

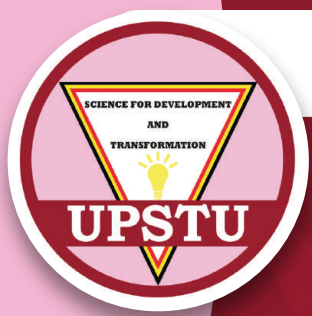
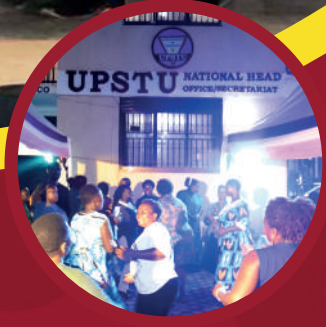
...H BEYOND THE STARS  
...promote moral and academic excellence for an upright citizen"

lay our future in my hands  
For liberty together we'll always s  
Oh Uganda the land of free om, Our  
love and labour we give, and with  
neighbours all at our country's call in  
peace and friendship we'll live  
Oh Uganda the land that feeds us by  
and fertile soil grown. For our own d  
land, we'll always stand: The Pearl o  
Africa's Crown.

UGANDA NATIONAL ANTHEM



UGANDA PROFESSIONAL SCIENCE T  
UPSTU



# SECRETARIAT OPERATIONS REPORT

TO THE 3<sup>RD</sup> ADC 2026

# ABOUT **US**

The Uganda Professional Science Teachers Union (UPSTU) is a national labour union for science teachers across Uganda, established to collectively advocate for their professional rights, welfare, and career advancement. As a proactive stakeholder in Uganda's education sector, UPSTU supports science educators through strategic partnerships, policy engagement, professional development, and empowerment programs aimed at raising the standards and dignity of science education nationwide.

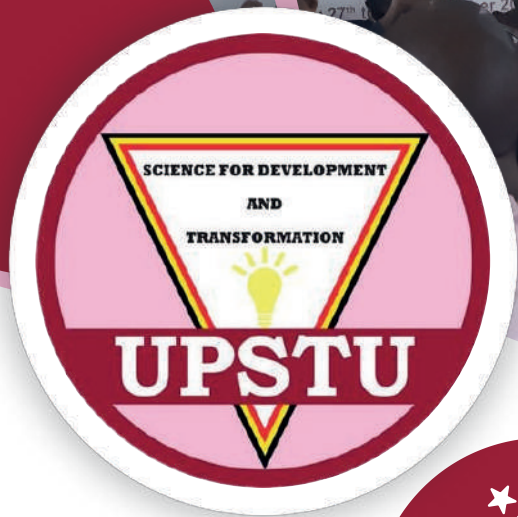
## OUR VISION

A united and empowered science teaching fraternity driving national development through quality science education.

## OUR MISSION

To organize and empower science teachers in Uganda by championing their professional growth, economic welfare, and labour rights, while advancing gender equity, and innovation in STEM.

UGANDA PROFESSIONAL SCIENCE  
TEACHERS' UNION (UPSTU)  
Science For Development And Transformation  
2nd ANNUAL DELEGATES CONFERENCE (ADC)  
Venue: Nob View Hotel, Ntinda  
27th August 2024



2024 Annual  
Delegates  
Conference 



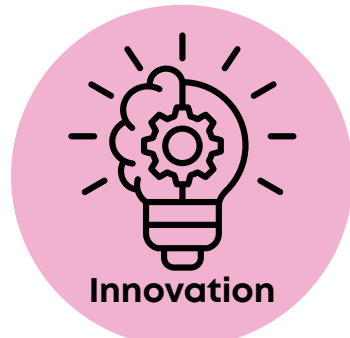
Professionalism



Equity



Integrity



Innovation

# Our Values



Solidarity



Patriotism



# Message

## FROM THE NATIONAL CHAIRPERSON

Distinguished Delegates, Esteemed Members, Partners, and Guests,

I warmly welcome you to the 3rd Annual Delegates Conference (ADC) of the Uganda Professional Science Teachers' Union (UPSTU).

This Conference is not just a statutory gathering it is a moment of reflection on how far we have come and a renewed commitment to where we are going as a Union. UPSTU continues to stand as a strong, united, and credible voice for science teachers, grounded in the belief that science education is central to Uganda's transformation.

