,408,476	52,901,712
Medical Personnel in U5		1,200,000	14,400,000	2,608,476	31,301,712
		1,200,000	14,400,000	2,608,476	31,301,712
		1,200,000	14,400,000	2,608,476	31,301,712
		1,200,000	14,400,000	2,608,476	31,301,712
		1,200,000	14,400,000	2,608,476	31,301,712
		1,200,000	14,400,000	2,608,476	31,301,712
		1,200,000	14,400,000	2,608,476	31,301,712



	U5 (Med)	1,200,000	14,400,000	2,608,476	31,301,712
		1,200,000	14,400,000	2,608,476	31,301,712
		1,200,000	14,400,000	2,608,476	31,301,712
		1,200,000	14,400,000	2,608,476	31,301,712
		1,200,000	14,400,000	2,608,476	31,301,712
		1,200,000	14,400,000	2,608,476	31,301,712
		1,200,000	14,400,000	2,608,476	31,301,712
		1,200,000	14,400,000	2,608,476	31,301,712
Assistant Health Tutor (Diploma Holder)	U5 Med	1,002,966	12,035,589	2,608,476	31,301,712
		988,490	11,861,879	2,608,476	31,301,712
		974,306	11,691,667	2,608,476	31,301,712
		960,394	11,524,733	2,608,476	31,301,712
		940,481	11,285,772	2,608,476	31,301,712
		927,233	11,126,802	2,608,476	31,301,712
		914,252	10,971,022	2,608,476	31,301,712
		901,516	10,818,189	2,608,476	31,301,712
Medical Personnel in U6	U6 (Med)	850,000	10,200,000	1,558,476	18,701,712
		850,000	10,200,000	1,558,476	18,701,712
		850,000	10,200,000	1,558,476	18,701,712
		850,000	10,200,000	1,558,476	18,701,712
		850,000	10,200,000	1,558,476	18,701,712
		850,000	10,200,000	1,558,476	18,701,712
		850,000	10,200,000	1,558,476	18,701,712
		850,000	10,200,000	1,558,476	18,701,712
		850,000	10,200,000	1,558,476	18,701,712
		850,000	10,200,000	1,558,476	18,701,712
		850,000	10,200,000	1,558,476	18,701,712
		850,000	10,200,000	1,558,476	18,701,712
		850,000	10,200,000	1,558,476	18,701,712
		850,000	10,200,000	1,558,476	18,701,712
Medical Personnel in U7	U7 (Med)	613,158	7,357,896	1,421,634	17,059,608
		613,158	7,357,896	1,421,634	17,059,608
		613,158	7,357,896	1,421,634	17,059,608
		613,158	7,357,896	1,421,634	17,059,608
		613,158	7,357,896	1,421,634	17,059,608
		613,158	7,357,896	1,421,634	17,059,608
		613,158	7,357,896	1,421,634	17,059,608
		613,158	7,357,896	1,421,634	17,059,608
		613,158	7,357,896	1,421,634	17,059,608



		613,158	7,357,896	1,421,634	17,059,608
		613,158	7,357,896	1,421,634	17,059,608
Nursing, Theatre, Laboratory, Mortuary and Dental Assistant	U8 (Med)	313,832	3,765,984	596,000	7,152,000
		313,832	3,765,984	596,000	7,152,000
		313,832	3,765,984	596,000	7,152,000
		313,832	3,765,984	596,000	7,152,000
		313,832	3,765,984	596,000	7,152,000
		313,832	3,765,984	596,000	7,152,000
		313,832	3,765,984	596,000	7,152,000
		313,832	3,765,984	596,000	7,152,000
<i>Source: Ministry of Public Service (2022)</i>					



