



PARLIAMENT OF UGANDA

21 OCT 2022

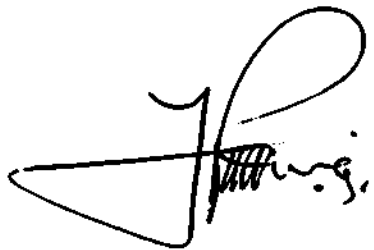
REPORT OF THE COMMITTEE ON PUBLIC SERVICE AND LOCAL GOVERNMENT
ON
THE PETITION ON SALARY ENHANCEMENT DISCREPANCIES FOR NURSES AND
INTERNS

OFFICE OF THE CLERK TO PARLIAMENT
PARLIAMENT BUILDINGS
KAMPALA - UGANDA

September 2022

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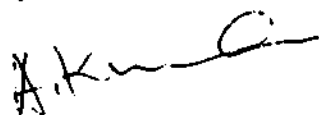


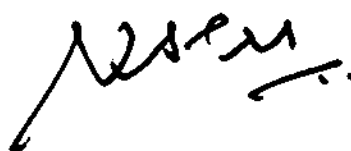






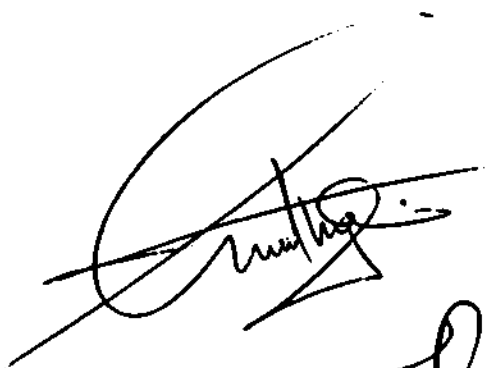




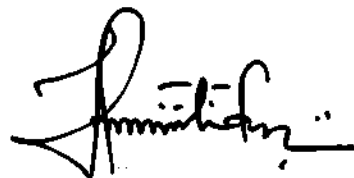


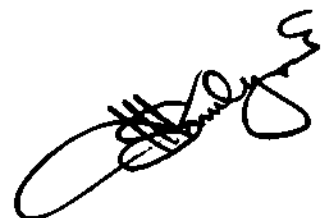












LIST OF ACROMYNS AND ABBREVIATIONS

AGNMU	Association of Graduate Nurses and Midwives of Uganda
CBA	Collective Bargaining Agreement
FUNM	Federation of Uganda Nurses and Midwives

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1.0 INTRODUCTION

Rt. Hon. Speaker

At the Sitting of the 3rd Meeting of the 1st Session of the 11th Parliament of Uganda held on Wednesday 4th May 2022, Hon. Ruth Molly Ondoru (MP Maracha East) presented to Parliament a petition on salary enhancement discrepancies for nurses and interns in line with collective bargaining agreement and the presidential directives for the FY 2022/23 by the Uganda Nurses and Midwives Council. The petition was referred to the Committee on Public Service and Local Government in accordance with Rule 30 (6) of the Rules of Procedure of Parliament. The Committee on Public Service and Local Government examined the petition model in detail, made inquiries and in accordance to Rule 30 (7) hereby presents this report.

2.0 METHODOLOGY

The Committee held consultative meetings and received submissions from the following stakeholders:

- a) The Petitioner, Hon. Ruth Molly Ondoru (MP Maracha East)
- b) The Ministry of Public Service
- c) Health Service Commission
- d) The Federation of Uganda Nurses and Midwives (FUNM)
- e) Uganda Medical Interns United (UMIU)
- f) Association of Graduate Nurses and Midwives of Uganda (AGNMU)

3.0 BACKGROUND

The petition was premised on the following:

- a) The petitioners are aggrieved by the continued non-implementation of the terms of the 2018 Collective Bargaining Agreement intended to streamline the salary discrepancies amongst various categories of medical professionals,
- b) The nursing profession in Uganda has over the decades evolved with nurses acquiring super-specialized skills to handle complicated 21st-century high-tech medical challenges and equipment in various specializations.
- c) Currently, the pool created by the nursing resource contributes over 70% of the staffing levels of Uganda's health system which is highly multi-disciplinary and multi-Sectoral.

- d) With the training and passion, nurses have over the years demonstrated tremendous commitment to serving the country's healthcare system, from Health Centre IIs to Regional and National Referral Hospitals as demonstrated during the challenging national health crisis of the COVID-19 pandemic.
- e) Despite the commitment and dedication, of working for long hours alongside doctors in the same risky environment, nurses continue to be heavily disgruntled and demotivated due to the continued underpayment and non-recognition as important players in the medical care service delivery chain.
- f) The failure of the Ministries of Health and Public Service to implement the schemes of service for the Nursing and Midwifery Cadre 2017 regarding recruitment and promotions, has further resulted in continued improper recruitment, promotion, and failed retention of well-trained nurses and midwives.
- g) In a bid to address the remuneration challenges faced by nurses and medical interns, the government through a Collective Bargaining Agreement (CBA) reached a consensus with different public service unions whose terms are supposed to be implemented in FY2022/23.

4.0 THE PRAYERS AND THE COMMITTEE OBSERVATIONS

1. Government fulfills its commitment under the collective bargaining agreement to enhance nurses' salaries in FY 2022/2023.

Committee Observation

Ministry of Public Service issued a Circular Standing instruction (CSI) No. 1 of 2022 dated 1st July 2022 (**Annex 1**) indicating that a wage bill of Shs. 5,985.40 billion has been allocated for the FY 2022/23. This represents an increment of Shs. 509.29 billion (9.3%) from the wage bill of previous FY 2021/22 of 5,476.11 billion. Under the management of payroll related allowances in the FY 2022/23, the allowances of all the Medical Officers regardless of their deployment were enhanced from the FY 2022/23 to remove disparity, promote mobility and enhance career growth among other benefits.

Under Schedule 6 of the Circular (Page 22 - 26), Salary Structure for Medical Workers and Health Tutors (Consolidated) for the FY 2022/23

below indicates the enhancement of all Medical Officers in the FY 2022/23

Table 1

Designation	Salary Scale	FY 2021/22		FY 2022/23		% Increase
		Monthly	Annual	Monthly	Annual	
Commissioner	U1 SE	7,307,602	87,691,224	12,113,555	147,858,660	65.8
Assistant Commissioner	U1 E	4,600,062	55,200,744	6,500,000	78,000,000	41.3
Assistant District Health Officer	U2 SE	3,500,000	42,000,000	4,921,555	59,058,660	40.6
Senior Principal Nursing Officer	U2 SE	3,500,000	42,000,000	4,921,555	59,058,660	40.6
Principal Nursing Officer	U3 SE	3,100,000	37,200,000	4,658,478	55,901,712	50.3
Principal Public Health Nurse	U3 SE	3,100,000	37,200,000	4,658,478	55,901,712	50.3
Senior Nursing Officer	U4 SE	2,200,000	26,400,000	4,408,476	52,901,712	100.4
Senior Public Health Nurse	U4 SE	2,200,000	26,400,000	4,408,476	52,901,712	100.4
Public Health Nurse	U4 SE	2,200,000	26,400,000	4,408,476	52,901,712	100.4
Nursing Officer	U5 SE	1,200,000	14,400,000	2,608,476	31,302,712	117.4
Nursing Officer Midwifery	U5 SE	1,200,000	14,400,000	2,608,476	31,302,712	117.4
Nursing Officer Psychiatry	U5 SE	1,200,000	14,400,000	2,608,476	31,302,712	117.4
Senior Enrolled Nurse	U6	850,000	10,200,00	1,558,476	18,701,712	83.4
Senior Enrolled Nurse Midwifery	U6	850,000	10,200,00	1,558,476	18,701,712	83.4
Enrolled Nurse	U7	613,158	7,357,896	1,421,634	17,059,608	131.9
Enrolled Nurse Midwifery	U7	613,158	7,357,896	1,421,634	17,059,608	131.9
Enrolled Nurse Psychiatry	U7	613,158	7,357,896	1,421,634	17,059,608	131.9

Source: Ministry of Public Service (2022)

The Committee noted that prayer 1 of the petition had been catered for and adequately provided for in the MDA's budget for the FY 2022/23 as evidenced by the table above.