Over the past year, our Union has registered significant progress across multiple fronts. We have strengthened our national presence, deepened our engagement in policy and advocacy spaces, and expanded programs that directly impact our members. Our visibility in national discourse on education, participation in key engagements, and the growing confidence of stakeholders in UPSTU are clear indicators that we are steadily consolidating our position as a professional and influential institution. These gains have not come by chance they are the result of deliberate effort, unity of purpose, and the unwavering commitment of our members and leadership at all levels.

As we convene this year, I am proud to note that our Union has entered a new phase of institutional maturity and visibility. One of the most significant milestones is the progress on our national headquarters at Makerere Hill, whose renovation is now nearing completion. This facility represents more than infrastructure it is a symbol of permanence, identity, and the long-term vision of UPSTU as a professional institution serving

generations of science teachers.

Equally important is the continued growth of the UPSTU Members' SACCO, which recently held its 3rd Annual General Meeting (AGM). The SACCO has become a cornerstone of our economic empowerment agenda, providing accessible financial services and reinforcing our belief that professional strength must go hand in hand with economic stability.

These developments reflect a broader reality: UPSTU is no longer just an advocacy platform it is a comprehensive institution advancing professional, economic, and social empowerment.

As we look ahead, the next phase of our journey will require stronger partnerships and collaboration. We therefore call upon development partners, government agencies, the private sector, and like-minded organizations to join us in advancing our mission. Our growing portfolio of programs and projects presents meaningful opportunities for collaboration in transforming science education in Uganda.

To our members, I encourage you to remain united, engaged, and committed to the ideals that define our Union. The strength of UPSTU lies in its people in your dedication, professionalism, and shared purpose.

I extend my sincere appreciation to the National Executive Council, the Secretariat, our partners, and all members for your continued support and contribution.

Let us use this Conference to strengthen our unity, deepen our vision, and position UPSTU for even greater impact.

For God and My Country.

Dr. Vincent Elong (PhD)  
National Chairperson  
Uganda Professional Science  
Teachers' Union (UPSTU)

# MESSAGE

## THE GENERAL SECRETARY

Distinguished Delegates, Colleagues, and Partners,

It is my pleasure to present this message as we gather for the 3rd Annual Delegates Conference (ADC) of our Union.

The period under review has been one of structured activity, operational strengthening, and programmatic expansion, driven by the commitment of the Secretariat to deliver on UPSTU's mandate of professional, economic, and social empowerment of science teachers.

From an operational perspective, the Secretariat has strengthened service delivery across key departments:

- Administration and Finance ensured compliance, accountability, and efficient facilitation of Union activities.
- Audit Function enhanced financial reporting systems and strengthened accountability across national and regional structures.
- Legal Affairs successfully handled labour-related cases, securing reinstatement and resolution of member grievances while managing ongoing litigation.
- ICT Department maintained digital platforms, supported ProDev delivery, and progressed the development of a centralized membership database system to improve data management and efficiency.
- Research and Partnerships focused on project development, proposal writing, and positioning UPSTU for strategic collaborations, including registration on the UN Partner Portal.
- Estates and Infrastructure advanced preparations for the renovation and operationalization of the UPSTU headquarters.

In addition, the Secretariat coordinated numerous governance meetings, strengthened inter-departmental coordination, and supported national engagements that have enhanced UPSTU's visibility and credibility.

At the core of our work has been the implementation and scaling of flagship professional development and innovation programs. In line with the Competency-Based Curriculum, we successfully implemented the Science Innovation Projects Competition, which attracted over 260 project submissions nationwide and culminated in a highly competitive national finale.



This initiative has demonstrated the power of project-based learning in promoting creativity, problem-solving, and learner engagement. The UPSTU ProDev Hour has continued to grow as a national platform for continuous professional learning, delivering structured weekly sessions covering pedagogy, curriculum implementation, assessment, financial literacy, legal awareness, and teacher wellbeing. We have also advanced inclusive programming through initiatives such as the UPSTU Girls in STEM Mentorship Initiative, which aims to equip teachers with tools to support STEM clubs, promote innovation, and enhance participation and retention of girls in science fields.

Looking ahead, we are focused on:

- Institutionalizing flagship programs such as the Science Innovation Projects Competition
- Expanding the Union's project pipeline across education, gender, youth, legal literacy, and economic empowerment
- Strengthening research and evidence-based advocacy
- Enriching digital systems and administrative efficiency
- Deepening partnerships to support program implementation

These efforts position UPSTU for a more structured, partnership-driven phase of growth and impact.