SCHEDULE 7-A

SALARY STRUCTURE FOR JUDICIAL OFFICERS UNDER COURTS OF JUDICATURE FOR FY 2022/2023

DESIGNATION	SALARY SCALE	FY 2021/2022		FY 2022/2023	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL
Chief Registrar	JSS-S	20,000,000	240,000,000	20,000,000	240,000,000
Registrar	JSS1-SE	13,800,000	165,600,000	13,800,000	165,600,000
Deputy Registrar	JSS1-SE	12,500,000	150,000,000	12,500,000	150,000,000
Assistant Registrar	JSS1-SE	10,500,000	126,000,000	10,500,000	126,000,000
Chief Magistrate	JSS1-SE	9,800,000	117,600,000	9,800,000	117,600,000
Senior Principal Magistrate Grade I	JSS1-E	8,590,000	103,080,000	8,590,000	103,080,000
Principal Magistrate Grade I	JSS2	6,500,000	78,000,000	6,500,000	78,000,000
Senior Magistrate Grade I/ Senior Principal Magistrate Grade II	JSS3	5,600,000	67,200,000	5,600,000	67,200,000
Magistrate Grade I	JSS4	5,200,000	62,400,000	5,200,000	62,400,000
Principal Magistrate Grade II	JSS4	5,200,000	62,400,000	5,200,000	62,400,000
Senior Magistrate Grade II	JSS5	3,500,000	42,000,000	3,500,000	42,000,000
Magistrate Grade II	JSS6	3,000,000	36,000,000	3,000,000	36,000,000

Source: Ministry of Public Service (2022)



SCHEDULE 7-B

SALARY STRUCTURE FOR OFFICE OF THE DIRECTORATE OF PUBLIC PROSECUTIONS FOR FY 2022/2023

DESIGNATION	SCALE	FY 2021/2022		FY 2022/2023	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL
Director of Public Prosecutions	U1S	22,500,000	270,000,000	22,500,000	270,000,000
Deputy Director of Public Prosecutions	U1S	13,860,000	166,320,000	20,000,000	240,000,000
Principal Assistant Director of Public Prosecutions	U1SE	8,762,800	105,153,600	13,800,000	165,600,000
Senior Assistant Director of Public Prosecutions	U1SE	8,027,400	96,328,800	12,500,000	150,000,000
Assistant Director of Public Prosecutions	U1SE	7,828,704	93,944,448	10,500,000	126,000,000
Chief State Attorney	U1SE	7,828,704	93,944,448	9,800,000	117,600,000
Senior Principal State Attorney	U1E	5,168,880	62,026,560	8,590,000	103,080,000
Principal State Attorney	U2	4,356,720	52,280,640	6,500,000	78,000,000
Senior State Attorney/Senior Principal State Prosecutor	U3	3,322,512	39,870,144	5,600,000	67,200,000
State Attorney/Principal State Prosecutor	U4	2,730,240	32,762,880	5,200,000	62,400,000
Senior State Prosecutor	U5	1,706,000	20,472,000	3,500,000	42,000,000
State Prosecutor	U6	1,006,400	12,076,800	3,000,000	36,000,000

SALARY STRUCTURE FOR MINISTRY OF JUSTICE AND CONSTITUTIONAL AFFAIRS AND LEGAL PROFESSIONALS UNDER JUDICIAL SERVICE COMMISSION FOR FY 2022/2023

DESIGNATION	SALARY SCALE	FY 2021/2022		FY 2022/2023	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL
Solicitor General	U1S	15,400,000	184,800,000	15,400,000	184,800,000
Deputy Solicitor General	U1SE	13,860,000	166,320,000	13,860,000	166,320,000
Administrator General	U1SE	12,000,000	144,000,000	12,000,000	144,000,000
Registrar	U1SE	10,500,000	126,000,000	10,500,000	126,000,000
Deputy Registrar	U1SE	9,800,000	117,600,000	9,800,000	117,600,000
Commissioner /Chief State Attorney	U1SE	7,828,704	93,944,448	7,828,704	93,944,448
Senior Principal State	U1E	5,168,880	62,026,560	5,168,880	62,026,560



Attorney					
Principal State Attorney/Legal Officer	U2	4,356,720	52,280,640	4,356,720	52,280,640
Senior State Attorney/Legal Officer	U3	3,322,512	39,870,144	3,322,512	39,870,144
State Attorney/Legal Officer	U4	2,730,240	32,762,880	2,730,240	32,762,880
Legal Clerk	U5	1,706,000	20,472,000	1,706,000	20,472,000
<i>Source: Ministry of Public Service (2022)</i>					

