

THE REPUBLIC OF UGANDA



HEALTH SERVICE COMMISSION

EXTERNAL ADVERT NO. 3 OF DECEMBER, 2023

Applications are invited from suitably qualified applicants to fill vacant posts tenable at **the Ministry of Health Headquarters (MoH-HQ); Masaka, Jinja, Soroti, Mbale, Fort Portal, Gulu, Mbarara, Entebbe, Lira, Arua, Hoima, Yumbe, Kayunga, Mubende and Kabale Regional Referral Hospitals; Kawempe Referral Hospital; Mulago Specialized Women and Neonatal Hospital (MSWNH) and Uganda Blood Transfusion Services (UBTS).**

The Applications should be filled **ONLINE** at <https://hscers.ug> and submitted to the Secretary, Health Service Commission **not later than 2nd January, 2024.**

1. Applicants are advised to:

- a) Complete PSF 3 and keep it for future reference.
- b) Secure a scanned passport size photograph (JPEG format).
- c) Scan and attach only the relevant documents.
- d) Create an email address in case you do not have one.

2. Relevant Documents include the following:

- a) Academic and professional certificates (UCE, UACE, Professional Certificates, Diplomas, Degrees, Fellowships).
- b) Evidence of training in specialized areas where applicable.
- c) Letters of appointment, confirmation and promotion where applicable.
- d) Registration certificates and valid practicing licenses for health workers who are required by law to register with relevant Professional Councils.
- e) National and current Institutional Identity Cards.

Priority should be given to uploading only the relevant documents as per the job specifications. Shortlisted applicants will have the opportunity to present additional relevant documents during interviews.

3. Application Process

- a) Visit the website <https://hscers.ug>
- b) Study the information about the Advert.
- c) Go to **“log-in”** and click register now. **If you are already registered, log-in with your registered details, update your profile where necessary and proceed to (d) and (e) below.**
- d) View the jobs by clicking simple search and search for a job.
- e) Select one job of your choice, click **APPLY NOW**, apply and upload all relevant documents and click **save application.**
- f) At the end of the application process, click **SUBMIT** in order to submit your application.

Detailed guidance on how to apply is provided on both the e-Recruitment System and Health Service Commission website.

4. It is emphasized that:

- a) The application should be completed and submitted **ONLINE** (hscers.ug/public/login)
- b) Only shortlisted candidates will be contacted.
- c) Shortlisted candidates shall be required to bring their original certificates, letters of appointment, three copies of completed PSF 3, Registration Certificates and Valid Practicing Licenses, and evidence of active service, at the oral interview.
- d) Candidates who will present forged certificates and other documents shall be handed over to the Police for appropriate action.
- e) Health Workers who are on **long-term training** (one year and above) must not apply.

5. In case of need, you are advised to seek help from the Health Service Commission which will respond to inquiries by telephone on **0414-254378** or **0414-348501**, or email at ers.help@hsc.go.ug. In addition, you may also seek help from the Ministry of Health **or** the nearest National **or** Regional Referral Hospital Human Resource Unit.

All services of the Health Service Commission are provided free of charge and equal opportunity is given to all qualified applicants.

SUMMARY OF POSITIONS FOR EXTERNAL ADVERT NO. 3 OF DECEMBER 2023

S/N	POST	SCALE	MoH-HQ	MSWNH	MASAKA	JINJA	SOROTI	MBALE	FORT PORTAL	GULU	MBARARA	ENTEBBE	LIRA	ARUA	UBTS	HOIMA	YUMBE	KAWEMPE	KAYUNGA	MUBENDE	KABALE	TOTAL	
1.	Senior Consultant (Obstetrics and Gynaecology)	U1SE				1																1	
2.	Consultant (Ophthalmology)	U1SE	1											1									2
3.	Registrar, Uganda Medical and Dental Practitioners Council	U1SE	1																				1
4.	Registrar, Pharmacy Board	U1SE	1																				1
5.	Commissioner Nursing and Midwifery Services	U1SE	1																				1
6.	Assistant Commissioner (Aids Control)	U1E	1																				1
7.	Consultant (Public Health)	U1SE					1																1
8.	Consultant (General Surgery)	U1SE															1						1
9.	Consultant (Internal Medicine)	U1SE											1										1
10.	Medical Officer Special Grade (Anaesthesia)	U2		1									1					1			1		4
11.	Medical Officer Special Grade (Intensive Care)	U2		1																			1
12.	Medical Officer Special Grade (Paediatric Neonatology)	U2		1																			1
13.	Medical Officer Special Grade (ENT)	U2				1				1											1		3
14.	Medical Officer Special Grade (Orthopaedics)	U2				1							1										2
15.	Medical Officer Special Grade (Public Health)	U2					1																1
16.	Medical Officer Special Grade (Psychiatry)	U2					1																1
17.	Medical Officer Special Grade (General Surgery)	U2									1	1											2
18.	Medical Officer Special Grade (Maxillofacial Surgery)	U2					1																1

