

General Lines : +256 414 250 534/6
 : +256 414 250 557/8
 Minister : +256 414 251003
 Minister of State : +256 414 251004
 Permanent Secretary : +256 414 251002
 Toll Free : 0800 100 200/201/202
 Email : ps@publicservice.go.ug
 Website : www.publicservice.go.ug



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

In any correspondence on
 this subject please quote no. **COM 96/153/01**

01st July 2021

CIRCULAR STANDING INSTRUCTION (CSI) NO.3. OF 2021 SALARY STRUCTURE FOR FINANCIAL YEAR 2021/2022

1.0 Introduction

- 1.1. A wage bill of **UShs. 5,476.11 Billion** has been allocated for Financial Year 2021/2022. This represents an increment of **Ushs 373.94 Billion** (6.83%) from wage bill of last Financial Year 2020/2021 of **UShs. 5,102.17 Billion**. This is broken down as follows:-

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

	Central Government (Includes RRH)	Missions/ Embassies	Local Governments	Total
Amount	3,018,509,005,940	26,826,997,526	2,430,774,927,208	5,476,110,930,674
Percentage	55.12	0.49	44.39	100

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

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

	District Local Government	Town / Urban	Agricultural Extension	Primary Health Care	Primary Education	Secondary Education	Decentralized Tertiary
Amount	229.92	91.22	80.45	500.13	1,031.64	430.84	66.57
Percent	9.46	3.75	3.31	20.58	42.44	17.72	2.74

- 1.3. The Wage for FY 2021/2022 has been based on the following considerations:-
- Staff in post as at 30th June 2021;
 - Supplementary wage provided in FY 2020/2021;
 - Recruitment cleared by the Ministry of Public Service in FY 2020/2021;
 - Recruitments under UGIFT funding for:

- i. Primary Health Care (PHC);
- ii. Education Sector; and
- iii. Water and Environment.

- 1.4. Recruitment outside the provisions of paragraph 1.3 (d) shall be on replacement basis.
- 1.5. In case Wage Performance analysis establishes excess wage, Responsible Officers a clearance letter shall be issued by the Ministry of Public Service in August, 2021. Recruitment will commence only after receipt of clearance and the positions to be considered under this arrangement shall be those regarded as critical to the mandate of the MDA/LG and or of Head of Department.
- 1.6. Additional guidance on recruitment and payroll management generally has been provided in Establishment Notice No. 1 of 2021.

2.0 Salary Enhancement for Public Officers

- 2.1 In view of the global economic slowdown caused by the Covid-19 Pandemic, it has not been possible to provide funds for salary enhancement in accordance with the approved pay enhancement roadmap.

3.0 Hardship Allowance

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

4.0 Implementation of this Circular

- 4.1. The effective date for implementation of this Circular Standing Instruction is **1st July 2021**.
- 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 2021/2022 for implementation. Responsible Officers should bring the contents of the Circular to the attention of all Public Officers for information and/or implementation.
- 4.3. This Circular can also be accessed on the Ministry of Public Service website: 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 including Cities
SCHEDULE 3	Salary Structure for Primary School Teachers including the Headteacher and Deputy Headteacher
SCHEDULE 4-A	Salary Structure for Post Primary Teachers (Secondary School Teachers including the Headteacher and Deputy Headteacher)
SCHEDULE 4-B	Salary Structure for BTVET and Teacher Training Institutions
SCHEDULE 5	Salary Structure for Police and Prisons staff in Scales U5, 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, Office of the Directorate of Public Prosecutions and Legal Professionals under Judicial Service Commission)
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 2021/2022

DESIGNATION	FY 2020/2021		FY 2021/2022	
	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 (2021)