2. Government through the Ministry of Health pays lower cadres (Diplomas and Certificates) the emoluments agreed upon in the collective bargaining agreement 2018.

Under Schedule 6 of the Circular Standing instruction (CSI) No. 1 of 2022 dated 1st July 2022 (*Annex 1*) (Page 24 – 26), Salary Structure for Medical Workers and Health Tutors (Consolidated) including lower cadre in the health sector for the FY 2022/23 were enhanced. The table below indicates the enhancement of all Medical Officers with Diploma and Certificates in the FY 2022/23.

Table 2

Designation	Salary Scale	FY 2021/22		FY 2022/23		% Increase
		Monthly	Annual	Monthly	Annual	
Senior Nursing Officer	U4 SE	2,200,000	26,400,000	4,408,476	52,901,712	100.4
Senior Public Health Nurse	U4 SE	2,200,000	26,400,000	4,408,476	52,901,712	100.4
Public Health Nurse	U4 SE	2,200,000	26,400,000	4,408,476	52,901,712	100.4
Nursing Officer	U5 SE	1,200,000	14,400,000	2,608,476	31,302,712	117.4
Nursing Officer Midwifery	U5 SE	1,200,000	14,400,000	2,608,476	31,302,712	117.4
Nursing Officer Psychiatry	U5 SE	1,200,000	14,400,000	2,608,476	31,302,712	117.4
Senior Enrolled Nurse	U6	850,000	10,200,00	1,558,476	18,701,712	83.4
Senior Enrolled Nurse Midwifery	U6	850,000	10,200,00	1,558,476	18,701,712	83.4
Enrolled Nurse	U7	613,158	7,357,896	1,421,634	17,059,608	131.9
Enrolled Nurse Midwifery	U7	613,158	7,357,896	1,421,634	17,059,608	131.9
Enrolled Nurse Psychiatry	U7	613,158	7,357,896	1,421,634	17,059,608	131.9

Source: Ministry of Public Service (2022)

The Committee noted that prayer 2 of the petition had been catered for and adequately provided for in the MDAs budget for the FY 2022/23 as evidenced by the table above.

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3. Government through the Ministries of Public Service and Health harmonizes the salary discrepancies between nurses, midwives, medical interns, and other medical practitioners including doctors and pharmacists.

Under the management of payroll related allowances in the FY 2022/23, the allowances of all the Medical Officers regardless of their deployment enhanced from the FY 2022/23 to remove disparity, promote mobility and enhance career growth among other benefits. This is evidenced in the Circular Standing Instruction (CSI) No1 of 2022 issued on the 1st July 2022.

The Committee noted that prayer 3 of the petition was based on inadequate information as evidenced by the Schedule 6 of the Circular Standing Instruction (CSI) No1 of 2022 issued by the Ministry of Public Service on the 1st July 2022.

4. Parliament through its relevant Committee ensures that the Health Service Commission fast tracks the re-designation of nurses according to the Schemes of Services for Nurses and Midwives 2018 to regularize nursing and midwifery terms of services.

Committee observation

Ministry of Public Service issued a Standing Order instruction No. 14 of 2017 on the scheme of service for Nursing and Midwives Cadre in Uganda Public Service (**Annex 2**). The grading of qualifications, career progression and recruitment is provided for in the scheme. The Committee while interacting with the Health Service Commission, learnt that for the job title Enrolled Nurse, U7 the education requirement is a certificate in Nursing, the job title Nursing Officer, U5 SE the education requirement is Diploma in Nursing. The Committee further observed that the scheme of service shows the level of care at which the enrolled Nurses and Assistant Nursing Officers are deployed.

The Committee noted that prayer 4 of the petition was based on limited information and the scheme of Service issued by the Ministry of Public Service has streamlined the grading of Nurses and Midwives as per the Standing Order instruction No. 14 of 2017.

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5. Government through the Uganda Health Service Commission desists from advertising jobs that consider a bachelor's degree in Nursing as an added advantage than a requirement.

Committee observation

The Committee observed that the Ministry of Public Service issued a Standing Order instruction dated 27th December 2017 on the scheme of service for Nursing and Midwives Cadre in Uganda Public Service (**Annex 3**). The grading of qualifications, career progression and recruitment is provided for in the scheme.

The table below represents the existing grading of the Nursing and Midwifery cadre:

Table 3

No	Current job title	Salary scale	Educ requirement	Level
1	Commissioner Nursing	U1 SE	Bachelor's degree in Nursing, Masters in Nursing or Midwifery or Public Health or PDG in Public Administration	Ministry of Health
2	Assistant Commissioner Nursing	U1 E	Bachelor's degree in Nursing, Masters in Nursing or Midwifery or Public Health or PDG in Public Administration	Ministry of Health
3	Assistant District Health Officer	U2 SE	Bachelor's degree in Nursing, or Midwifery or Public Health or PDG in Public Administration	District Health Office
4	Senior Principal Nursing Officer	U2 SE	Bachelor's degree in Nursing, Masters in Nursing or Midwifery or Public Health or PDG in Public Administration	Ministry of Health, National Referral Hospitals, Regional Referrals and

				the Districts
5	Principal Nursing Officer	U3 SE	Bachelor's degree in Nursing, Masters in Nursing or Midwifery or Public Health or PDG in Public Administration	Ministry of Health, National Referral Hospitals, Regional U3 Referrals and the Districts
6	Principal Public Health Nurse	U3 SE	Diploma in Nursing and Midwifery and Diploma in Administration	Government Hospitals, Health Centre IVs and Health Centre IIIs
7	Senior Nursing Office	U4 SE	Diploma in Nursing	Government Hospitals, Health Centre IVs and Health Centre IIIs
8	Senior Public Health Nurse	U4 SE	Diploma in Public Health Nursing	Government Hospitals, Health Centre IVs and Health Centre IIIs
9	Public Health Nurse	U4 SE	Diploma in Public Health Nursing	Government Hospitals, Health Centre IVs and Health Centre IIIs
10	Nursing Officer	U5 SE	Diploma in Nursing	Government Hospitals, Health Centre IVs and Health

				Centre IIIs
11	Nursing Officer Midwifery	U5 SE	Diploma in Midwifery	Government Hospitals, Health Centre IVs and Health Centre IIIs
12	Nursing Officer Psychiatry	U5 ES	Diploma in Psychiatry Nursing	Government Hospitals, Health Centre IVs and Health Centre IIIs
13	Senior Enrolled Nurse	U6	Certificate in Nursing	Government Hospitals, Health Centre IVs and Health Centre IIIs
14	Senior Enrolled Midwifery	U6	Certificate in Midwifery	Government Hospitals, Health Centre IVs and Health Centre IIIs
15	Enrolled Nurse	U7	Certificate in Nursing	Government Hospitals, Health Centre IVs and Health Centre IIIs
16	Enrolled Midwife	U7	Certificate in Midwifery	Government Hospitals, Health Centre IVs and Health Centre IIIs
17	Enrolled	U7	Certificate in Psychiatric	Government

	Psychiatric Nurse		Nursing	Hospitals, Health Centre IVs and Health Centre IIIs
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Source: Ministry of Public Service (2017)

The Committee further reviewed Health Service Commission's advert No. 2 of March 2022 (**Annex 4**) for the positions of Senior Principal Nursing Officer and Senior Assistant Nursing Officer for Naguru Hospital and Moroto Regional Hospital respectively and noted that the adverts did not indicate the degree as an added advantage for job requirements as alleged in the petition. Neither did the petitioners prove to the Committee the allegations.

Appearing before the Committee, the Chairperson of the Health Service Commission informed the Committee the Commission advertises vacancies basing on the approved scheme of Service for Nursing and Midwifery by the Ministry of Public Service.

The Committee noted that prayer 5 of the petition was not based on the facts on ground and the scheme of Service issued by the Ministry of Public Service has streamlined the grading of Nurses and Midwives.




