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KAMPALA  
UGANDA

In any correspondence on **ADM/218/264/01**  
this subject please quote no. ....

22<sup>nd</sup> June 2022

The General Secretary  
Uganda National Teachers' Union (UNATU)  
P. Box 377  
KAMPALA

## **UGANDA NATIONAL TEACHERS' UNION'S CONCERN OVER PROPOSED SEGREGATIVE SALARY ENHANCEMENT AND CALL FOR INDUSTRIAL ACTION**

Reference is made to your letter Ref: UNATU/MPS/05/022 dated 25<sup>th</sup> May 2022 and the Press Release of 11<sup>th</sup> June 2022 calling for industrial action by all the members of Uganda National Teachers' Union (UNATU) with effect from 15<sup>th</sup> June 2022. The grounds of the industrial action cited in the Press Release include discriminatory salary enhancement and failure by Government to honour the Collective Bargaining Agreement signed in 2018.

The Government wishes to reiterate its commitment towards salary enhancement for all Public Officers. This is evidenced by the phased salary enhancement that has so far been achieved, whose implementation will continue within the available resources. For example, in the last two years we have had to put aside other priorities to deal with the survival against Covid 19. The priority of Government was addressing Covid 19 and not enhancement of salaries.

The current enhancement for the science teachers was informed by the available resources, the number of teachers involved and the impact that can be made by the scientists to the development of this country. We have no doubt that you agree that we need an educated work force in all aspects of life but more in the sciences. This in our view will attract and retain the crucial skill that is required by the country at this material time.

Whereas Teachers like all other employees of Government have rights and freedoms enjoyed under the Constitution and relevant laws, including the right to withdraw labour, the current Industrial Action by the members of UNATU is illegal and in breach of the principles and spirit of the law and particularly Sections 7(2)(a) and (b); and 8 (1) and (3) and the Public Service Negotiating, Consultative and Disputes Settlement Machinery Act, 2008 and the Recognition Agreement signed under this Act because neither has UNATU given a notice to strike nor had the Dispute Settlement Machinery been exhausted.

The claim that the strike had been ongoing since 2019 and hence there was no need for a new notice is both fallacious and not legally tenable.

Secondly, we have noted with concern that you and your membership have decided to close the schools. We wish to advise you that no Teacher, whether on strike or not, has the legal right or justification to close a public school without the concurrence of the Government of Uganda.

While the Government is committed to working with all parties towards achieving better salaries for all Public Servants, your demands for a salary enhancement cannot be addressed in the Financial Year 2022/23.

With that in mind, the purpose of this letter is to communicate as follows:

1. All Government employed Teachers are advised to resume duty at their respective workstations by 24<sup>th</sup> June 2022 without fail.
2. Any Government employed Teachers who does not comply to this call will be regarded as having abandoned duty and resigned from the Public Service in accordance with Section A-n (17) of the Uganda Public Service Standing Orders, 2021.
3. The Teachers who are not willing to work under the prevailing terms and conditions are free to withdraw their labour as provided for under Section A-n (11) of the Public Service Standing Orders.
4. Those who do not agree to any of the above are advised to seek legal redress in Courts of law.

Government has not issued any directive for closure of any school and therefore any contrary instructions to learners are regarded as illegal. All schools are expected to proceed with the Ministry of Education and Sports school calendar for the 2<sup>nd</sup> Term 2022.

By copy of this letter, the Chief Administrative Officers and Town Clerks are called upon to take stock of the Teachers present and submit absent Teachers by the 30<sup>th</sup> June 2022 for eventual removal from the payroll.



Catherine Bitarakwate Musingwiire (Mrs)

**PERMANENT SECRETARY**

Copy to: Rt. Hon. Prime Minister of the Republic of Uganda  
First Lady and Hon. Minister of Education and Sports  
Hon. Minister of Public Service  
Hon. Minister of Finance, Planning and Economic Development  
Hon. Minister of Gender, Labour and Social Development  
Hon. Attorney General, Ministry of Justice and Constitutional Affairs  
Head of Public of Public Service and Secretary to Cabinet  
Permanent Secretary, Ministry of Education and Sports  
Permanent Secretary/Secretary to the Treasury  
Permanent Secretary, Ministry of Gender, Labour and Social Development  
Permanent Secretary, Ministry of Local Government  
All Chief Administrative Officers – District Local Governments  
All Town Clerks – City and Municipal Councils