SCHEDULE 2

SALARY STRUCTURE FOR THE PUBLIC SERVICE (GENERAL) FOR FINANCIAL YEAR 2021/2022

DESIGNATION	SALARY SCALE	FY 2020/2021		FY 2021/2022	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL
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	13,860,000	41,034,935	13,860,000	41,034,935
Accountant General	U1SE	13,860,000	41,034,935	13,860,000	41,034,935
Deputy Secretary-Public Service Commission	U1SE	13,860,000	41,034,935	13,860,000	41,034,935
Internal Auditor General	U1SE	13,860,000	41,034,935	13,860,000	41,034,935
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 (Science)	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
		1,291,880	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
Senior Officer (Professional Cadre)	U3 (Upper)	1,131,209	13,574,506	1,131,209	13,574,506
		1,115,688	13,388,259	1,115,688	13,388,259
		1,100,402	13,204,820	1,100,402	13,204,820
		1,085,341	13,024,088	1,085,341	13,024,088
		1,070,502	12,846,019	1,070,502	12,846,019
		1,046,396	12,556,747	1,046,396	12,556,747
		1,032,132	12,385,590	1,032,132	12,385,590
		1,018,077	12,216,921	1,018,077	12,216,921
		1,004,232	12,050,785	1,004,232	12,050,785
		990,589	11,887,064	990,589	11,887,064
		979,805	11,757,656	979,805	11,757,656
Senior Officer (Administrative Cadre)	U3 (Lower)	990,589	11,887,064	990,589	11,887,064
		979,805	11,757,656	979,805	11,757,656
		943,991	11,327,886	943,991	11,327,886
		933,461	11,201,534	933,461	11,201,534
		923,054	11,076,652	923,054	11,076,652
		912,771	10,953,253	912,771	10,953,253
		902,612	10,831,339	902,612	10,831,339
Scientist (Scientist other than Medical Personnel)	U4 (SC)	2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
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
(scientist other Medical Personnel)**

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
	1,200,000	14,400,000	1,200,000	14,400,000

Non Graduate 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
	416,617	4,999,405	416,617	4,999,405

U6 (Lower)	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	}	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	}	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	}	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	}	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	}	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 (2021)



SCHEDULE 3

SALARY STRUCTURE FOR PRIMARY SCHOOL TEACHERS FOR FY 2021/2022

Salary Scale	FY 2020/2021		FY 2021/2022	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
Entry point for Head Teacher (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
Entry point for Deputy Head Teacher (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	
Entry point for 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
Entry point for Education Assistant (Grade III Teacher)	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

Source: Ministry of Public Service (2021)



SCHEDULE 4-A

SALARY STRUCTURE FOR POST PRIMARY TEACHERS (SECONDARY SCHOOL TEACHERS) FOR FY 2021/2022

SALARY SCALE	FY 2020/2021		FY 2021/2022		
	Monthly	Annual	Monthly	Annual	
Head Teacher Secondary School	U1ELWR	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	U2LWR	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	1,720,000	20,640,004
		1,697,109	20,365,311	1,697,109	20,365,311
		1,674,563	20,094,750	1,674,563	20,094,750
		1,652,349	19,828,188	1,652,349	19,828,188
		1,630,462	19,565,540	1,630,462	19,565,540
		1,594,906	19,138,877	1,594,906	19,138,877
		1,573,870	18,886,439	1,573,870	18,886,439
		1,553,138	18,637,661	1,553,138	18,637,661
		1,532,719	18,392,632	1,532,719	18,392,632
		1,512,596	18,151,151	1,512,596	18,151,151
1,496,690	17,960,276	1,496,690	17,960,276		
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
Education Officer - Classroom Teacher (Science)	U4SC	1,210,213	14,522,559	1,210,213	14,522,559
		1,203,769	14,445,230	1,203,769	14,445,230
		1,183,720	14,204,641	1,183,720	14,204,641
		1,164,069	13,968,825	1,164,069	13,968,825
		1,132,692	13,592,300	1,132,692	13,592,300
		1,102,361	13,228,336	1,102,361	13,228,336
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
		933,966	11,207,589	933,966	11,207,589
		919,490	11,033,879	919,490	11,033,879
		905,306	10,863,667	905,306	10,863,667
		891,394	10,696,733	891,394	10,696,733
		871,481	10,457,772	871,481	10,457,772
	U5SC	858,233	10,298,802	858,233	10,298,802
		845,252	10,143,022	845,252	10,143,022
		832,516	9,990,189	832,516	9,990,189
		820,036	9,840,437	820,036	9,840,437
Assistant Education Officer - Classroom Teacher (Science)		807,803	9,693,633	807,803	9,693,633
		795,804	9,549,645	795,804	9,549,645
		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
	U5LWR	763,926	9,167,117	763,926	9,167,117
		756,176	9,074,116	756,176	9,074,116
Assistant Education Officer - Classroom Teacher (Non-Science)		755,469	9,065,624	755,469	9,065,624
		745,000	8,940,006	745,000	8,940,006