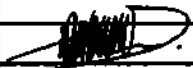


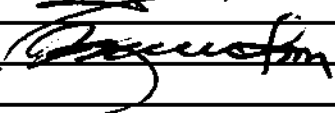

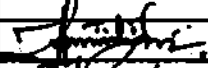


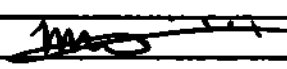
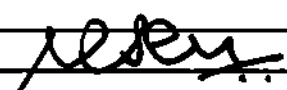

5.0 CONCLUSION

The Committee noted all prayers of the petitioners have been adequately addressed by Government and therefore the Committee didn't see any tangible justifications to uphold the prayers. Whereas Government has enhanced the salaries of Medical workers regardless of their deployment for the FY 2022/23, the reality on the ground is different since the wage bill is not matching the releases. The funds being disbursed is based on the previous wage bill before the salaries were enhanced leading to wage shortfalls in many Local Governments.

Rt. Hon Speaker

I beg to move

**MEMBERS OF THE PUBLIC SERVICE AND LOCAL GOVERNMENT WHO SIGNED THE REPORT
ON THE PETITION ON SALARY ENHANCEMENT DISCREPANCIES FOR NURSES AND INTERNS**

No	Name	Signature
1	Hon. Onzima Godfrey C/P	
2	Hon. Apolot Christine D/CP	
3	Hon. Natukunda Midius	
4	Hon. Chelimo Reuben Paul	
5	Hon. Kunihiro Abwoli Agnes	
6	Hon. Modoi Isaac	
7	Hon. Twinobusingye Jovanice	
8	Hon. Bwiire Sanon	
9	Hon. Adriko Yovan	
10	Hon. Acan Joyce Okeny	
11	Hon. Kitanywa Sowedi	
12	Hon. Mugabe Martin Muzaale	
13	Hon. Byarugaba Alex	
14	Hon. Koryang Baalom	
15	Hon. Biraaro Gashanga Ephraim	
16	Hon. Wanyama Micheal	
17	Hon. Wandwasi Robert	
18	Hon. Wokorach Simon Peter	
19	Hon. Katusabe Godfrey Atkins	
20	Hon. Muhindo Harold	
21	Hon. Emigu Julius Peter	
22	Hon. Naluyima Betty Ethel	
23	Hon. Lwanga Jimmy	
24	Hon. Nambooze Teddy	
25	Hon. Nakabuye Juliet Kakande	
26	Hon. Nyangweso Dennis	
27	Hon. Okabe Patrick	
28	Hon. Isingoma Patrick Mwesigwa	
29	Hon. Komol Emmanuel	
30	Hon. Namutaawe Joan	

ANNEX 1

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THE REPUBLIC OF UGANDA

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 P.O. BOX 7003
 KAMPALA
 UGANDA

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

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:

SCHEDULE 1	Salary Structure for Political Leaders
SCHEDULE 2	General Salary Structure for Public Servants
SCHEDULE 3	Salary Structure for Primary School Teachers including the Head Teacher and Deputy Head Teacher.
SCHEDULE 4-A	Salary Structure for Post Primary Teachers (Secondary School Teachers including the Head Teacher and Deputy Head Teacher) and Secondary Schools Laboratory Staff
SCHEDULE 4-B	Salary Structure for BTJET and Teacher Training Institutions excluding Health Training Institutions
SCHEDULE 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	UISE	13,860,000	41,034,935	13,860,000	166,320,000
Accountant General	UISE	13,860,000	41,034,935	13,860,000	166,320,000
Deputy Secretary-Public Service Commission	UISE	13,860,000	41,034,935	13,860,000	166,320,000
Internal Auditor General	UISE	13,860,000	41,034,935	13,860,000	166,320,000
Director (Non Science)	UISE	2,369,300	28,431,605	2,369,300	28,431,605
Chief Administrative Officer/ Town Clerk of City	UISE	2,369,300	28,431,605	2,369,300	28,431,605
Assistant Inspector General of Police	UISE	2,369,300	28,431,605	2,369,300	28,431,605
Deputy Director	UISE	2,081,031	24,972,374	2,081,031	24,972,374
Senior Commissioner of Police	UISE	2,081,031	24,972,374	2,081,031	24,972,374
Commissioner/Under Secretary	UISE	1,859,451	22,313,410	1,859,451	22,313,410
Foreign Service Officer (GR.I)	UISE	1,859,451	22,313,410	1,859,451	22,313,410
Deputy Commissioner	UISE	1,800,687	21,608,248	1,800,687	21,608,248
Director (SC)	UISE	3,600,000	43,200,000	12,750,000	153,000,000
Deputy Director (SC)	UISE	3,300,000	39,600,000	11,900,000	142,800,000
Assistant Inspector General of Police (SC)	UISE	3,300,000	39,600,000	12,750,000	153,800,000
Commissioner (SC)	UISE	3,050,000	36,600,000	10,622,398	127,468,776
Deputy Commissioner (SC)	UISE	2,700,000	32,400,000	7,000,000	84,000,000
Assistant Commissioner (Science)	UIE (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)	UIE (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)	UIE (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



		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
		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
		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
Non Graduate Technical Cadre	US (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	US (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		436,677	5,240,129		436,677	5,240,129



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)- USLWR	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 BT/VET 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)	UISE	2,900,000	34,800,000	10,622,398	127,468,776
Principal Diploma Awarding Institution (Non Science)	UISE	2,900,000	34,800,000	2,900,000	34,800,000
Principal Certificate Awarding Institution/ Deputy Principal Diploma Awarding Institutions (Science)	UIE	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)	UIE	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
		2,123,893	25,486,716	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



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)	UISE	2,900,000	34,800,000	10,622,398	127,468,776
Principal Diploma Awarding Institution (Non Science)	UISE	2,900,000	34,800,000	2,900,000	34,800,000
Principal Certificate Awarding Institution)/ Deputy Principal Diploma Awarding Institutions (Science)	UIE	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)	UIE	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
		2,123,893	25,486,716	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
		1,496,690	17,960,276	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)	US 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 (2022)						



SCHEDULE 5

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

	FY 2021/2022			FY 2022/2023	
SALARY SCALE	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 Mcd	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
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
Source: Ministry of Public Service (2022)						



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
<i>Source: Ministry of Public Service (2022)</i>					



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	UIS	22,500,000	270,000,000	22,500,000	270,000,000
Deputy Director of Public Prosecutions	UIS	13,860,000	166,320,000	20,000,000	240,000,000
Principal Assistant Director of Public Prosecutions	UISE	8,762,800	105,153,600	13,800,000	165,600,000
Senior Assistant Director of Public Prosecutions	UISE	8,027,400	96,328,800	12,500,000	150,000,000
Assistant Director of Public Prosecutions	UISE	7,828,704	93,944,448	10,500,000	126,000,000
Chief State Attorney	UISE	7,828,704	93,944,448	9,800,000	117,600,000
Senior Principal State Attorney	UIE	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	UIS	15,400,000	184,800,000	15,400,000	184,800,000
Deputy Solicitor General	UISE	13,860,000	166,320,000	13,860,000	166,320,000
Administrator General	UISE	12,000,000	144,000,000	12,000,000	144,000,000
Registrar	UISE	10,500,000	126,000,000	10,500,000	126,000,000
Deputy Registrar	UISE	9,800,000	117,600,000	9,800,000	117,600,000
Commissioner /Chief State Attorney	UISE	7,828,704	93,944,448	7,828,704	93,944,448
Senior Principal State	UIE	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>					



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
<i>Source: Ministry of Public Service (2022)</i>						



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)							



