



UGANDA PROFESSIONAL SCIENCE TEACHERS' UNION

Science For Development And Transformation

(UPSTU)

P.O. Box, 672, Kampala - Uganda

Date: 19th May, 2022

UPSTU PRESS BRIEFING ABOUT SALARY ENHANCEMENT OF SCIENCE TEACHERS AND OTHER SCIENTISTS IN THE EDUCATION INSTITUTIONS AND LIFTING OF INDUSTRIAL ACTION ON 19TH MAY 2022.

Uganda Professional Science Teachers' Union (UPSTU) is a duly registered and recognized trade Union by the Government of the Republic of Uganda in accordance to the labour Union's Act 2006 and the Constitution of the republic of Uganda with a membership standing at 14,000 Scientists, working in government Education Institutions i.e. Secondary Science Teachers, Science Tutors, NTC Science Lecturers, TVET & NIC Instructors and Laboratory Technicians.

Recall that UPSTU through their National Executive Council (NEC) sitting on Thursday, April 21st, 2022, painfully resolved to go for an industrial action effective 09th/May/2022 if the following longstanding grievances affecting our members' welfare and the effective teaching of sciences are not resolved:

1. Government earmarked funds to a tune of 98Bn in the FY2018/2019 to enhance salaries for science teachers and other scientists in education institutions. This fund was diverted while that meant for other scientists were enhanced and science teachers were left bleeding to date despite all the engagements with the concerned government officers.
2. The meeting at Equal Opportunities Commission on March 30th, 2021 resolved that, all scientists in Education Institutions be recognized and paid as the other scientists who are not medical workers and Ministry of Public Service agreed to correct that error immediately using the available conflict resolution mechanism in the Ministry and to date this has not been done.
3. We had also pointed out that the commitment by the Ministry of Public Service to harmonize salaries of science teachers to the tune of other scientists who are non-medical in the FY2022/23 in the letter to us, dated December 03rd, 2021 had already been abandoned.
4. Recall the Presidential directive and Cabinet resolutions of August 24th, 2021 to enhance salaries of all Scientists including science teachers to a minimum entry level of Ush4M for all new graduate and a Grade V entry level of Ush3M effective FY2022/2023. Salaries for medical workers and the other scientists

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National Chairperson: 0776121074 | 0702121074 **General Secretary:** 0783043246 | 0705347770

Head office: Bwaise Plot 264 Block 203, Dr. Lubega Clinic House, 2nd Floor



upstu2019@gmail.com



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has been effected using the available resources of 400bn, yet the salary enhancement of science teachers/tutors/instructors were halted after a total of 139.4bn meant for our salary pay was diverted to boost salary enhancement of health workers.

5. We also noted the repeated lack of commitment by MoES to implement the promotional ladder of teachers as clearly stipulated in the Teachers' Scheme of Service policy document developed in 2012 e.g Personnel working in Education Institutions have stagnated at certain lower levels despite having attained higher qualifications or required experience. A case in point is for the many Assistant Education Officers who have attained bachelor's degrees as many as more than ten years but their promotion has met a winding road with some retiring at a disgruntling salary scale.
6. Failure by Ministry of Public Service to create science salary scales for our Deputies and Headteachers of science qualification after the withdrawal of science allowance in November 2019 from these scientists. The Headteachers and Deputies of science qualification remain scientists since they are actively teaching some minimum lessons in addition to their administrative duties.
7. Science teachers are exposed to dangerous chemicals which have in many occasions caused bodily harm due to lack of protective gears while conducting practical lessons.
8. The Government's good initiative to rollout implementation of the new lower secondary curriculum has suffered insufficient funding at the implementation level.
9. Government has failed to put up clear compensation mechanism for science teachers and Laboratory Technicians who lose their lives or get injured as a result preparing and conducting practical lessons for the learners.
10. Failure of Government to create a salary scale for laboratory technicians in Post Primary education institutions like they have done in medical, despite them having qualifications in Laboratory Science Technology.
11. We also pointed out that our efforts to have a meeting with different stakeholders in government to resolve this matter amicably in all our earlier letters and the resent one dated **January 17th, 2022 and April 07th, 2022, all fell.**

Uganda Professional Science Teachers' Union leaders have since engaged different stake holders in government i.e. (1) Meeting the Rt. Hon. Speaker of Parliament on 28th/April/2022; (2) Meeting the Minister of Public Service at MoPS on 6th/05/2022; (3). Meeting of the Minister of Education and sports on Wednesday, 18th/05/2022 and (4). The cabinet resolutions that sat on Monday

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09th/May/2022 as pronounced by the Hon. Minister of Information and National Guidance, Dr. Chris Baryomunsi on Uganda Media Center on 10th/05/2022.

The following solutions have since been arrived at from the above fruitful engagements:

1. The meeting resolved that Science Teachers are scientists and must be paid as the other scientists who are non-medical workers. This will be reflected in the FY2022/23 salary enhancement for all scientists effective July 2022.
2. Science Teachers and Laboratory Assistant who get accident while conducting practical will be compensated accordance with the relevant law and guideline to be issued by MoGLSD.
3. Ministry of Education and Sport commits to provide protective gear to the science teachers and Laboratory Assistants who conduct practical lessons.
4. Ministry of Education and Sport has adopted the implementation of the Teachers, Scheme of Service and so far, 200 teachers have been promoted to senior Education officers. MoES will continue to prioritize funds for the effective implementation of the promotional ladders.
5. The meetings also resolved that matters concerning professional growth science teachers and issues affecting the teaching of science including the effective implementation lower level secondary school curriculum be discussed further in the subsequent meetings with the MoES and the UPSTU leaders starting with 30th/June/2022.
6. Government also commits to harmonize salaries for Laboratory Assistan working in School to the level of those working in other sectors.
7. Government also commits to enhance salaries of Headteachers and Deputy Headteachers of Science qualification to the level of their science counterparts in other sectors. This is based on the fact that they still continue to teach some minimum lessons alongside their administrative duties.
8. We are also informed that cabinet directed MoFPED provide funds for salary enhancement of all scientists including science teachers.

Basing on the above, National Executive Council of Uganda Professional Science Teachers' Union (UPSTU) in their sitting on **Thursday, May 19th, 2022**, have resolved to halt this industrial action up to 13th June 2022 to allow government resolve our grievances fully as discussions in that regard are still





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ongoing in cabinet. We will use this time to monitor the progress of implementation of the presidential directive by the technical team.

We now ask our members across the country, the Science Teachers, NTC Lecturers, Tutors, TVET & NIC Instructors and Laboratory Technicians in Uganda **TO GO BACK TO WORK** effective today 19/05/2022 at 11: 59 pm, close to mid night.

Thank you all.

For God and our country!

MUGAIGA ARON
GENERAL SECRETARY

ELONG VINCENT
NATIONAL CHAIRPERSON