I extend my sincere gratitude to the leadership, staff, members, and partners whose dedication continues to make this progress possible.

Together, we are building a resilient, professional, and forward-looking Union. Science for Development and Transformation.

**Dr. Mugaiga Aron (PhD)**  
**General Secretary**  
**Uganda Professional Science Teachers' Union (UPSTU)**

# Highlights of Key National Engagements and Policy Interventions

# 1

## i

### National Advocacy and Policy Engagement

Throughout 2025, UPSTU maintained a visible and credible presence in national policy and labour spaces:

- Conducted sustained media engagements following the release of UCE and UACE results, clarifying the implications of the Competency-Based Curriculum (CBC) and countering misinformation regarding science education outcomes.
- Continued participating national and international celebrations - Participated in Labour Day celebrations, WTD in Nakapiripirit District, reaffirming the role of science teachers in national development and economic transformation.
- Engaged Parliament through COPSTU on the Public Service Pension Fund Bill 2024, submitting proposals on pension equity, governance, and protection of teachers' retirement benefits.
- Continued advocacy on salary enhancement, particularly for ICT teachers, science teachers in administrative roles, DEOs, and other categories not yet fully covered.

## ii

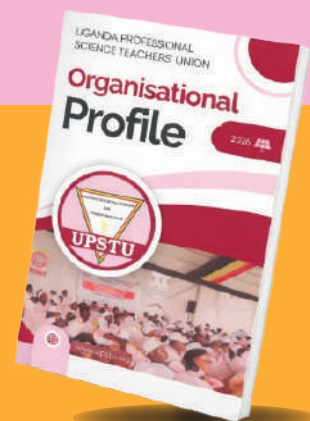
### Political, Institutional and International Engagements

- Hosted and participated in World Teachers' Day 2025 engagements, including a virtual dialogue with UNESCO under the theme "Recasting Teaching as a Collaborative Profession".
- Participated in a Teacher Social Dialogue Session organized by UNESCO, particularly on emerging debates around salary disparities.
- Engaged the Refugee Law Project on consideration of special membership categories for refugees.
- Coordinated UPSTU leadership participation in the Presidential Nomination / Manifesto Launch on invitation of the ruling party.
- UPSTU top management (General Secretary and National Treasurer) attended a one-week leadership and ideological training at the National Leadership Institute (Kyankwanzi), strengthening leadership capacity and national orientation.

## iii

### Partnership Readiness

- Developed a comprehensive UPSTU Organisational Profile.
- Consolidated a 15-project pipeline covering education, gender, youth, legal literacy, economic empowerment, and infrastructure.
- In process of engaging a series of organizations with shared interests for potential partnerships



# CORPORATE IDENTITY AND INSTITUTIONAL *Growth*

- Developed a UPSTU Calendar for 2026 to guide planning and partner engagement.
- Corporate wear and distribution continues with over 3000 distributed in addition to 4000 last year and will continue in a phased manner.



Conceptualized the UPSTU **Beacon Magazine** as a flagship annual print publication, where a beacon represents light, innovation, guidance, leadership, and scientific progress. The magazine will document UPSTU's impact in science education, innovation, advocacy, and members experiences regarding the dynamics of science education in Uganda. Articles contributions can be emailed via [info@upstu.org](mailto:info@upstu.org) for consideration by the Editorial Committee.