**SALARY STRUCTURE FOR LEGAL PROFESSIONALS OTHER THAN
MINISTRY OF JUSTICE AND CONSTITUTIONAL AFFAIRS, DPP AND
JUDICIAL SERVICE COMMISSION FOR FY 2022/2023**

DESIGNATION	SALARY SCALE	FY 2021/2022		FY 2022/2023	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL
Commissioner (Legal)	U1SE	3,550,000	42,600,000	3,550,000	42,600,000
Assistant Commissioner (Legal)	U1E	2,900,000	34,800,000	2,900,000	34,800,000
Principal Legal Officer	U2	2,700,000	32,400,000	2,700,000	32,400,000
Senior Legal Officer	U3	2,000,000	24,000,000	2,000,000	24,000,000
Legal Officer	U4	1,700,000	20,400,000	1,700,000	20,400,000
Assistant Legal Officer	U5	1,200,000	14,400,000	1,200,000	14,400,000
<i>Source: Ministry of Public Service (2022)</i>					

FOR GOD AND MY COUNTRY



SCHEDULE 8

SALARY STRUCTURE FOR LOCAL GOVERNMENT POLITICAL LEADERS FOR FY 2022/2023

DESIGNATION	FY 2021/2022		FY 2022/2023	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
District Chairperson/ City Mayor	2,380,000	28,560,000	2,380,000	28,560,000
District Vice Chairperson/ Deputy City Mayor	1,190,000	14,280,000	1,190,000	14,280,000
District Speaker/ City Speaker	724,000	8,688,000	724,000	8,688,000
Member District Executive Committee/ City Executive Committee	620,000	7,440,000	620,000	7,440,000
Sub - County/Town Council Chairperson	412,000	4,944,000	412,000	4,944,000
Municipal Mayor/ City Division Mayor	1,190,000	14,280,000	1,190,000	14,280,000
Municipal Deputy Mayor/ City Division 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, 2022				



SCHEDULE 9A

SALARY STRUCTURE FOR SPECIFIED OFFICERS (OFFICERS IN THE PUBLIC SERVICE) FOR FY 2022/2023

DESIGNATION	FY 2021/2022		FY 2022/2023	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
Chief Justice	26,500,000	318,000,000	26,500,000	318,000,000
Deputy Chief Justice	25,000,000	300,000,000	25,000,000	300,000,000
Principal Judge	24,000,000	288,000,000	24,000,000	288,000,000
Justice of the Supreme Court	23,500,000	282,000,000	23,500,000	282,000,000
Justice of Court of Appeal	23,000,000	276,000,000	23,000,000	276,000,000
Judge of the High Court	22,500,000	270,000,000	22,500,000	270,000,000
Auditor General	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
Deputy Inspector General of Government	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
Deputy Inspector General of Police	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
Deputy Commissioner of Prisons	6,774,345	81,292,140	6,774,345	81,292,140

Source: Ministry of Public Service (2022)



SCHEDULE 9B

SALARY STRUCTURE FOR SPECIFIED OFFICERS (NATIONAL SERVICE COMMISSIONS) FOR FY 2022/2023

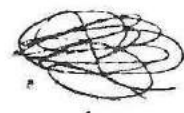
DESIGNATION	FY 2021/2022		FY 2022/2023	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
Chairperson of Commission	21,200,000	254,400,000	21,200,000	254,400,000
Deputy Chairperson of Commission	20,000,000	240,000,000	20,000,000	240,000,000
Member of Commission	19,200,000	230,400,000	19,200,000	230,400,000
<i>Source: Ministry of Public Service (2022)</i>				




SCHEDULE 10A

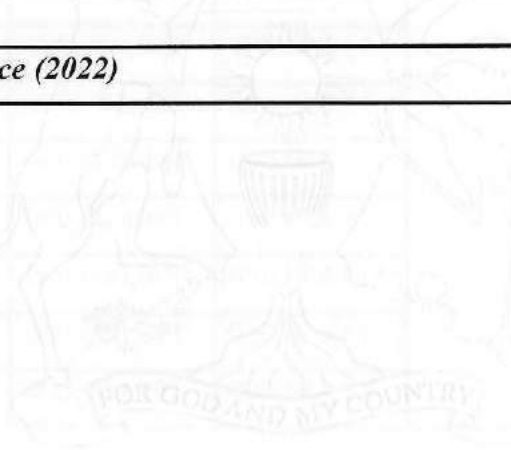
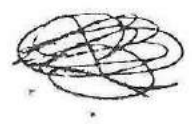
**SALARY STRUCTURE FOR AVIATION - PRESIDENTIAL CREW FOR FY
2022/2023**