ANNEX 2



THE REPUBLIC OF UGANDA
MINISTRY OF PUBLIC SERVICE

SCHEMES OF SERVICE FOR THE NURSING AND MIDWIFERY CADRE



THE REPUBLIC OF UGANDA

MINISTRY OF PUBLIC SERVICE

SCHEMES OF SERVICE FOR THE NURSING AND MIDWIFERY CADRE

DECEMBER 2017

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LIST OF ACRONYMS

BScN	Bachelors of Science in Nursing
BSc M	Bachelors of Science in Midwifery
CPD	Continuous Professional Development
GoU	Government of Uganda
DHT	District Health Team
DPs	Development Partners
ECN	Enrolled Comprehensive Nurses
FP	Family Planning
HC	Health Centre
HPC	Health Professional Council
HTI	Health Training Institution
HMIS	Health Management Information System
HP&E	Health Promotion and Education
HSC	Health Service Commission
GHs	General Hospitals
LGs	Local Governments
MDAs	Ministries Departments and Agencies
MoLG	Ministry of Local Government
MoFPED	Ministry of Finance, Planning and Economic Development
MoH	Ministry of Health
MoPS	Ministry of Public Service
MDAs	Ministries, Departments and Agencies
MSc	Master's Degree
NRH	National Referral Hospital
NGOs	Non-Governmental Organisations
U NMC	Uganda Nurses and Midwives Council
PGD	Post Graduate Diploma
PGQ	Post Graduate Qualification (Masters or Diploma)
RRH	Regional Referral Hospital

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27th December 2017

CIRCULAR STANDING INSTRUCTION NO4 OF 2017 SCHEME OF SERVICE FOR NURSING AND MIDWIFERY CADRE IN THE UGANDA PUBLIC SERVICE

1. Circular standing instruction No. 4 of 2012 provided for a Scheme of Service for the Nursing and Midwifery cadre which addressed the many challenges in curriculum, technology and current demands of developing economies.
2. The functions and requirements for the Nursing and Midwifery professions need to be streamlined in order to clearly delineate career development and progression necessary to attract and retain suitably qualified nurses and midwives in the Public Service.
3. In view of the above, the Scheme of Service for Nursing and Midwifery Cadres has been reviewed to support and strengthen both cadres functionally and professionally for the meaningful contribution to the achievement of Health sector objectives. In this regard, thenomenclature, job descriptions and person specifications of the Nursing and Midwifery cadre have been reviewed and rationalized.
4. The revised nomenclature and grading for Nursing and Midwifery Cadres is as detailed in the table below:

S/N	Job Title	Salary Scale
1.	Commissioner Nursing and Midwifery Services	U1SE
2.	Assistant Commissioner, Nursing/Midwife/Public Health	U1 E
3.	Assistant District Health Officer, Maternal Child Health	U2SC
4.	Principal Nursing Officer, Nursing/Midwife/Public Health	U2SC
5.	Senior Nursing Officer, Nursing/Midwifery/Public Health	U3SC
6.	Nursing Officer, Nursing/Midwifery	U4SC
7.	Assistant Nursing Officer, Nursing/Midwife/Public Health/ Psychiatry	U5SC
8.	Senior Enrolled Nurse, Nursing/Midwifery/Psychiatry	U6
9.	Enrolled Nurse, Nursing/Midwifery/Psychiatry	U7

5. Persons employed in the Nursing Officers cadre and are currently holding diploma qualifications, will in the interim be converted to job titles detailed in the table below. They accordingly retain their salary levels on a "personal to holder" basis.

S/N	Current Job Title	New Job Title	Salary Scale
	Senior Principal Nursing officer	Senior Principal Assistant Nursing Officer	U2SC
	Principal Nursing officer	Principal Assistant Nursing Officer	U3SC
	Senior Nursing officer	Senior Assistant Nursing Officer	U4SC
	Nursing officer	Assistant Nursing Officer	U5SC

6. Responsible Officers are required to make submissions on all serving Nursing Officers to the District Service Commissions and Health Service Commission, for redesignation by 30th March 2018.
7. Upon receipt of submissions, the District Service Commissions and Health Service Commission shall undertake the exercise to re-designate the Officers.
8. For advancement to the higher grades, Officers must possess the prescribed minimum qualifications and experience required for appointment to the grades in accordance with the new Scheme of Service.
9. The recruitment of new entrants into the service will be dependent on availability of wage and vacant positions.
10. Staffing norms of Nurses and Midwives for the various health facilities will be provided after completing their structuring exercise for the Health Sector.
11. The Ministry of Health will remain the parent Ministry of the Nursing and Midwifery cadre. The Ministry will be responsible for the strategic and professional development; professional guidance and establishment of professional standards, amongs to their responsibilities.
12. The respective Responsible Officers will take full responsibility for the management of the Nurses and Midwives' day-to-day performance at work; periodic performance appraisal; remuneration; training; discipline and custody of personal and confidential records of the Nurses and Midwives.
13. The Scheme of Service for the Nurses and Midwives Cadre is attached for information and implementation.
14. The contents of this circular should be brought to the attention of all Public Officers, for information and implementation.



Catherine Bitarakwate Musingwiire (Mrs.)

PERMANENT SECRETARY

Distribution "B"

1. Introduction

The Uganda Nurses and Midwives Act (1996) section 2 defines a nurse and a midwife as "persons trained and qualified in the promotion of health, prevention of disease and care of the sick and registered or enrolled under section 24 of the same Act". A nurse or midwife therefore provides holistic care which involves physical, psychological, social and spiritual care.

"A midwife" is a person who having been, admitted to a midwifery education programme has successfully completed the prescribed course of studies, acquired the necessary qualifications and is duly recognized by the appropriate regulatory body, registered and licensed to practice midwifery;

"A nurse" is a person who having been, admitted to a nursing education programme has successfully completed the prescribed course of studies, acquired the necessary qualifications and is duly recognized by the appropriate regulatory body, registered and licensed to practice nursing;

The word nursing is derived from the Latin word "nurture" which means to "nourish". Since 2000 B.C; nursing has been associated with care of people in need that is the sick, the helpless, the young, the injured or disabled. The history of midwifery in ancient times is somewhat difficult to trace, however, earliest recorded mention of midwives is contained in the books of Genesis and Exodus in the Holy Bible.

Nursing first started as a desire to keep people healthy as well as provide comfort, care and assistance to the sick. While midwifery, is an ancient profession with a proud tradition of providing care for women and babies during pregnancy and child birth. This objective has been maintained over time. The practice of nursing and midwifery has evolved into a modern profession due to the changing characteristics of society. Florence Nightingale (1843- 1950) is recognized worldwide for her contribution to modern nursing and midwifery and promotion of nursing training and patient care.

In Uganda, Sir Albert Cook was the founder of medical work in the country. He arrived in Uganda in 1879 with 12 recruits. During the first world- war (1914- 1918), the first healing and training centre in Uganda was established at Mengo. Due to the need for maternity services, Katherine Cook began midwifery training under the Uganda Medical Services in 1919 at Mengo. Later, nurses' training at enrolled level was started and the first class of Nurses qualified in 1933.

On April 12th 1956, the Uganda Nurses and Midwives' Council was formed and took over the responsibility for the training of all nursing personnel and regulation of nursing and midwifery standards. This marked an administrative turning point in the growth of nursing in the country. In 1961, a new course of registered general nursing commenced at Mulago School of Nursing and Midwifery for girls and boys who had Cambridge School Certificate of Ordinary level education with a credit in English and one of the science subjects. In November, 1967 Registered Midwifery course was also started at Mulago. Mental Health Nurse training was started at Butabika in 1960. In 1970's and early 1980's a number of development courses were introduced such as Nurse/Midwifery Tutors' course, administration course , public health nursing , anaesthesia and ophthalmic skills.

The health sector reform including decentralization necessitated the need for a cost effective, multipurpose cadre of a nurse, capable of delivering the Minimum Health Care Package. The majority of trained health personnel were deployed in the secondary and tertiary health facilities that are based in urban areas and were responsible for providing mainly curative services. This

meant that the rural population was left without access to services of trained health personnel. The introduction of the Government policy of establishing health centres at village, parish, sub-county and county levels throughout the Country reinforced the need to have multi-skilled health workers to provide the range of services intended at the health centres hence the introduction of Comprehensive Nursing cadre who would provide basic promotive, preventive, curative and rehabilitative health care at lower level health centres.

Comprehensive Nursing courses at Registered and Enrolled levels were introduced in 1993 and 2003 respectively and training of a Bachelor of Science in nursing (1993). The regrading of jobs in 2003, as a result of job evaluation exercise necessitated a review of the scheme of service for the nursing cadre in the Public Service. Since then a number of changes have been introduced in the nursing profession.