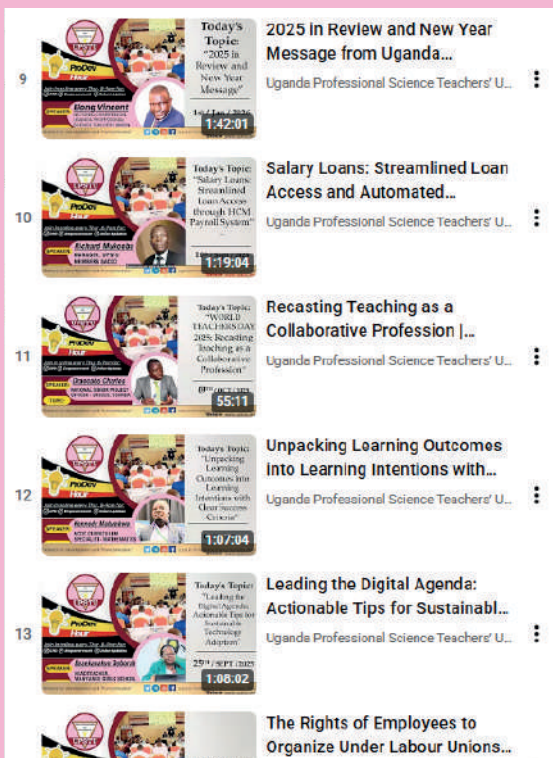


## PROFESSIONAL DEVELOPMENT AND FLAGSHIP PROGRAMS

### (i) UPSTU ProDev Hour

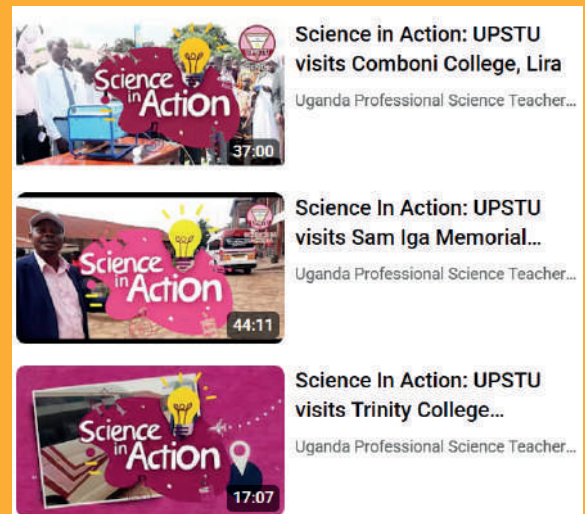
The ProDev Hour Program matured into one of UPSTU's strongest professional development platforms in 2025.

- Over 50 structured weekly sessions were conducted across the year.
- Topics covered included: CBC implementation, project-based learning, assessment reforms, labour rights, financial literacy, digital safety, gender, inclusion, wellness, research and publication, and retirement planning.
- Sessions were delivered by NCDC specialists, legal practitioners, financial experts, UNESCO officials, and experienced educators.
- All sessions were hosted on Zoom and archived on UPSTU's YouTube channel, creating a growing national CPD repository.



### (ii) SCIENCE IN ACTION

Through structured school visits, UPSTU documents how science teachers translate curriculum content into meaningful learning experiences using locally available resources, low-cost innovations, and inquiry-based approaches. The initiative also serves as a professional learning platform where teachers share best practices, inspire peers, and promote creativity in project work. Episodes of completed projects are aired through TV programs and YouTube.



### (iii) SCIENCE INNOVATION PROJECTS COMPETITION

The UPSTU Science Innovation Projects Competition is a flagship national initiative of the Uganda Professional Science Teachers' Union (UPSTU) that promotes innovation, creativity, and practical science learning among students. Aligned with the Competence-Based Curriculum (CBC), the competition provides a platform for learners to apply classroom knowledge to real-world challenges through project work.

#### STRUCTURE

- **School Level:** Project development by learners
- **Submission & Screening:** Expert review and shortlisting
- **Regional Competitions:** Exhibition and judging of projects
- **National Finale:** Top projects compete and are awarded

Science

# INNOVATION

Projects Competition



# 2025



**ST. MARIA GORRET SS - KATENDE  
WINNER CENTRAL REGION**



**SOROTI SS - SOROTI  
WINNER EASTERN REGION**



**MUNTUYERA HIGH SCHOOL  
WINNER WESTERN REGION**



**COMBONI COLLEGE - LIRA  
WINNER NORTHERN REGION**



**MARYHILL HIGH SCHOOL  
NATIONAL WINNER**

The UPSTU National Science Innovation Projects Competition 2025 Grand Finale brought together the top 20 student innovations from across Uganda to showcase solutions to real-world challenges in areas like health, agriculture, environment, and technology. Held in Kampala, the event highlighted creativity and practical application of science, with projects such as smart healthcare systems and renewable energy solutions. Maryhill High School emerged as the overall winner, underscoring the growing impact of project-based learning in nurturing innovation for national development.



# GENDER AND INCLUSION



Organized International Women's Day 2025 under the theme "Accelerating Action", focusing on gender responsive pedagogy and mentorship.

## NEW MENTORSHIP PROGRAM

UPSTU Girls in STEM Mentorship Initiative aims to equip teachers with the necessary tools and resources to support in-school STEM clubs, promote innovation, and enhance participation of girls in STEM fields.





