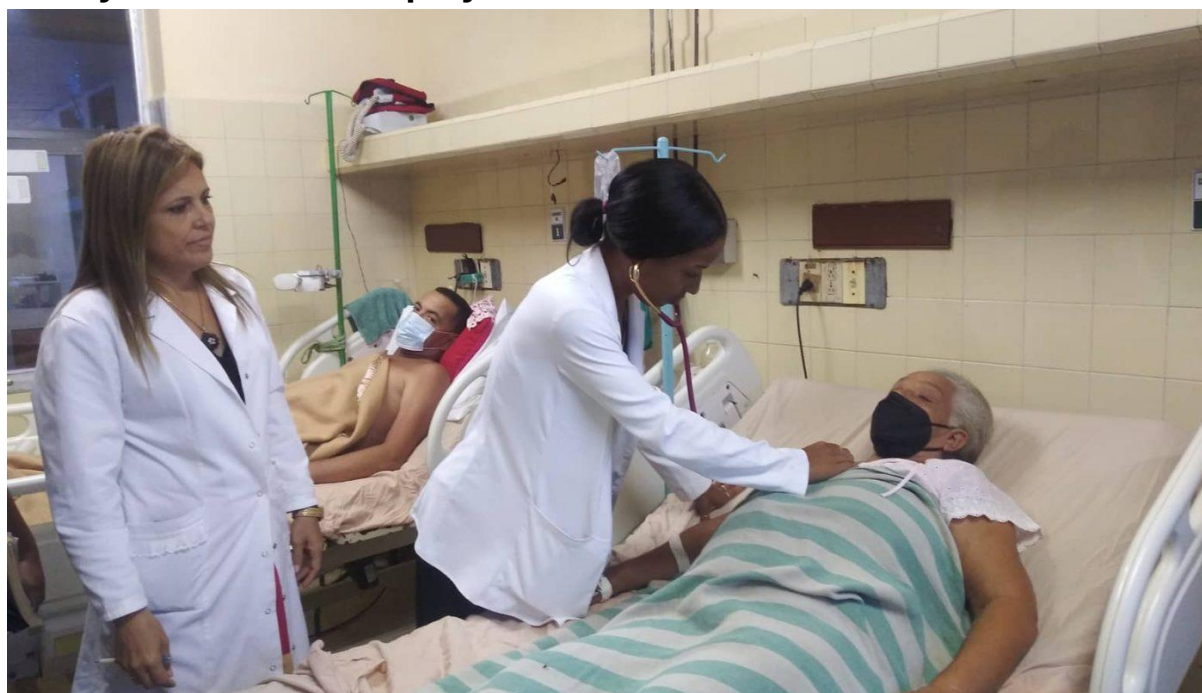


Salary increase for employees in education and healthcare



The new salary increases for employees in the education and healthcare sectors apply retroactively from January 1 (source: [Adelante](#))

Shortly before May 1, Cuba's Ministry of Labor and Social Affairs published good news for health and education workers in the [official gazette](#) on Wednesday: new salary scales that extend existing bonus payments. The measure aims to “strengthen the stability and retention of personnel in educational institutions and the national health system,” according to the resolution.

This is the second pay rise for the sector within a year. Salaries in education and healthcare were last [increased](#) in February 2024 to help employees in these sectors cope with inflation in the context of the current economic crisis. At that time, monthly salaries, including bonuses, rose to five-figure peso sums for many doctors.

The current measures extend these and benefit teachers and researchers as well as medical professionals in key areas and nursing staff. They will take effect retroactively from January 1 and are intended to counteract the migration of skilled workers to other, better-paid professions.

Extension of salary supplements

Ministerial Resolution 3/2025 stipulates the extension of salary supplements for years of service to a larger group of employees in the education sector. The payments are to apply to employees of technical colleges, training centers, and legally recognized educational institutions that are subordinate to or methodologically supervised by central government bodies, national institutions, administrative directorates of the People's Power, and other organizations.

[According to](#) Guillermo Sarmiento, director of labor organization at the ministry, more than 5,700 people will benefit from the salary increase. A distinction is made between teaching staff and researchers on the one hand and other employees on the other.

For the former, which also includes cadres with teaching or research status, the increase ranges from 1,000 to 3,000 pesos per month (equivalent to three and eight euros according to the informal exchange rate, and eight and 25 euros according to the official exchange rate), depending on length of service. After 30 years of service, the salary increases by a further 400 pesos every two years. Non-teaching staff receive half of these benefits, i.e. 500 to 1,500 pesos more, as well as a 200 peso increase every two years from the 30th year of service.

Años de servicios prestados	Cuantía mensual acumulada (pesos)	
	Personal docente e investigadores. Incluye los cuadros que tienen categoría docente o de investigación	Resto de trabajadores
5	1 000	500
10	1 400	700
15	1 800	900
20	2 200	1 100
25	2 600	1 300
30	3 000	1 500

Additional payments in education. First column: years of service, middle column: lecturers and researchers, right column: other staff (source: [Gaceta Oficial](#))

The salary reform supplements previous measures with additional benefits for healthcare system staff. The focus is on critical specialties and long-term care services.

Specialists in anesthesia, resuscitation, neonatology, and intensive care will receive a supplement of 100 pesos (approx. 30 euro cents according to the informal exchange rate) per hour for night work and a performance-related allowance of 20 pesos (approx. five euro cents) per hour. According to Sarmiento, the resolution will benefit more than 6,800 doctors with an average of 7,000 pesos (approx. 18 euros) in addition to their basic salary.

Nursing assistants in nursing homes, special education centers, and psychiatric hospitals will receive a 45 percent supplement to their salary, which corresponds to approximately 1,200 pesos (approx. three euros).

Overall, the salary reform is not a major leap forward, but rather an attempt to compensate for the effects of inflation since the last wage increase in 2024, which at least achieved a small real wage increase in both sectors. As economist Pedro Monreal [has calculated](#), real wages in the Cuban public sector have fallen by an average of 35.5 percent since 2021. ([Cubaheute](#))