1.2 Nursing and Midwifery Functions

Nursing and Midwifery is a profession that provides holistic care to the population. The key functions of Nursing and Midwifery include advocacy, disease prevention, health promotion, health education, counselling, therapeutic care, co-ordination and collaboration, research, and administration.

1.2.1 Advocacy

Nurses and Midwives taking action that speaks in favour of clients make recommendations, argue for a cause, support, defend or plead on behalf of clients.

1.2.2 Disease Prevention and Health Promotion

Nurses and Midwives ought to plan care that fosters every aspect of growth and development.

1.2.3 Health Education

Nurses and Midwives design learning experiences to help individuals and communities improve their health by increasing their knowledge and influencing their attitudes.

1.2.4 Counselling

Nurses and Midwives pay attention to the emotional and psychosocial support to clients.

1.2.5 Therapeutic Care

Nurses and Midwives institute prescriptions, provide nursing care, maternal child care, documentation and accountability for action taken to restore health.

1.2.6 Coordination and Collaboration

Every Nurse and Midwife collaborates and coordinates on the needs and interventions to meet the patients' needs.

1.2.7 Research

Nurses and Midwives carry out systematic investigations into the study into a health care problem in order to come up with new knowledge or to validate existing knowledge for evidence based practice.

1.2.8 Leadership and Management

Nurses and Midwives manage and account for resources, supervise arrangements and tasks needed to influence health care outcomes. Leadership is an ongoing and fluid process that requires continuous evaluation to be responsive to ever-changing healthcare challenges.

2. Aim and Objectives

2.1 Aim

This scheme of service aims at streamlining the functions and requirements for the nursing and midwifery professions in order to clearly delineate career development and progression for the nurses and midwives in the Public Service.

2.2 Specific Objectives

- a) To provide for a clearly defined career progression necessary to attract and retain suitably qualified nursing and midwifery personnel into the Public Service.
- b) To provide for well-defined job descriptions and person specifications with clear demarcation of duties and responsibilities for all nursing and midwifery jobs.
- c) To promote nursing and midwifery as a profession.
- d) Provide for new cadres that were introduced to the profession.

2.3 Guiding Principles

The scheme of Service is based on the following principles:-

- a) Professionalism
- b) Fairness and equity
- c) Efficiency and effectiveness

2.4 Professional Growth and Advancement

A Nurse or Midwife is expected to grow professionally. This may be through

- a) Upgrading to improve on the current qualifications with courses leading to bachelors, masters and PhD degrees
- b) Research and publication of relevant material in the various nursing and midwifery specialties
- c) Evidence of continuous professional development which may take various forms ranging from refresher courses, workshops, mentoring and coaching.
- d) Evidence of continuous ethical and moral training to foster the required and acceptable attitude towards clients, and colleagues in the entire nursing and midwifery professions.

2.5 Career Progression

A Nurse or Midwife can advance to higher grades on the basis of the following conditions

- a) Confirmation in appointment.
- b) Attainment of the necessary qualifications and competences in Nursing and Midwifery and relevant work experience as prescribed in this Scheme of Service.
- c) Evidence of satisfactory performance exhibited by the nurse or midwife.
- d) Existence of a vacant post and wage bill upon acquiring the necessary qualification.

2.6 Cost Efficiency and Effectiveness

A Nurse or Midwife must display specific and observable knowledge, skills and behaviours that are associated with effective functioning of the nursing and midwifery professions

- a) Behavioural competences describing the effective traits and attitudes
- b) Technical competencies that reflect skills and knowledge for provision of cost effective interventions that meets the clients' needs.

2. Administration and Management of the Scheme

- a) The primary responsibility for the proper and effective administration and management of this scheme of service shall be the Permanent Secretary, Ministry of Health in collaboration with the Health Service Commission and Ministry of Public Service.
- b) The scheme of services for Nurses and Midwives will be implemented by the respective Responsible Officers of the Local Governments (LGs), relevant line Ministries, Departments, and Agencies (MDAs).
- c) The schemes of service will apply to nurses and midwives in the Ministries, Departments, Agencies and Local Governments

3.1 Staff Performance

Upon deployment, the respective Responsible Officer shall have full responsibility for the management of the Nurses and Midwives. The Responsible Officer's responsibility shall include:

- a) Management of the Nurses and Midwives day to day performance at work
- b) Performance planning, monitoring, performance appraisals, rewards and performance improvement.
- c) Pay, staff training, development and discipline
- d) Custody of personal and confidential records of the Nurses and Midwives.

3.2 Management Guidelines of the Scheme of Service

The general management guidelines shall be as follows:

3.3 Implementation of the Nurses and Midwives Scheme

In implementation of the scheme, the positions shall be re-designated to reflect the new titles introduced under the scheme.

3.4 Creation of Posts

A scheme of service does not constitute an authority for creation of post(s). Any additional posts required under the new grading must be included in the Ministry's establishment proposals for consideration and approval by the Permanent Secretary Ministry of Public Service.

3.5 Recruitment and Promotion

When filling a post that is provided for under the available wage bill for that financial year, the MDAs will directly declare the vacancies to the respective service commissions for filling. However, where there is no wage provision for filling the position in that financial year, the MDA shall declare the vacant post to the Ministry of Public Service for clearance.

Serving Officers with the required qualifications, relevant experience and competences as prescribed in this Scheme of Service, shall be eligible for promotion following interviews with the relevant Service Commission. Promotions will be on merit.

Attainment of higher qualifications does not lead to automatic promotion. Upon attainment of higher qualifications, Nurses and Midwives will only qualify for promotion subject to the availability of the vacancies and the wage.

3.6 Deployment and Staff Rotation

- a) Officers in MDAs will be deployed according to the available positions and need.
- b) In the case of Local Governments, the Responsible Officer will be responsible for the posting to various departments or sections as the case may be.

- c) Responsible officers shall ensure that Nurses and Midwives are rotated at least every three years for purposes of exposing them to the different Nursing and Midwifery functional areas.

3.7 Training

- a) Training will be initiated and financed by the respective Ministries, Departments, Agencies (MDAs) and Local Governments where the Officers will be serving. The MDAs and Local Governments will consult the Ministries of Health, Public Service and Education and Sports for professional and policy guidance.
- b) Newly recruited Nurses and Midwives and those transferred shall be oriented and inducted into the service by the respective Ministries, Departments, Agencies and Local Governments.
- c) For professional training that is not available in the Country, arrangements should be made for training abroad; consistent with the needs of the work of the individual within available resources.
- d) The successful completion of relevant management and professional training will normally be taken into account in the promotion process. Long term training in the relevant field will attract annual salary increment in accordance with the Uganda Public Service Standing Orders.

3. Existing Nursing and Midwifery Grading Qualifications and Career Progression in Public Service

4.1 Recognized Qualifications

(a) Certificate Level Education

- i) Certificate in Enrolled Nursing
- ii) Certificate in Enrolled Midwifery
- iii) Certificate in Psychiatric Nursing
- iv) Certificate in Enrolled Comprehensive Nursing

(b) Diploma Level Education

- i) Diploma in Nursing
- ii) Diploma in Midwifery
- iii) Diploma in Psychiatric Nursing
- iv) Diploma in Paediatric Nursing
- v) Diploma in Public Health Nursing
- vi) Diploma in Palliative Care Nursing
- vii) Diploma in Comprehensive Nursing

(c) Advanced/ Higher Diploma Level Education

- i) Advanced Diploma in Paediatric Nursing
- ii) Advanced Diploma in Public Health Nursing
- iii) Advanced Diploma in Palliative Care Nursing

(d) Bachelor's Degree Level Education

- i) Bachelor of Science in Nursing
- ii) Bachelor of Science in Midwifery

(e) Master's Degree Level Education

- i) Masters of Science in Nursing
- ii) Masters of Science in Midwifery

4.2 Current Established Positions, Education Requirements and Deployment

The table below represents the existing grading of the Nursing and Midwifery cadre:

