

# KOBOKO DISTRICT SECONDARY SCHOOL TEACHERS

DATE: 31<sup>ST</sup> JANUARY, 2023

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THE CHIEF ADMINISTRATIVE OFFICER

KOBOKO DISTRICT LOCAL GOVERNMENT.

Dear Sir,

Re: **SALARY ARREARS**

We would wish to bring to your notice that the secondary school teachers of Koboko district have not received salaries from the month of November to date and others even have gone for five months without pay, especially **Mr. Andabati Alex and Ms. Nansikombi Mary** all of Francis Ayume Memorial SS and **Mr. Saeed Ismail** of Kochi SS has not received salary since the beginning of this financial year. This is very disheartening and demotivating since it is the only source of income for most of the teachers.

This nasty experience started since the beginning of this financial year where we received the first Salary of this financial year in September, then the second payment was at the end of September, then August was paid in early November, after teachers threatened to lay down their tools if their August salary was not paid, we feel something fishy is going on, this is because the payments of this financial year do not reflect the months of payment.

Since then, no payment of salaries for secondary school staff have been made and yet the concerned authorities have not come out openly to explain why it is so after they had told us that supplementary budget was submitted, approved only pending authorization of the use of the said money. This is contrary to the pronouncement made by the Permanent secretary of Ministry of Finance, Planning and Economic Development on 4<sup>th</sup> January 2023 during the press release of Quarter three expenditure releases FY 2022/2023, that the money released for Quarter three catered for clearance of arrears for the previous quarters.

We feel that this is a deliberate move to frustrate us since nobody is showing concern to address this problem. In November we made effort to meet you in person to get explanation from you in your office but you turned it down claiming that you were out of the district and yet you were around in your office. Thereafter, you did not make any effort to meet us on the issue.

These are people with families, children and even dependents, denying them salary which is their source of livelihood and right is not only unconstitutional but also inhuman. Most of these teachers have loans to clear. The worst is that we can not send our children to school since we do not have money. We have suffered enough due to your negligence and have therefore resolved:

- We need all the arrears to be cleared to date, if not come 6<sup>th</sup> February 2023 we shall not report for work.
- Pay slips should be issued prior to payment as stipulated in the Uganda Public Service Standing orders page 45 point 16 which states that, “A **public officer shall be issued with a pay slip on a monthly basis prior to payment of salary and copy filed on the public officer’s personal file and one retained by the head of department**”
- All the secondary teachers who are being underpaid should be given their correct pay especially **Mr. Okua Adnan of Nyai SS, Mr. Ratib Kassim of Longira SS and Mr. Acidri Yaphet of Padrombu Seed SS**
- As stated in the same Public service standing orders 2021, “Salaries **for public officer shall be paid monthly in arrears by the 28<sup>th</sup> day of every month**”

Such negligence must stop otherwise if any legal action will be taken against any officer, we should not be blamed.

We hope to get positive response towards this before 6<sup>th</sup> February 2023 if not we shall not report to school for work.

**ANGUYO RONALD**

**Ag. CHAIRPERSON**

**FARIDAH KARIM**

**SECRETARY**

CC: Permanent Secretary Ministry of Finance, Planning and Economic Development

CC: Permanent Secretary Ministry of Public Service

CC: Commissioner for Secondary Education

CC: Chairperson Parliamentary Committee on Education

CC: Members of Parliament Koboko District

CC: Resident District Commissioner Koboko

CC: LCV Koboko District Local Government

CC: District Education Officer Koboko

CC: Workers’ Representatives to the District

CC: Head teacher of Government aided Secondary Schools in Koboko District.