## GOVERNANCE, **MEETINGS** & COORDINATION

The secretariat hosted multiple NEC, CEC, SACCO Board, Trustees, and Committee meetings throughout the year to strengthen internal governance, coordination, and policy alignment. Below are key resolutions reached

### ■ THE RESOLUTIONS OF THE NATIONAL EXECUTIVE COUNCIL, YEAR 2025

I hereby present the resolutions of the NEC of the Uganda Professional Science Teachers' Union for the year 2025 among others, for ratification by the 3rd ADC sitting on 11th April, 2026

- i. Renovation of the newly acquired office be initiated and handled in phases and be given priority.
- ii. UPSTU women's day celebrations always be held in the district where the National celebrations are to be held slightly before the actual day for the National celebrations.
- iv. That ADC always be held at the beginning of the year as opposed to December, to always allow the external audit to be completed.
- v. Regional staff and leadership be trained in their roles to equip them with the necessary skills to perform their duties. The annual training for UPSTU staff was approved and is to be conducted annually.

vi. The internal auditor should be facilitated to travel to each region once a year to audit the books of accounts and advise on the proper keeping of the books of accounts for proper accountability.

vii. More corporate wear be procured and distributed to members with priority given to the regions that have not received.

viii. Another loan of not more than 250m be acquired from the UPSTU members SACCO for renovation of our acquired head office premises, and its repayment period be clustered in 5 years.

ix. That UPSTU SACCO be requested to cost share on the office renovation cost since the SACCO office shall also be housed in the same head office.

x. Approval of the 2026 Budget. The proposed budget for the year 2026 was approved as an operational document.

xi. The contract of the external audit firm be renewed for another term of three years since they have done satisfactory work.



## Administration, Finance, ICT, Research, Legal Audit and Estates Management

### Audit

- The Audit function actively supported both regional offices and Head Office staff in standardizing bookkeeping, accountability, and financial reporting practices.
- This support focused on improving consistency, transparency, and audit readiness across UPSTU structures, strengthening institutional compliance and governance.

### Legal

- Provided legal support to members facing dismissal, payroll removal, transfers, and labour disputes.
- Successfully engaged MoES, CAOs, and district authorities leading to reinstatement and resolution of several member cases.
- Managed ongoing litigation involving the Union and the SACCO in courts of law..

### ICT and Research

- Strengthened UPSTU's digital ecosystem through continuous management of the website, social media, YouTube, Zoom, and official email systems to enhance communication, visibility, and service delivery.
- Developed and is operationalizing a secure centralized membership database to improve data management, reporting, and administrative efficiency.
- Provided technical and operational support for ProDev Hour and Secretariat functions, including hosting, archiving, documentation, and digital capacity building for staff and leadership.
- Supported development of project proposals, organizational profile, calendar, magazines and a multi-sectoral project pipeline, while actively engaging and communicating with strategic partners.
- Strengthened ICT infrastructure and systems through maintenance, upgrades, and internet management to ensure reliable and efficient operations.
- Positioned UPSTU for partnerships and funding by facilitating registration on international platforms and supporting outreach to development partners.



# Administration and Finance

- Staff salaries, statutory deductions, and operational facilitation were processed timely and in compliance with internal financial controls.
- The Finance function continued to support committee meetings, leadership engagements, and program implementation, ensuring proper documentation and accountability.
- The Secretariat maintained coordination with regions on financial accountability and reporting requirements.



# Estates and Infrastructure



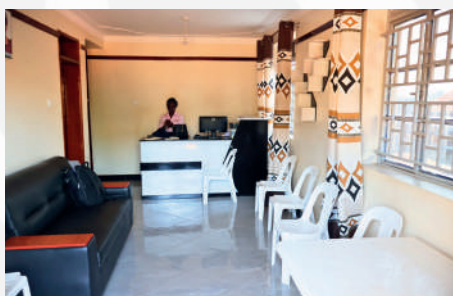
- Expanded regional office presence in 15 regions
- The UPSTU Secretariat Van underwent repairs to repair the fuel gauge and improve window ventilation, enhancing safety and reliability during field operations.
- The Secretariat contracted service providers to undertake labelling of office assets, improving asset identification, accountability, and inventory management.
- Regarding the new UPSTU office premises in Makerere, architectural designs and structural assessment were finalized, renovation works in progress



# REGIONAL OFFICES

UPSTU has maintained a strong national footprint through a network of regional offices strategically established to ensure proximity to members, timely service delivery, and effective coordination of union programs across the country. This decentralized presence enables responsive advocacy, professional support, and consistent engagement with science teachers in all major sub-regions, reinforcing UPSTU's commitment to inclusive representation and nationwide impact.