No.	Current Job Title	Salary Scale	Education Requirement	Level of Deployment
	Commissioner Nursing	U1 SE	<ul style="list-style-type: none"> Bachelor's degree in Nursing Masters in Nursing or Midwifery or Public Health PGD in Management or Administration 	<ul style="list-style-type: none"> MoH
	Assistant Commissioner Nursing	U1E	<ul style="list-style-type: none"> Bachelor's degree in Nursing Masters in Nursing or Midwifery or Public Health Nursing PGD in Management or Administration 	<ul style="list-style-type: none"> MoH NRHs
	Assistant District Health Officer	U2 SC	<ul style="list-style-type: none"> Bachelor's degree in Nursing Masters in Nursing or Midwifery or Public Health PGD in Management or Administration 	<ul style="list-style-type: none"> District Health Office
	Senior Principal Nursing Officer	U2SC	<ul style="list-style-type: none"> Bachelor's degree in Nursing Postgraduate qualification in Administration or Management 	<ul style="list-style-type: none"> MoH NRHs RRHs
	Principal Nursing Officer	U3SC	<ul style="list-style-type: none"> Diploma in Nursing and Midwifery Diploma in Administration or and Management 	<ul style="list-style-type: none"> MoH NRHs RRHs GHs
	Principal Public Health Nurse	U3SC	<ul style="list-style-type: none"> Diploma in Public Health Nursing 	<ul style="list-style-type: none"> RRHs GHs
	Senior Nursing Officer	U4SC	<ul style="list-style-type: none"> Diploma in Nursing and Midwifery 	<ul style="list-style-type: none"> MoH NRHs RRHs GHs
	Senior Public Health Nurse	U4SC	<ul style="list-style-type: none"> Diploma in Public Health Nursing 	<ul style="list-style-type: none"> MoH NRHs RRHs GHs
	Public Health Nurse	U4SC	<ul style="list-style-type: none"> Diploma in Public Health Nursing 	<ul style="list-style-type: none"> GHs HCIV
	Nursing Officer	U5SC	<ul style="list-style-type: none"> Diploma in Nursing 	<ul style="list-style-type: none"> NRHs RRHs GHs HCIV HCIII

	Nursing Officer Midwifery	U5 SC	<ul style="list-style-type: none"> • Diploma in Midwifery 	<ul style="list-style-type: none"> • NRHs • RRHs • GHs • HCIV • HCIII
	Nursing Officer Psychiatry	U5 SC	<ul style="list-style-type: none"> • Diploma in Psychiatric Nursing 	<ul style="list-style-type: none"> • NRHs • RRHs • GHs • HCIV
	Senior Enrolled Nurse	U6	<ul style="list-style-type: none"> • Certificate in Nursing 	<ul style="list-style-type: none"> • NRHs • RRHs
	Senior Enrolled Midwife	U6	<ul style="list-style-type: none"> • Certificate in Midwifery 	<ul style="list-style-type: none"> • NRHs • RRHs
	Enrolled Nurse	U7	<ul style="list-style-type: none"> • Certificate in Nursing 	<ul style="list-style-type: none"> • NRHs • RRHs • GHs • HCIV • HCIII • HC II
	Enrolled Midwife	U7	<ul style="list-style-type: none"> • Certificate in Midwifery 	<ul style="list-style-type: none"> • NRHs • RRHs • GHs • HCIV • HCIII • HC II
	Enrolled Psychiat- ric Nurse	U7	<ul style="list-style-type: none"> • Certificate in Psychiatric Nursing 	<ul style="list-style-type: none"> • NRHs • RRHs • GHs • HCIV

5. Recommended Nursing and Midwifery Positions, Qualifications and Career Progression in Public Service

5.1 Educational Programs and Qualifications

a) Certificate Level Education

- i) Certificate in Enrolled Nursing
- ii) Certificate in Enrolled Midwifery
- iii) Certificate in Psychiatric Nursing
- iv) Certificate in Enrolled Comprehensive Nursing

b) Diploma Level Education

- i) Diploma in Nursing
- ii) Diploma in Midwifery
- iii) Diploma in Psychiatric Nursing
- iv) Diploma in Comprehensive Nursing

c) Advanced/ Higher Diploma Level Education

- i) Advanced Diploma in Paediatric Nursing
- ii) Advanced Diploma in Public Health Nursing
- iii) Advanced Diploma in Critical Care Nursing
- iv) Advanced Diploma in Oncology Nursing

d) Degree Level Education

- i) Bachelor of Science in Nursing
- ii) Bachelor of Science in Midwifery

e) Post Graduate Diploma Level Education

- i) Child Health (Paediatric) Nursing
- ii) Palliative Care Nursing
- iii) Midwifery
- iv) Reproductive health
- v) Cardio-Thoracic Nursing
- vi) Critical Care Nursing
- vii) Trauma and Emergency (Ambulatory) Nursing
- viii) Theatre Nursing
- ix) Orthopaedic Nursing
- x) Neurology Nursing
- xi) Oncology Nursing
- xii) Nursing Education/ Health professions Education/ Medical Education
- xiii) Neonatal Nursing
- xiv) Nephrology Nursing
- xv) Geriatric Nursing
- xvi) Psychiatric Nursing
- xvii) Infectious Diseases Nursing
- xviii) Public Health Nursing
- xix) Transfusion Nursing

f) Masters Level Education

- i) Child Health (Paediatric) Nursing
- ii) Palliative Care Nursing
- iii) Midwifery
- iv) Reproductive health
- v) Cardio-Thoracic Nursing
- vi) Critical Care Nursing
- vii) Trauma and Emergency (Ambulatory) Nursing
- viii) Theatre Nursing
- ix) Orthopaedic Nursing
- x) Neurology Nursing
- xi) Oncology Nursing
- xii) Nursing Education/ Health professions Education/ Medical Education
- xiii) Neonatal Nursing
- xiv) Nephrology Nursing
- xv) Geriatric Nursing
- xvi) Psychiatric Nursing
- xvii) Infectious Diseases Nursing
- xviii) Public Health Nursing
- xix) Transfusion Nursing

5.2 Revised Grading and Career Progression for the Nursing and Midwifery Cadre

No.	Position/ Title	Salary Scale	Education, Experience and other Considerations	Deployment
	Commissioner, Nursing and Midwifery Services	U1SE	<ul style="list-style-type: none"> • Bachelor of Science in Nursing or Midwifery • Master of Science in Nursing or Midwifery • Post Graduate Qualification in either Administration, Management (Diploma or Masters) or Health Services Management • 12 years' relevant working experience 3 of which at Assistant Commissioner level • Registered with UNMC and holds a valid practicing licence 	<ul style="list-style-type: none"> • MoH • NRHs
	Assistant Commissioner, Nursing/ Midwifery/ Public Health	U1E	<ul style="list-style-type: none"> • Bachelor of Science in Nursing or Midwifery • Master of Science in Nursing or Midwifery • Post Graduate Qualification in either Administration, Management (Diploma or Masters) or Health Services Management • 9 years' relevant working experience 3 of which at Principal Nursing Officer level • Registered with UNMC and holds a valid practicing licence 	<ul style="list-style-type: none"> • MoH • NRHs • RRHs