Source: Ministry of Public Service (2021)

SCHEDULE 4-B

SALARY STRUCTURE FOR THE PUBLIC BTVET AND TEACHER TRAINING INSTITUTIONS FOR FY 2021/2022

SALARY SCALE		FY 2020/2021		FY 2021/2022	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL
Principal (Diploma Awarding Institution)	U1SE	2,900,000	34,800,000	2,900,000	34,800,000
Principal (Certificate Awarding Institution)/ Deputy Principal Diploma Awarding Institutions	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	2,520,000	30,240,006
		2,493,336	29,920,028	2,493,336	29,920,028
		2,467,004	29,604,042	2,467,004	29,604,042
		2,441,014	29,292,164	2,441,014	29,292,164
		2,238,430	26,861,157	2,238,430	26,861,157
		2,213,180	26,558,163	2,213,180	26,558,163
		2,181,250	26,259,004	2,181,250	26,259,004
		2,163,651	25,963,814	2,163,651	25,963,814
		2,139,363	25,672,362	2,139,363	25,672,362
		2,123,893	25,486,716	2,123,893	25,486,716
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	1,720,000	20,640,004
		1,697,109	20,365,311	1,697,109	20,365,311
		1,674,563	20,094,750	1,674,563	20,094,750
		1,652,349	19,824,188	1,652,349	19,824,188
		1,630,462	19,565,540	1,630,462	19,565,540
		1,594,906	19,138,877	1,594,906	19,138,877
		1,573,870	18,886,439	1,573,870	18,886,439
		1,553,139	18,637,661	1,553,139	18,637,661
		1,532,719	18,392,632	1,532,719	18,392,632
		1,512,596	18,151,151	1,512,596	18,151,151
1,496,690	17,960,276	1,496,690	17,960,276		
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	1,210,213	14,522,559
		1,203,769	14,445,230	1,203,769	14,445,230
		1,183,720	14,204,641	1,183,720	14,204,641
		1,164,069	13,968,825	1,164,069	13,968,825



		1,132,692	13,592,300	1,132,692	13,592,300
		1,102,361	13,228,336	1,102,361	13,228,336
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	1,002,966	12,035,589
		988,490	11,861,879	988,490	11,861,879
		974,306	11,691,667	974,306	11,691,667
		960,394	11,524,733	960,394	11,524,733
		940,481	11,285,772	940,481	11,285,772
		927,233	11,126,802	927,233	11,126,802
		914,252	10,971,022	914,252	10,971,022
901,516	10,818,189	901,516	10,818,189		
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

Source: Ministry of Public Service (2021)



SCHEDULE 5

SALARY STRUCTURE FOR POLICE AND PRISONS SCALES U5, U6, U7 & U8 FOR FY 2021/2022

SALARY SCALE	FY 2020/2021		FY 2021/2022	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
U5 (Upper)	598,822	7,185,869	647,000	7,764,000
U5 (Lower)	479,759	5,757,108	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)	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
Entry for Police Constables/ Prisons Warders/Wardresses	466,933	5,603,194	466,933	5,603,194
U8 (Upper) Special Police Constable	375,200	4,502,395	375,200	4,502,395

Source: Ministry of Public Service (2021)