REGION	OFFICE LOCATION	REGION	OFFICE LOCATION	REGION	OFFICE LOCATION
1. Greater Kampala	Kampala	5. Sebei	Kapchorwa	9. West Nile	Arua
2. Greater Masaka	Masaka	6. Ankole	Mbarara	10. Rwenzori	Fort Portal
3. Busoga	Iganga	7. Lango	Lira	11. Kigezi	Kabale
4. Bugisu	Mbale	8. Acholi	Gulu	12. Bukedi	Tororo
13. Bunyoro	Hoima	14. Teso	Soroti	15. Karamoja	Moroto





# Way FORWARD

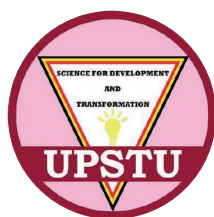
## 2026 AND BEYOND

Building on the gains of 2025, the following are the priorities for the year ahead:

1. Advance strategic partnerships with bilateral agencies to support our projects pipeline as a catalyst for science for national development and transformation.
2. Conclude renovation and consolidation of newly acquired offices located on Makerere Hill.
3. Strengthen research, legal literacy, and evidence-based advocacy.
4. Continue advocacy for salary equity, pension reform, and improved working conditions for all science teachers.
5. Institutionalize the Science Innovation Projects Competition as an annual national flagship program.
6. Strengthen membership growth and check-off systems, especially in under-represented regions.
7. Operationalize the UPSTU Beacon Magazine as a national visibility and accountability tool.
8. Continue financial literacy and empowerment of members through UPSTU Members SACCO

The year 2025 stands out as a year of consolidation, credibility, and strategic positioning for UPSTU. The union successfully translated the momentum of 2024 into structured programs, stronger systems, and a clearer pathway for sustainable growth. With unity, discipline, and partnerships, UPSTU is well positioned to advance science education and the welfare of science teachers in Uganda.

# Projects Pipeline and Partnership Opportunities




The table below presents priority project proposals developed by working committees of the Uganda Professional Science Teachers' Union (UPSTU).

## Note to Potential Sponsors / Partners

- Each project has a stand-alone detailed proposal and budget already developed or under final refinement.
- Projects can be supported as pilots, regional programs, or national-scale initiatives.

Category	Project Title	Brief Description
1. Education & Professional Standards	ProDev Hour	A weekly professional development and empowerment program offering training on pedagogy, policy, innovation, financial literacy, wellness, and leadership skills for teachers, conducted through Zoom and streamed through YouTube.
2. Education & Professional Standards	Science In Action	A broad initiative for showcasing in-school innovative teaching practices and student-led science projects.
3. Education & Professional Standards	Science Innovation Projects Competition	An initiative aligned with project work in the competence-based curriculum, involving innovation projects exhibitions and pitch presentations at regional and national levels, promoting, research, creativity, and problem-solving.
4. Education & Professional Standards	Boosting Academic Performance in STEM Subjects	A collaborative initiative with subject-based teacher associations (Biology, Chemistry, Physics, Mathematics, ICT, Agriculture, etc.) to deliver targeted physical and online CPD workshops and seminars aimed at improving teaching quality and learner performance in STEM subjects nationwide.
5. Education & Professional Standards	The Beacon Magazine	An annual flagship publication that documents, celebrates, and disseminates UPSTU's impact in science education. The Beacon Magazine profiles outstanding science teachers, innovative school practices, STEM projects, research, advocacy achievements, and union milestones. Serves as a print publication for knowledge-sharing, visibility, and accountability.
6. Education & Professional Standards	Assessing Working Conditions and Their Impact on Science Teachers' Retention	A national <b>research project</b> generating evidence on working conditions like workload, lab shortages, and burnout affecting science teachers, including whether these push toward early retirement, informing evidence-based recommendations to improve conditions, promote dignity, and advance STEM.
7. Education & Professional Standards	ICT Integration Framework for Competence-Based Education in Uganda	A <b>research project</b> on developing and piloting of a structured ICT integration framework to support effective implementation of the MoES Digital Agenda Strategy in Ugandan schools.
8. Gender Committee	Gender Barriers and Opportunities for Female Science Teachers in Uganda	A data collection / <b>research project</b> generating evidence on challenges and opportunities affecting female science teachers, informing gender-responsive policies, professional development, and leadership programming.
9. Gender Committee	Girls in STEM: Empowering Female Science Teachers as Mentors	A mentorship and school-based clubs initiative that equips female science teachers to mentor girls, promote innovation, and improve girls' participation and retention in STEM subjects and career paths.
10. Youth Committee	UPSTU Campus Connect Program	A structured mentorship and transition program supporting trainee science teachers in universities and colleges through professional development workshops, mentorship, job-readiness, and union orientation.
11. Youth Committee	UPSTU Solidarity Cup	An inter-regional football, volleyball and netball tournament promoting unity, physical education, professional identity, and networking among science teachers across the country.
12. Youth Committee	UPSTU TEACHFIT Program	A workplace wellness initiative integrating weekly physical fitness sessions in schools, supporting teacher health, mental well-being, and productivity in line with the 2024 physical exercises directive by ministry of public service.
13. Legal & Labour Affairs	Teachers' Legal Literacy and Rights Awareness Project	Nationwide sensitization of science teachers on labour rights, contracts, professional ethics, workplace safety, and dispute resolution mechanisms.
14. Economic Empowerment	Financial Literacy and Entrepreneurship for Science Teachers	Training programs focused on savings, investment, entrepreneurship, and financial resilience to strengthen teachers' economic security and long-term wellbeing.
15. Infrastructure & Sustainability	UPSTU Science and Technology Complex	Development of a permanent national facility to host public training workshops, conferences, innovation labs, research and incubation hubs.