	Assistant District Health Officer, Maternal Child Health	U2 SC	<ul style="list-style-type: none"> a) A Bachelor of Science degree in either Nursing, Midwifery or equivalent from a recognized University/Institution b) Postgraduate Qualification (Masters or Diploma) in Health Science Management, Administration, Management or the equivalent from a recognized University/Institution. c) Must be registered with Uganda Nurses and Midwives Council with a valid practicing licence. d) Should have working experience of at least six (6) years, three (3) of which should have been at Senior Nursing Officer level or equivalent position from a reputable organization. 	<ul style="list-style-type: none"> • DLGs
	Principal Nursing Officer, Nursing/ Midwifery/ Public Health	U2 SC	<ul style="list-style-type: none"> • Bachelor of Science in Nursing or Midwifery • Post Graduate Qualification in either Administration, Management (Diploma or Masters) or Health Services Management • 6 years' relevant working experience 3 of which at Senior Nursing Officer level • Registered with UNMC and holds a valid practicing licence 	<ul style="list-style-type: none"> • MoH • NRHs • RRHs • Specialized Institutions • GHs • DHO
	Senior Nursing Officer, Nursing/ Midwifery/ Public Health	U3 SC	<ul style="list-style-type: none"> • Bachelor of Science in Nursing or Midwifery • 3 years' relevant working experience • Registered with UNMC and holds a valid practicing licence 	<ul style="list-style-type: none"> • MoH • NRHs • RRHs • Specialized Institutions • GHs • HC IVs
	Nursing Officer, Nursing/ Midwifery	U4 SC	<ul style="list-style-type: none"> • Bachelor of Science in Nursing or Midwifery • Registered with UNMC and holds a valid practicing licence 	<ul style="list-style-type: none"> • MoH • NRHs • RRHs • Specialized Institutions • GHs • HC IVs
Diploma and Certificate Holders				
	Assistant Nursing Officer, Nursing/ Midwifery/ Public Health/ Psychiatry	U5 SC	<ul style="list-style-type: none"> • Diploma in either Nursing, Comprehensive Nursing, Midwifery or Psychiatry <p>Registered with UNMC and holds a valid practicing licence</p>	<ul style="list-style-type: none"> • NRHs • RRHs • Specialized Institutions • GHs • HC IVs • HC III

	Senior Enrolled Nurse, Nursing/ Midwifery/ Psychiatry	U6	<ul style="list-style-type: none"> • Certificate in either Nursing, comprehensive Nursing, Midwifery or Psychiatry • 3 years' relevant working experience • Registered with UNMC and holds a valid practicing licence 	<ul style="list-style-type: none"> • NRHs • RRHs • Specialized Institutions • GHs • HC IVs
	Enrolled Nurse, Nursing/ Midwifery or Psychiatry	U7	<ul style="list-style-type: none"> • Certificate in either Nursing, comprehensive Nursing, Midwifery or Psychiatry <p>Registered with UNMC and holds a valid practicing licence</p>	<ul style="list-style-type: none"> • HC IVs • HC IIIs • HC IIIs

5.3 Conversion of Nursing Officers

Persons employed in the Nursing Officers cadre and are currently holding diploma qualifications, will in the interim be converted to job titles detailed in the table below. They accordingly retain their salary levels on a "personal to holder" basis.

S/N	Current Job Title	New Job Title	Salary Scale
1	Senior Principal Nursing Officer	Senior Principal Assistant Nursing Officer	U2 SC
2	Principal Nursing officer	Principal Assistant Nursing Officer	U3 SC
3	Senior Nursing officer	Senior Assistant Nursing Officer	U4 SC
4	Nursing officer	Assistant Nursing Officer	U5 SC

5.4 Comprehensive Nurses

- Enrolled Comprehensive Nurses shall be employed as Enrolled Nurses
- Registered Comprehensive Nurses shall be employed as Assistant Nursing Officers and will be deployed to work as General Nurses

6. Job Descriptions and Person Specifications

Commissioner Nursing and Midwifery Services

Job Title: Commissioner Nursing and Midwifery Services

Salary Scale: U15E

Reports to: Director Clinical services

Directly Supervises: Assistant Commissioner Nursing
Assistant Commissioner Midwifery
Assistant Commissioner Public Health Nursing

Purpose of the job

To provide strategic leadership, guidance and coordination in the management and professional development of the nursing, midwifery and public health nursing services.

Key result areas

- a) Plan, organise, coordinate programmes and activities of the department
- b) Provision of strategic leadership and management
- c) Monitoring and evaluation of nursing and midwifery services
- d) Provision of technical guidance and support supervision
- e) Resource mobilisation and utilization for effective implementation of the Nurses and Midwives services
- f) Initiation and review of nursing and midwifery policies and guidelines
- g) Provision of leadership and management for the nursing and midwifery department
- h) Institute mechanisms for adherence to professional code of conduct and ethics
- i) Provision of guidance for professional career development and training

Key duties and responsibilities

The key duties and responsibilities of the Commissioner, Nursing and Midwifery are to:

- a) Provide strategic leadership for the nursing and midwifery department
- b) Plan and budget for nursing, midwifery and public health nursing services
- c) Initiate, interpret and review of nursing and midwifery policies and guidelines
- d) Monitor and evaluate nursing and midwifery Services
- e) Provide technical guidance and support supervision
- f) Mobilize, allocate and account for effective implementation of the nursing and midwifery services
- g) Institute mechanisms for adherence to professional code of conduct and ethics
- h) Provide guidance for professional career development and training
- i) Monitor compliance with nursing, midwifery and public health nursing standards, guidelines and ethics
- j) Facilitate research and promote innovations in nursing and midwifery services
- k) Manage performance for nursing and midwifery professionals
- l) Plan and budget for nursing and midwifery services
- m) Institute and maintain mechanisms for coordination and collaboration with key stakeholders

ANNEX 3

4.2 Current Established Positions, Education Requirements and Deployment

The table below represents the existing grading of the Nursing and Midwifery cadre:

No.	Current Job Title	Salary Scale	Education Requirement	Level of Deployment
	Commissioner Nursing	U1 SE	<ul style="list-style-type: none"> Bachelor's degree in Nursing Masters in Nursing or Midwifery or Public Health PGD in Management or Administration 	<ul style="list-style-type: none"> MoH
	Assistant Commissioner Nursing	U1E	<ul style="list-style-type: none"> Bachelor's degree in Nursing Masters in Nursing or Midwifery or Public Health Nursing PGD in Management or Administration 	<ul style="list-style-type: none"> MoH NRHs
	Assistant District Health Officer	U2 SC	<ul style="list-style-type: none"> Bachelor's degree in Nursing Masters in Nursing or Midwifery or Public Health PGD in Management or Administration 	<ul style="list-style-type: none"> District Health Office
	Senior Principal Nursing Officer	U2SC	<ul style="list-style-type: none"> Bachelor's degree in Nursing Postgraduate qualification in Administration or Management 	<ul style="list-style-type: none"> MoH NRHs RRHs
	Principal Nursing Officer	U3SC	<ul style="list-style-type: none"> Diploma in Nursing and Midwifery Diploma in Administration or and Management 	<ul style="list-style-type: none"> MoH NRHs RRHs GHs
	Principal Public Health Nurse	U3SC	<ul style="list-style-type: none"> Diploma in Public Health Nursing 	<ul style="list-style-type: none"> RRHs GHs
	Senior Nursing Officer	U4SC	<ul style="list-style-type: none"> Diploma in Nursing and Midwifery 	<ul style="list-style-type: none"> MoH NRHs RRHs GHs
	Senior Public Health Nurse	U4SC	<ul style="list-style-type: none"> Diploma in Public Health Nursing 	<ul style="list-style-type: none"> MoH NRHs RRHs GHs
	Public Health Nurse	U4SC	<ul style="list-style-type: none"> Diploma in Public Health Nursing 	<ul style="list-style-type: none"> GHs HCIV
	Nursing Officer	U5SC	<ul style="list-style-type: none"> Diploma in Nursing 	<ul style="list-style-type: none"> NRHs RRHs GHs HCIV HCIII

3. Existing Nursing and Midwifery Grading Qualifications and Career Progression in Public Service

4.1 Recognized Qualifications

(a) Certificate Level Education

- i) Certificate in Enrolled Nursing
- ii) Certificate in Enrolled Midwifery
- iii) Certificate in Psychiatric Nursing
- iv) Certificate in Enrolled Comprehensive Nursing

(b) Diploma Level Education

- i) Diploma in Nursing
- ii) Diploma in Midwifery
- iii) Diploma in Psychiatric Nursing
- iv) Diploma in Paediatric Nursing
- v) Diploma in Public Health Nursing
- vi) Diploma in Palliative Care Nursing
- vii) Diploma in Comprehensive Nursing

(c) Advanced/ Higher Diploma Level Education

- i) Advanced Diploma in Paediatric Nursing
- ii) Advanced Diploma in Public Health Nursing
- iii) Advanced Diploma in Palliative Care Nursing

