**Staff Emoluments**

**Staff Allowance Calculations**

|  |  |  |
| --- | --- | --- |
| **Allowance** | **Units** | **Formula** |
| Overtime | hours |  |
| Weekend Lunch |  |  |
| Acting |  |  |
| Pay In lieu of Leave | days | Gross salary/24 \* 1.5 \* number of days |
| Subsistence |  |  |
| Standby |  | Schedule 12 |
| Mileage |  |  |
| Responsibility |  |  |
| Risk |  | Schedule 10 |
| Rent |  |  |
| Other |  |  |
| Removal |  |  |
| Motor Vehicle Driving |  | Schedule 9 |
| Casual |  |  |
| Shift |  | Schedule 12 |
| Milk |  |  |
| Soap |  | Schedule 14 |
| Weekend Transport |  |  |
| Performance Bonus |  |  |
| Mobile Phone |  | Schedule 11 |
| Out of Station |  | Schedule 3 |
| Other Telephone |  |  |
| Electricity |  |  |
| Per Diem (out of Country) |  | Schedule 6 |
| Out of pocket (top up) |  | Schedule 7 |
| Warm Clothing |  | Schedule 8 |
| Bicycle |  | Schedule 14 |
| Dirty Work |  | Schedule 14 |

Monthly Payments

|  |  |  |
| --- | --- | --- |
| **Payment** | **Units** | **Formula** |
| Salary | month | Based on Scale and Spine |
| NSSF | Month | 10% of gross Salary |
|  | month |  |

Annual Payments

|  |  |  |
| --- | --- | --- |
| **Payment** | **Units** | **Formula** |
| Gratuity | year | 1 month salary |
| Leave Allowance | year | 1 month salary |
| Annual Bonus | year |  |

**List of schedules**

1. Competent Authorities Schedule No. 1

2. UETCL Salary Structure Schedule No. 2

3. Subsistence Allowance Schedule No. 3

4. Lunch Out of Station Schedule No. 4

5. Mileage Allowance Schedule No. 5

6. Per Diem Allowance (Outside Uganda) Schedule No. 6

7 Out-Of-Pocket Allowance /Top-Up Allowance

(Outside Uganda) Schedule No. 7

8. Warm Clothing Allowance Schedule No. 8

9 Motor Vehicle Driving Allowance Schedule No. 9

10. Risk Allowance Schedule No. 10

11. Phone Allowance Schedule No. 11

12. Standby Allowance Schedule No. 12

13. Shift Allowance Schedule No. 12

14. Leave Allowance Schedule No. 13

15. Miscellaneous Allowances Schedule No. 14

Bicycle Allowance

Dirty Work Allowance

Soap Allowance

16. Medical Allowance Schedule No. 15

17. Funeral/Bereavement Benefits Schedule No. 16

18. Top-up on Per Diem Allowance for cities

with known high cost of living Schedule No. 17

19. Limits of expenditure on treatment

outside Uganda Schedule No. 18