**UPSTU welcomes financial sponsorship, in-kind support, research collaboration, and long-term strategic partnerships.**

**FILL OUT THE SPONSORS / PARTNERS FORM:**  
 [upstu.org/call-for-partners](https://upstu.org/call-for-partners)



# UPSTU MEMBERS' SACCO

Empowering Science Teachers Through Financial Inclusion

## ABOUT US

UPSTU MEMBERS' SACCO was established in early 2020 to empower science teachers in Uganda to manage their finances better and improve their livelihoods.

It began as a fundraising initiative to support the registration of UPSTU, and has since grown into a fully registered SACCO—awarded a permanent certificate by Ministry of Trade Industry and Cooperatives in March 2023, and was among the beneficiaries of the Presidential Grant / revolving fund to Teachers' SACCOs in October 2024.

UPSTU MEMBERS' SACCO's strategic goal is to develop into a formidable and stable national central cooperative financial institution and later to become a SCIENCE TEACHERS' BANK.

## Benefits of Joining the SACCO

1. Access credit at lower and fairer interest rates than commercial banks and money lenders.
  2. Easy Loan Security.
  3. Profit Sharing.
  4. Savings Growth.
  5. Financial Inclusion.
  6. Ownership & Control.
  7. Financial Literacy.
  8. Tailored Products.
  9. Loan Top-Up Options.
  10. Wealth Building.
- II. Quick & Convenient Services.

## HOW TO BECOME A MEMBER

- Must be a science teacher on government payroll.
- Fill a membership application form which can be downloaded from our website or contact the SACCO staff.
- Pay Ugx.120,000 as initial deposit into the sacco centenary Bank account no. 3100078447. Including Ugx.50,000 for membership, Ugx.50,000 for 5 minimum shares and Ugx.20,000 for minimum month saving
- Attach a copy of National ID.
- Scan and send the above documents including payment receipt to the sacco staff.
- Membership account is created
- Download WENDI mobile app on your phone to be able to buy more shares, make saving deposit, withdraws and access to loans.
- Start saving and buying shares at your convenience.



President Museveni signs dummy cheque of UGX 20 billion which was advanced as a revolving fund to 3 teachers SACCOs including UPSTU Members' SACCO on 18 October 2024

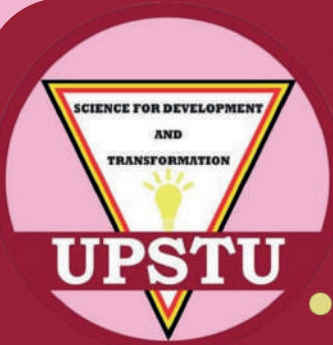
# SERVICES AND PRODUCTS OFFERED

We offer both saving and credit services

## LOAN PRODUCTS

UPSTU members sacco offers a variety of loans as shown in the table below.