(d) Bachelor's Degree Level Education

- i) Bachelor of Science in Nursing
- ii) Bachelor of Science in Midwifery

(e) Master's Degree Level Education

- i) Masters of Science in Nursing
- ii) Masters of Science in Midwifery

	Nursing Officer Midwifery	U5 SC	<ul style="list-style-type: none"> • Diploma in Midwifery 	<ul style="list-style-type: none"> • NRHs • RRHs • GHs • HCIV • HCIII
	Nursing Officer Psychiatry	U5 SC	<ul style="list-style-type: none"> • Diploma in Psychiatric Nursing 	<ul style="list-style-type: none"> • NRHs • RRHs • GHs • HCIV
	Senior Enrolled Nurse	U6	<ul style="list-style-type: none"> • Certificate in Nursing 	<ul style="list-style-type: none"> • NRHs • RRHs
	Senior Enrolled Midwife	U6	<ul style="list-style-type: none"> • Certificate in Midwifery 	<ul style="list-style-type: none"> • NRHs • RRHs
	Enrolled Nurse	U7	<ul style="list-style-type: none"> • Certificate in Nursing 	<ul style="list-style-type: none"> • NRHs • RRHs • GHs • HCIV • HCIII • HC II
	Enrolled Midwife	U7	<ul style="list-style-type: none"> • Certificate in Midwifery 	<ul style="list-style-type: none"> • NRHs • RRHs • GHs • HCIV • HCIII • HC II
	Enrolled Psychiat- ric Nurse	U7	<ul style="list-style-type: none"> • Certificate in Psychiatric Nursing 	<ul style="list-style-type: none"> • NRHs • RRHs • GHs • HCIV

5. Recommended Nursing and Midwifery Positions, Qualifications and Career Progression in Public Service

5.1 Educational Programs and Qualifications

a) Certificate Level Education

- i) Certificate in Enrolled Nursing
- ii) Certificate in Enrolled Midwifery
- iii) Certificate in Psychiatric Nursing
- iv) Certificate in Enrolled Comprehensive Nursing

b) Diploma Level Education

- i) Diploma in Nursing
- ii) Diploma in Midwifery
- iii) Diploma in Psychiatric Nursing
- iv) Diploma in Comprehensive Nursing

c) Advanced/ Higher Diploma Level Education

- i) Advanced Diploma in Paediatric Nursing
- ii) Advanced Diploma in Public Health Nursing
- iii) Advanced Diploma in Critical Care Nursing
- iv) Advanced Diploma in Oncology Nursing

d) Degree Level Education

- i) Bachelor of Science in Nursing
- ii) Bachelor of Science in Midwifery

e) Post Graduate Diploma Level Education

- i) Child Health (Paediatric) Nursing
- ii) Palliative Care Nursing
- iii) Midwifery
- iv) Reproductive health
- v) Cardio-Thoracic Nursing
- vi) Critical Care Nursing
- vii) Trauma and Emergency (Ambulatory) Nursing
- viii) Theatre Nursing
- ix) Orthopaedic Nursing
- x) Neurology Nursing
- xi) Oncology Nursing
- xii) Nursing Education/ Health professions Education/ Medical Education
- xiii) Neonatal Nursing
- xiv) Nephrology Nursing
- xv) Geriatric Nursing
- xvi) Psychiatric Nursing
- xvii) Infectious Diseases Nursing
- xviii) Public Health Nursing
- xix) Transfusion Nursing

	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Treat and manage patients. b) Refer complicated cases. c) Conduct health education to patients. d) Ensure quality assurance in clinical work. e) Initiate and participate in research activities. f) Impart knowledge and skills to students and staff. g) Participate in planning, budgeting, coordinating, monitoring and evaluating clinical work. h) Manage and account for allocated resources. i) Promote observance of the Professional Codes of Conduct and Ethics. j) Perform any other duties as may be assigned from time to time.
22.	Post:	Senior Assistant Nursing Officer (Psychiatry) - 1 Post
	Reference:	HRM 72/173/24 MRT – Moroto RRH
	v. Salary Scale:	U4
	w. Reports to:	Principal Assistant Nursing Officer
	Qualifications:	<ul style="list-style-type: none"> • Must have a Diploma in Psychiatric Nursing (URPN) from a recognized Institution.
	Experience:	<ul style="list-style-type: none"> • Should have worked for least three (3) years as Assistant Nursing Officer (Psychiatry).
	Other Requirements:	<ul style="list-style-type: none"> • Should have management, counseling, communication and interpersonal skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Organize, manage and supervise day-to-day nursing activities in the Hospital. b) Take records and administer prescribed treatment to clients. c) Provide nursing care activities to patients. d) Prepare and update Nursing duty roster. e) Participate in the planning and budgeting for the Hospital psychiatric nursing requirements. f) Participate in inducting, training and mentoring Nurses, Midwives, Enrolled Nurses and Enrolled Midwives in nursing care roles. g) Participate in Primary Health Care activities. h) Perform any other related duties as may be assigned.
23.	Post:	Senior Anaesthetic Officer – 1 Post
	Reference:	HRM 72/173/01 Arua RRH
	Salary Scale:	U4
	Reports to:	Principal Anaesthetic Officer
	Qualifications:	<ul style="list-style-type: none"> • Allied Health or Nursing professional. • A Diploma in Anaesthesia from a recognized Institution.
	Experience	<ul style="list-style-type: none"> • Must have served for three (3) years as Anaesthetic Officer.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in clinical work and ensure proper management of patients. b) Participate in the management of disaster situations and provide resuscitation services. c) Ensure support supervision in theatres and that standards of anesthesia are maintained in the Hospital. d) Participate in planning and budgeting for the Anaesthetic Unit. e) Manage and account for allocated resources. f) Impart knowledge to students and staff. g) Perform any other duties assigned from time to time.

		g) Promote observance of Professional Codes of Conduct and Ethics. h) Prepare and submit periodic reports. i) Perform any other duties as may be assigned from time to time.
15.	Post:	Senior Principal Assistant Nursing Officer – 2 Posts
	Reference:	HRM 72/173/01 CUFH – Naguru 1 Post HRM 72/173/24 Moroto RRH 1 Post
	Salary Scale:	U2
	Reports to:	Hospital Director
	Qualifications:	<ul style="list-style-type: none"> • Must have trained at Diploma level or its equivalent in any two of the following disciplines: Diploma in Midwifery (URM), Diploma in Nursing (URN), Diploma in Comprehensive Nursing (RCN) and Diploma in Paediatric Nursing (RPN) from a recognized Institution. • Should have a Diploma in Administration or Management from a recognized institution.
	Other Requirements:	Should have nine (9) years working experience, three (3) of which should have been at the level of Principal Assistant Nursing Officer or Senior Nursing Officer.
	Duties and Responsibilities:	a) Assist in planning, directing, coordinating, budgeting, monitoring and evaluating nursing services for the Hospital. b) Ensure twenty-four (24) hour coverage by nursing staff. c) Requisition for equipment and other supplies. d) Ensure that equipment is secure, functional and well maintained. e) Assess the performance of Nursing Staff as well as coaching, mentoring and training them. f) Initiate and participate in operational research activities. g) Promote observance of the Professional Codes of Conduct and Ethics by staff under him or her. h) Assist in planning, implementing and monitoring outreach services in the catchment area. i) Manage and account for allocated resources. j) Perform any other duties as may be assigned from time to time.
16.	Post:	Principal Clinical Officer – 1 Post
	Reference:	HRM 72/173/01 CUFH – Naguru
	Salary Scale:	U3
	Reports to:	Medical Officer Special Grade (Internal Medicine)
	Qualifications:	<ul style="list-style-type: none"> • A Diploma in Clinical Medicine and Community Health from a recognized Institution. • A Diploma in Management or Administration from a recognized Institution.
	Experience	Should have served for at least six (6) years as a Health worker, three (3) of which should have been at the level of Senior Clinical Officer.
	Other Requirements:	<ul style="list-style-type: none"> • Good communication and interpersonal skills. • Good team building skills. • Well developed counseling skills.
	Duties and Responsibilities:	a) Participate in the treatment and management of patients. b) Coordinate and evaluate clinical work. c) Ensure quality assurance in clinical work. d) Impart knowledge and skills to students and staff.