S/N	POST	SCALE	MoH-HQ	MSWNH	MASAKA	JINJA	SOROTI	MBALE	FORT PORTAL	GULU	MBARARA	ENTEBBE	LIRA	ARUA	UBTTS	HOIMA	YUMBE	KAWEMPE	KAYUNGA	MUBENDE	KABALE	TOTAL
19.	Medical Officer Special Grade (Radiology)	U2					1					1	1							1		4
20.	Medical Officer Special Grade (Pathology)	U2				1						1						1				3
21.	Medical Officer Special Grade (Obstetrics and Gynaecology)	U2																			1	1
22.	Principal Medical Officer	U2													1							1
23.	Medical Laboratory Technologist	U4		3															1			4
24.	Anaesthetic Officer	U4						1				1										2
25.	Dental Surgeon	U4				1						1										2
26.	Nursing Officer (Nursing)	U4		2																		2
27.	Biomedical Engineer	U4		1								1	1					1				4
28.	Pharmacist	U4											1									1
29.	Biostatistician	U4															1					1
30.	Assistant Medical Records Officer	U5		4									1									5
31.	Orthopaedic Technician	U5														1						1
32.	Orthopaedic Technologist	U5							1													1
33.	Orthopaedic Officer	U5			1																	1
34.	Assistant Anaesthetic Officer	U5			2	1																3
35.	Dispenser	U5		2	1												1	5				9
36.	Medical Laboratory Technician	U5		1												1						2
37.	Clinical Officer	U5					1										2					3
38.	Physiotherapist	U5		1	2						1						1					5
39.	Public Health Dental Officer	U5					1						2									3
40.	Assistant Engineering Officer (Biomedical)	U5															1					1
41.	Ophthalmic Clinical Officer	U5										1					1					2

S/N	POST	SCALE	MoH-HQ	MSWNH	MASAKA	JINJA	SOROTI	MBALE	FORT PORTAL	GULU	MBARARA	ENTEBBE	LIRA	ARUA	UBTTS	HOIMA	YUMBE	KAWEMPE	KAYUNGA	MUBENDE	KABALE	TOTAL
42.	Occupational Therapist	U5															1					1
43.	Radiographer	U5		1									1									2
44.	Assistant Nursing Officer (Midwifery)	U5																5				5
45.	Medical Records Assistant	U7																3				3
46.	Medical Laboratory Assistant	U7			1												2	3		1		7
47.	Enrolled Psychiatric Nurse	U7														1						1
48.	Enrolled Nurse	U7													4		12	13				29
49.	Enrolled Midwife	U7															8	27				35
50.	Theatre Assistant	U7															1	2				3
	Total		5	17	8	6	7	1	1	1	2	6	11	1	5	3	32	61	1	4	1	173

DETAILED JOB DESCRIPTIONS AND PERSON SPECIFICATIONS

MINISTRY OF HEALTH – HEADQUARTERS

1.	Post:	Consultant (Ophthalmology) – 1 Post
	Reference:	HRM 72/173/01 MoH-HQ
	Salary Scale:	U1SE
	Reports to:	Senior Consultant
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Ophthalmology or its equivalent from a recognized University or Institution.
	Experience:	At least six (6) years' experience as a Specialist, three (3) of which must be at the level of Medical Officer Special Grade (Ophthalmology).
	Other Requirements:	<ul style="list-style-type: none"> • Proven record of research and publications will be an added advantage. • Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Assist the Senior Consultant in ensuring efficient and effective management of services in his/her area of specialty, at the Referral Hospital and its catchment area. b) Treat and manage medical conditions and perform specialist clinical procedures in the area of specialty. c) Supervise and mentor Medical Officer Special Grade, Medical Officers and other Health Professionals under him/her. d) Plan and coordinate training programmes for all Health Professionals under him/her. e) Plan and coordinate Continuous Professional Development (CPD) in his/her specialization for Health Workers at the Referral Hospital and its catchment area. f) Plan, coordinate and conduct operational research in his/her area of specialization. g) Provide technical and professional advice in his/her area of specialization to Government and the Referral Hospital. h) Conduct national outreach services. i) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization. j) Promote observance of the Professional Code of Conduct and Ethics. k) Prepare and submit periodic reports. l) Perform any other duties as may be assigned from time to time.
2.	Post:	Registrar, Uganda Medical and Dental Practitioners Council – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U1SE
	Reports to:	Director General
	Qualifications:	<ul style="list-style-type: none"> • MBChB or Bachelor of Dental Surgery from a recognized University or Institution. • Master's Degree in Public Health or Health-related field. • Post-graduate qualification in Administration or Management or Health Services Management.
	Experience:	At least twelve (12) years' relevant experience, three (3) of which should be at the level of Assistant Commissioner in a reputable organization.
	Other Requirements:	Strong management, communication and interpersonal skills. He or she should also have undisputed integrity and community service ethic.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Perform the duties of Accounting Officer, implement policies and ensure day to day management of affairs of the Council. b) Supervise registering of Health professionals and practitioners in their respective professions. c) Keep and maintain the registers of health professionals and practitioners. d) Provide technical guidance and supervise health professionals and practitioners. e) Secretary for registration and de-registration. f) Coordinate the development and review of policies, plans, strategies and programs for Medical and Dental practitioners.