DESIGNATION	SALARY SCALE	FY 2021/2022		FY 2022/2023	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL
Executive Director	UIS	22,500,000	270,000,000	22,500,000	270,000,000
Chief Pilot	UISE	21,600,000	259,200,000	21,600,000	259,200,000
Chief Engineer	UISE	21,600,000	259,200,000	21,600,000	259,200,000
Captain	UISE	20,250,000	243,000,000	20,250,000	243,000,000
Pilot	UISE	20,000,000	240,000,000	20,000,000	240,000,000
First Officer	UIE	20,000,000	240,000,000	20,000,000	240,000,000
U2		15,850,000	190,000,000	15,850,000	190,000,000
		15,850,000	190,000,000	15,850,000	190,000,000
		15,850,000	190,000,000	15,850,000	190,000,000
		15,850,000	190,000,000	15,850,000	190,000,000
		15,850,000	190,000,000	15,850,000	190,000,000
		15,850,000	190,000,000	15,850,000	190,000,000
		15,850,000	190,000,000	15,850,000	190,000,000
		15,850,000	190,000,000	15,850,000	190,000,000
		15,850,000	190,000,000	15,850,000	190,000,000
		15,850,000	190,000,000	15,850,000	190,000,000
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
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
	12,150,000	145,800,000		12,150,000	145,800,000

Source: Ministry of Public Service (2022)



SCHEDULE 10B

**SALARY STRUCTURE FOR AVIATION OTHER THAN PRESIDENTIAL
CREW FOR FY 2022/2023**

SALARY SCALE	FY 2021/2022		FY 2022/2023	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
UISE	16,877,308	202,527,696	16,877,308	202,527,696
UIE-Science	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
	14,319,214	171,830,568	14,319,214	171,830,568
U2 (Science)	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
	10,997,553	131,970,636	10,997,553	131,970,636
U3 (Science)	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
	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



U4 (Science)

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
8,195,607	98,347,278		8,195,607	98,347,278

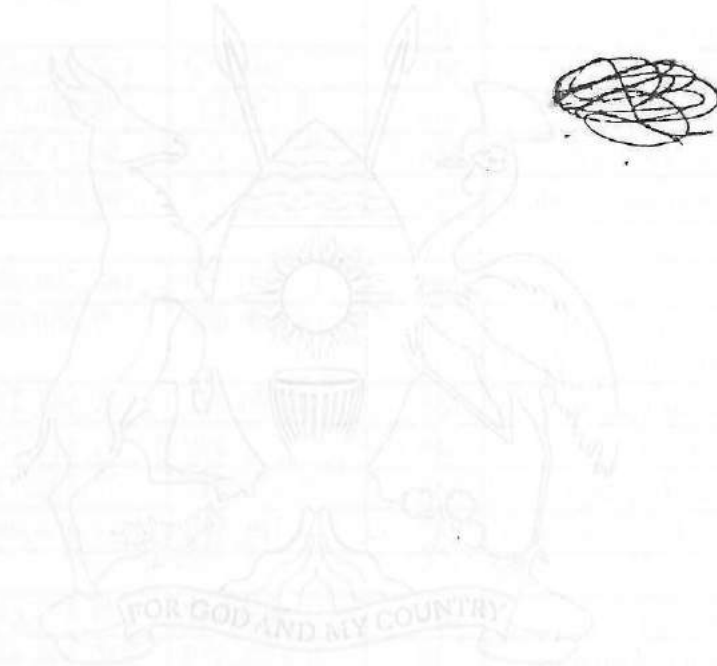
Source: Ministry of Public Service (2022)



SCHEDULE 11

SALARY STRUCTURE FOR DISTRICT SERVICE COMMISSION CHAIRPERSONS FOR FY 2021/2022

DESIGNATION	FY 2021/2022		FY 2022/2023	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
District Service Chairperson	1,716,346	20,596,152	1,716,346	20,596,152
<i>Source: Ministry of Public Service (2022)</i>				