SCHEDULE 6
SALARY STRUCTURE FOR MEDICAL WORKERS FOR FY 2021/2022

DESIGNATION	SALARY SCALE	FY 2020/2021		FY 2021/2022	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL
Director General of Health Services	U1S	9,032,791	108,393,492	9,032,791	108,393,492
Director National Referral Hospital	U1S	8,026,776	96,321,312	8,026,776	96,321,312
Director Specialised Health Institute	U1S	8,026,776	96,321,312	8,026,776	96,321,312
Director Regional Referral Hospital	U1S	7,400,602	88,807,224	7,400,602	88,807,224
Director	UISE	7,600,000	91,200,000	7,600,000	91,200,000
Deputy Director-NRH & Specialised Units	U1SE	7,377,602	88,531,224	7,377,602	88,531,224
Senior Consultant	U1SE	7,307,602	87,691,224	7,307,602	87,691,224
Commissioner	U1SE	7,307,602	87,691,224	7,307,602	87,691,224
Consultant	U1SE	6,035,667	72,428,004	6,035,667	72,428,004
Assistant Director	U1SE	5,000,000	60,000,000	5,000,000	60,000,000
District Health Officer	U1E Med 1	4,600,062	55,200,744	4,600,062	55,200,744
Assistant Commissioner	U1E Med 1	4,600,062	55,200,744	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)	4,500,962	54,011,544	4,500,962	54,011,544
		4,500,962	54,011,544	4,500,962	54,011,544
		4,500,962	54,011,544	4,500,962	54,011,544
		4,500,962	54,011,544	4,500,962	54,011,544
Assistant District Health Officer	U2 (Med-2)	3,500,000	42,000,000	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

		2,200,000	26,400,000	2,200,000	26,400,000
		2,200,000	26,400,000	2,200,000	26,400,000
Medical Personnel in U5	U5 (Med)	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
Medical Personnel In U6	U6 (Med)	850,000	10,200,000	850,000	10,200,000
		850,000	10,200,000	850,000	10,200,000
		850,000	10,200,000	850,000	10,200,000
		850,000	10,200,000	850,000	10,200,000
		850,000	10,200,000	850,000	10,200,000
		850,000	10,200,000	850,000	10,200,000
		850,000	10,200,000	850,000	10,200,000
		850,000	10,200,000	850,000	10,200,000
		850,000	10,200,000	850,000	10,200,000
		850,000	10,200,000	850,000	10,200,000
		850,000	10,200,000	850,000	10,200,000
		850,000	10,200,000	850,000	10,200,000
		850,000	10,200,000	850,000	10,200,000
		850,000	10,200,000	850,000	10,200,000
Medical Personnel in U7	U7 (Med)	613,158	7,357,896	613,158	7,357,896
		613,158	7,357,896	613,158	7,357,896
		613,158	7,357,896	613,158	7,357,896
		613,158	7,357,896	613,158	7,357,896
		613,158	7,357,896	613,158	7,357,896
		613,158	7,357,896	613,158	7,357,896
		613,158	7,357,896	613,158	7,357,896
		613,158	7,357,896	613,158	7,357,896
		613,158	7,357,896	613,158	7,357,896
		613,158	7,357,896	613,158	7,357,896
		613,158	7,357,896	613,158	7,357,896
Nursing, Theatre, Lab, Mortuary and Dental Assistant	U8 (Med)	313,832	3,765,984	313,832	3,765,984
		313,832	3,765,984	313,832	3,765,984
		313,832	3,765,984	313,832	3,765,984
		313,832	3,765,984	313,832	3,765,984
		313,832	3,765,984	313,832	3,765,984
		313,832	3,765,984	313,832	3,765,984
		313,832	3,765,984	313,832	3,765,984
		313,832	3,765,984	313,832	3,765,984

Source: Ministry of Public Service (2021)



SCHEDULE 7-A

SALARY STRUCTURE FOR JUDICIAL OFFICERS UNDER COURTS OF JUDICATURE FOR FY

DESIGNATION	SALARY SCALE	FY 2020/2021		FY 2021/2022	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL
Chief Registrar	U1S	15,000,000	180,000,000	15,000,000	180,000,000
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
Assistant Registrar	U1SE	7,500,000	90,000,000	7,500,000	90,000,000
Chief Magistrate	U1SE	6,918,359	83,020,308	6,918,359	83,020,308
Senior Principal Magistrate Grade I	U1E	6,202,656	74,431,872	6,202,656	74,431,872
Principal Magistrate Grade I	U2	4,900,000	58,800,000	4,900,000	58,800,000
Senior Magistrate Grade II / Senior Principal Magistrate Grade II	U3	3,800,000	45,600,000	3,800,000	45,600,000
Magistrate Grade II / Principal Magistrate Grade II	U4	3,200,000	38,400,000	3,200,000	38,400,000
Senior Magistrate Grade II	U5	2,000,000	24,000,000	2,000,000	24,000,000
Magistrate Grade II	U6	1,248,000	14,976,000	1,248,000	14,976,000