		<p>g) Develop and disseminate guidelines to health professionals and the public on issues relating to ethics, rights and obligations.</p> <p>h) Carry out research in areas of specialization.</p> <p>i) Perform any other duties as may be assigned from time to time.</p>
3.	Post:	Registrar, Pharmacy Board – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U1SE
	Reports to:	Director General
	Qualifications:	<ul style="list-style-type: none"> • Bachelor’s Degree in Pharmacy or its equivalent from a recognized University or Institution. • Master’s Degree in Pharmacy or Health Supply Chain Management. • Post-graduate qualification in Administration or Management or Health Services Management.
	Experience:	At least twelve (12) years’ experience in the delivery of Pharmaceutical Services, three (3) of which should be at the level of Assistant Commissioner in a reputable organisation.
	Other Requirements:	<ul style="list-style-type: none"> • Demonstrable qualities of leadership and integrity. • Demonstrable ability to coach, mentor and develop subordinates.
	Duties and Responsibilities:	<p>a) Secretary to the Pharmacy Board.</p> <p>b) Implement Board decisions.</p> <p>c) Register eligible Pharmacists.</p> <p>d) Advise the Ministry of Health and Stakeholders on the practice of Pharmacy professionals.</p> <p>e) Oversee and participate in the development of Pharmacy practice laws, regulations and standards.</p> <p>f) Oversee the development of the Board Strategic Plans and Business Plans.</p> <p>g) Resource mobilization.</p> <p>h) Coordinate and supervise all activities of the Board and Secretariat.</p> <p>i) Monitor and evaluate the performance of the Board and submit performance reports as required.</p> <p>j) Develop strategic collaborations with partners, Civil Society, Private Sector and Government.</p> <p>k) Manage assets and property of the Board.</p> <p>l) Carry out day-to-day management of the Board.</p> <p>m) Monitor and evaluate performance and adherence to set standards.</p> <p>n) Oversee the management and accountability of Board funds.</p> <p>o) Inspect and have full access, on behalf of the Board, to all Pharmacy Practice Units – both private and public.</p> <p>p) Perform any other duties as may be assigned from time to time.</p>
4.	Post:	Commissioner, Nursing and Midwifery Services – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary Scale:	U1SE
	Reports to:	Director Curative Services
	Qualifications:	<ul style="list-style-type: none"> • Bachelor’s Degree in Nursing or Midwifery from a recognized University or Institution. • Master’s Degree in Nursing or Midwifery or Public Health Nursing or any other relevant Nursing field. • Post-graduate qualification in Administration or Management or Health Services Management.
	Experience:	At least twelve (12) years’ experience in the delivery of nursing services, three (3) of which should be at the level of Assistant Commissioner in a reputable organisation.
	Other Requirements:	<ul style="list-style-type: none"> • Strong management, communication, and interpersonal skills • High integrity and a community service ethic.
	Duties and Responsibilities:	<p>a) Spearhead the development/review and monitoring of implementation of nursing and midwifery policies and procedures.</p> <p>b) Provide technical guidance in the delivery of nursing services.</p> <p>c) Prepare Departmental work plans and strategies.</p> <p>d) Prepare Departmental budgets.</p> <p>e) Oversee development/ review and implementation of nursing and midwifery Quality</p>

		Assurance programs. f) Support training/capacity development of nurses/midwives. g) Supervise, coach/mentor and appraise staff. h) Prepare Departmental performance reports. i) Perform any other duties as may be assigned from time to time.
5.	Post:	Assistant Commissioner, AIDS Control – 1 Post
	Reference:	HRM 72/173/01 – MoH HQ
	Salary scale:	U1E
	Reports to:	Commissioner, Communicable Diseases Prevention and Control
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or equivalent from a recognized University or Institution. • Master’s Degree in Public Health or Epidemiology.
	Experience:	At least nine (9) years’ relevant experience, three (3) of which should be at the level of Principal Medical Officer.
	Other Requirements:	Should have strong management, communication, and interpersonal skills, high integrity and a community service ethic.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Develop policy, standards and guidelines for HIV/AIDS prevention and control. b) Develop and monitor plans for implementation of HIV /AIDS prevention and control programmes. c) Provide technical support related to HIV/AIDS to Referral Hospitals and Districts. d) Monitor utilization of resources for HIV/AIDS prevention and control. e) Prepare and submit periodic performance reports on HIV/AIDS prevention and control. f) Supervise, coach, and appraise the performance of staff. g) Perform any other duties as may be assigned from time to time.