SCHEDULE 12

SALARY STRUCTURE FOR PUBLIC UNIVERSITIES FOR FY 2022/2023

	Title/Level	Salary Scale	FY 2021/2022		FY 2022/2023	
			MONTHLY	ANNUAL	MONTHLY	ANNUAL
	Vice Chancellor	M1	20,000,000	240,000,000	20,000,000	240,000,000
	Deputy Vice Chancellor	M2	17,400,000	208,800,000	17,400,000	208,800,000
Teaching Science	Professor	M3	15,600,000	187,200,000	15,600,000	187,200,000
	Associate Professor	M4	14,800,000	177,600,000	14,800,000	177,600,000
	Senior Lecturer	M5	9,004,203	108,050,439	9,004,203	108,050,439
	Lecturer	M6.1	8,174,143	98,089,714	8,174,143	98,089,714
	Asst. Lecturer	M6.2	6,687,323	80,247,873	6,687,323	80,247,873
	Teaching Assistant	M7	5,718,179	68,618,143	5,718,179	68,618,143
Teaching Non Science	Professor	M3	15,600,000	187,200,000	15,600,000	187,200,000
	Associate Professor	M4	14,800,000	177,600,000	14,800,000	177,600,000
	Senior Lecturer	M5	8,296,772	99,561,264	8,296,772	99,561,264
	Lecturer	M6.1	7,609,299	91,311,590	7,609,299	91,311,590
	Asst. Lecturer	M6.2	5,974,643	71,695,713	5,974,643	71,695,713
	Teaching Assistant	M7	4,705,540	56,466,482	4,705,540	56,466,482
Non Teaching Science	Director	M3	10,664,807	127,977,680	10,664,807	127,977,680
	Deputy Director	M4	10,008,039	120,096,468	10,008,039	120,096,468
	Assistant Director	M5	9,004,203	108,050,439	9,004,203	108,050,439
	Senior Administrator	M6.1	8,174,143	98,089,714	8,174,143	98,089,714
	Administrator	M6.2	6,687,323	80,247,873	6,687,323	80,247,873
	Assistant Administrator	M7	5,718,179	68,618,143	5,718,179	68,618,143
		M10	3,475,275	41,703,296	3,475,275	41,703,296
		M11	3,118,186	37,418,234	3,118,186	37,418,234
		M12	2,096,071	25,152,854	2,096,071	25,152,854
		M13	1,830,547	21,966,562	1,830,547	21,966,562
		M14	1,410,668	16,928,022	1,410,668	16,928,022
		M15	1,349,385	16,192,615	1,349,385	16,192,615
		M20	932,667	11,192,005	932,667	11,192,005
	M21	841,491	10,097,889	841,491	10,097,889	



Non Teaching, Non Science	Director	M3	8,818,971	105,827,653		8,818,971	105,827,653
	Deputy Director	M4	8,491,050	101,892,599		8,491,050	101,892,599
	Assistant Director	M5	7,750,371	93,004,450		7,750,371	93,004,450
	Senior Administrator	M6.1	7,108,173	85,298,076		7,108,173	85,298,076
	Administrator	M6.2	5,581,170	66,974,043		5,581,170	66,974,043
	Assistant Administrator	M7	4,395,647	52,747,765		4,395,647	52,747,765
		M10	3,334,372	40,012,466		3,334,372	40,012,466
		M11	2,624,253	31,491,036		2,624,253	31,491,036
		M12	2,049,509	24,594,109		2,049,509	24,594,109
		M13	1,671,824	20,061,889		1,671,824	20,061,889
		M14	1,258,882	15,106,583		1,258,882	15,106,583
		M15	1,209,474	14,513,689		1,209,474	14,513,689
		M16	1,148,328	13,779,940		1,148,328	13,779,940
		M17	1,103,534	13,242,403		1,103,534	13,242,403
		M18	1,058,744	12,704,927		1,058,744	12,704,927
		M20	875,486	10,505,830		875,486	10,505,830
	M21	774,566	9,294,793		774,566	9,294,793	
	M22	673,599	8,083,184		673,599	8,083,184	

Source: Ministry of Public Service (2022)