Source: Ministry of Public Service (2021)



SCHEDULE 7-B

SALARY STRUCTURE FOR OFFICE OF THE DIRECTORATE OF PUBLIC PROSECUTIONS FOR FY 2021/2022

DESIGNATION	SALARY SCALE	FY 2020/2021		FY 2021/2022	
		MONTHLY	ANNUAL	MONTHLY	ANNUAL
Director of Public Prosecutions	U1SE	22,500,000	210,600,000	22,500,000	210,600,000
Deputy Director of Public Prosecutions	U1SE	13,860,000	166,320,000	13,860,000	166,320,000
Principal Assistant Director of Public Prosecutions	U1SE	8,762,800	105,153,600	8,762,800	105,153,600
Senior Assistant Director of Public Prosecutions	U1SE	8,027,400	96,328,800	8,027,400	96,328,800
Assistant Director of Public Prosecutions	U1SE	7,828,704	93,944,448	7,828,704	93,944,448
Senior Principal State Attorney	U1E	5,168,880	62,026,560	5,168,880	62,026,560
Principal State Attorney	U2	4,356,720	52,280,640	4,356,720	52,280,640
Senior State Attorney/Senior Principal State Prosecutor	U3	3,322,512	39,870,144	3,322,512	39,870,144
State Attorney/Principal State Prosecutor	U4	2,730,240	32,762,880	2,730,240	32,762,880
Senior State Prosecutor	U5	1,706,000	20,472,000	1,706,000	20,472,000
State Prosecutor	U6	1,006,400	12,076,800	1,006,400	12,076,800

SALARY STRUCTURE FOR MINISTRY OF JUSTICE AND CONSTITUTIONAL AFFAIRS AND LEGAL PROFESSIONALS UNDER JUDICIAL SERVICE COMMISSION FOR FY 2021/2022

DESIGNATION	SALARY SCALE	FY 2020/2021		FY 2021/2022	
		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 Attorney	U1E	5,168,880	62,026,560	5,168,880	62,026,560
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

Source: Ministry of Public Service (2021)

SCHEDULE 8

SALARY STRUCTURE FOR LOCAL GOVERNMENT POLITICAL LEADERS FOR FY 2021/2022

DESIGNATION	FY 2020/2021		FY 2021/2022	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
District Chairperson	2,380,000	28,560,000	2,380,000	28,560,000
District Vice Chairperson	1,190,000	14,280,000	1,190,000	14,280,000
District Speaker	724,000	8,688,000	724,000	8,688,000
Member District 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	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 (2021)



SCHEDULE 9A

SALARY STRUCTURE FOR SPECIFIED OFFICERS (OFFICERS IN THE PUBLIC SERVICE) FOR FY 2021/2022

DESIGNATION	FY 2020/2021		FY 2021/2022	
	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 (2021)



SCHEDULE 9B

**SALARY STRUCTURE FOR SPECIFIED OFFICERS (NATIONAL SERVICE COMMISSIONS) FOR FY
2021/2022**

DESIGNATION	FY 2020/2021		FY 2021/2022	
	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 (2021)



SCHEDULE 10A

SALARY STRUCTURE FOR AVIATION - PRESIDENTIAL CREW FOR FY 2021/2022

DESIGNATION	SALARY SCALE	FY 2020/2021		FY 2021/2022	
		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	190,000,000	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	
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	

Source: Ministry of Public Service (2021)



SCHEDULE 10B

SALARY STRUCTURE FOR AVIATION OTHER THAN PRESIDENTIAL CREW FOR FY 2021/2022

Salary Scale	FY 2020/2021		FY 2021/2022	
	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 (2021)



SCHEDULE 11

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

DESIGNATION	FY 2020/2021		FY 2021/2022	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL
District Service Chairperson	1,716,346	20,596,152	1,716,346	20,596,152

Source: Ministry of Public Service (2021)



SCHEDULE 12

SALARY STRUCTURE FOR PUBLIC UNIVERSITIES FOR FY 2021/2022

	Title/Level	Salary Scale	FY 2020/2021		FY 2021/2022	
			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 Assitant	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 Assitant	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 (2021)