LOAN PRODUCTS	PRODUCT FEATURES	REQUIREMENTS
<p><b>Emergency Loans</b> For urgent and unforeseen financial needs ie school fees, hospital bills etc</p>	<p><b>Loan Amount Max.</b> Ugx. 5,000,000 <b>Loan Term:</b> upto 11 months <b>Collateral:</b> shares and savings plus guarantors <b>Repayment Mode:</b> Monthly</p>	<ol style="list-style-type: none"> <li>1. Filled loan application form</li> <li>2. Copy of National ID</li> <li>3. 2 passport size photos</li> <li>4. Savings and shares</li> <li>5. 2 Credible guarantors</li> </ol>
<p><b>Share Flex Loan</b> Designed to empower members to access affordable and flexible credit facilities by leveraging the value of their accumulated shares.</p>	<p><b>Loan Amount Max.</b> Ugx. 50,000,000 <b>Loan Term:</b> upto 36 months <b>Collateral:</b> shares plus guarantors <b>Repayment Mode:</b> Monthly</p>	<ol style="list-style-type: none"> <li>1. Fully filled and signed loan application form.</li> <li>2. Two guarantor forms signed plus copies of their National IDs.</li> <li>3. Copy of applicant's National ID.</li> <li>4. Salary statement for the recent six (6) months.</li> <li>5. Pay slips for last 3 months</li> <li>6. Bank statement from other banks or financial institutions where the member has active loans.</li> <li>7. Loan agreements or loan statements from institutions where the member has ongoing loans.</li> <li>8. Documentary proof of other additional incomes, such as: Rental receipts or tenancy agreements, Land title or sales agreement to prove ownership of rental property, business records, receipts, and invoices, valid trading license or company registration documents, Farm records and evidence of agricultural activity, appointment letters or employment contracts for secondary sources of income.</li> </ol>
<p><b>Salary Loans</b> This is a loan product designed for science teachers to meet personal financial needs, including school fees, household expenses, emergencies, and other short-term obligations, while leveraging their monthly salary as collateral.</p>	<p><b>Maximum Loan</b> amount of up to UGX 100 Million <b>Maximum loan period</b> of up to 3 years <b>Loan to be secured</b> by salary Loan size is based on HCM PCA affordability</p>	<ol style="list-style-type: none"> <li>1. Filled loan application form</li> <li>2. Copy of National ID</li> <li>3. 2 passport size photos</li> <li>4. 2 Credible guarantors</li> <li>5. Bank Statement showing the last 6 months salary deposits is a must.</li> </ol>



# SCIENCE INNOVATION PROJECTS COMPETITION 2026

●●●●● *Science for Development and Transformation*



## CALL FOR Partners!

Support Uganda's future innovators!  
Your partnership will empower learners and boost STEM visibility across the country.

### Why Partner with UPSTU?

- ✓ Reach thousands of science teachers and learners across Uganda
- ✓ Promote your brand as a champion of innovation, education, and youth development
- ✓ Gain visibility through event banners, flyers, social media platforms, and UPSTU website
- ✓ Contribute to the national agenda on STEM and skills-based learning



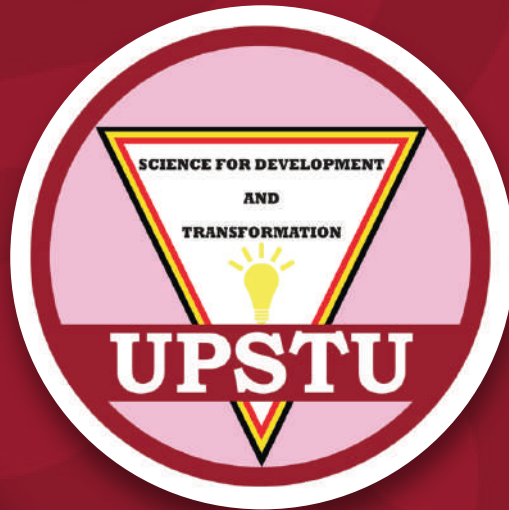
FILL OUT THE SPONSOR FORM:

 [upstu.org/call-for-partners](http://upstu.org/call-for-partners)

 [info@upstu.org](mailto:info@upstu.org)

 @upstu\_2019  
#ScienceCompetitionUG

 +256-393-102771



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