MINISTRY OF HEALTH – REGIONAL REFERRAL HOSPITALS

1.	Post:	Senior Consultant (Obstetrics and Gynaecology) – 1 Post
	Reference:	HRM 72/173/28 – Jinja RRH
	Salary Scale:	U1SE
	Reports to:	Hospital Director
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Obstetrics and Gynaecology or its equivalent from a recognized University or Institution.
	Experience:	At least nine (9) years as a Specialist, three (3) of which should be at the level of Consultant (Obstetrics and Gynaecology).
	Other Requirements:	<ul style="list-style-type: none"> • Proven record of research and publications in peer review journal(s) will be an added advantage. • Demonstrable qualities of leadership and integrity. • Demonstrable ability to coach, mentor and develop staff.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Diagnose, treat and manage medical conditions and perform complicated procedures in the area of specialty. b) Ensure efficient management of quality services in his/her area of specialty in the Regional Referral Hospital and its catchment areas. c) Supervise and mentor Consultants, Medical Officer Special Grade, Medical Officers and other Health Professionals under him/her. d) Train and supervise Intern Doctors. e) Train and coordinate continuing Professional Development (CPD) in his/her area of specialty for Health Professionals at the Regional Referral Hospital and the catchment area of the Hospital. f) Promote observance of the professional Codes of Conduct and Ethics by staff under him/her. g) Provide technical and professional advice in his/her area of specialty to Government and the Regional Referral Hospital. h) Carry out research in his/her area of specialty. i) Conduct national outreach services. j) Advise on the procurement of equipment, drugs and other logistics required for efficient

		and effective delivery of services in his/her area of specialization. k) Perform any other duties as may be assigned from time to time.
2.	Post:	Consultant (Public Health) – 1 Post
	Reference:	HRM 72/173/21 - Soroti RRH
	Salary Scale:	U1SE
	Reports to:	Hospital Director
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Family Medicine and Community Practice or Public Health from a recognized University or Institution.
	Experience:	At least six (6) years as a Specialist, three (3) of which should be at the level of Medical Officer Special Grade (Public Health).
	Other Requirements:	<ul style="list-style-type: none"> • Proven record of research and publications will be an added advantage. • Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Assist the Senior Consultant in ensuring efficient and effective management of services in his/her area of speciality, at the Regional Referral Hospital and its catchment area. b) Supervise and mentor Medical Officer Special Grade, Medical Officers and other Health Professionals under him/her. c) Plan and coordinate training programmes for all Health Professionals under him/her. d) Plan and coordinate Continual Professional Development (CPD) in his/her specialization for Health Workers at the Regional Referral Hospital and its catchment area. e) Plan, coordinate and conduct operational research in his/her area of specialization. f) Provide technical and professional advice in his/her area of specialization to Government and the Regional Referral Hospital. g) Conduct regional outreach services. h) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization. i) Promote observance of Professional Codes of Conduct and Ethics. j) Prepare and submit periodic reports. k) Perform any other duties as may be assigned from time to time.
3.	Post:	Consultant (General Surgery) – 1 Post
	Reference:	HRM 72/173/38 - Yumbe RRH
	Salary Scale:	U1SE
	Reports to:	Senior Consultant (General Surgery)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in General Surgery or its equivalent from a recognized University or Institution.
	Experience:	At least six (6) years as a Specialist, three (3) of which should be at the level of Medical Officer Special Grade (General Surgery).
	Other Requirements:	<ul style="list-style-type: none"> • Proven record of research and publications will be an added advantage. • Applicants should have demonstrable qualities of leadership and integrity.
	Duties and Responsibilities	<ol style="list-style-type: none"> a) Assist the Senior Consultant in ensuring efficient and effective management of services in his/her area of specialty, at the Regional Referral Hospital and its catchment area. b) Treat and manage medical conditions and perform specialist clinical procedures in the area of specialty. c) Supervise and mentor Medical Officers Special Grade, Medical Officers and other Health Professionals under him/her. d) Plan and coordinate training programmes for all Health Professionals under him/her. e) Train and supervise Intern Doctors. f) Plan and coordinate CPD in his/her specialization for Health Workers at the Regional Referral Hospital and its catchment area. g) Plan, coordinate and conduct operational research in his/her area of specialization. h) Provide technical and professional advice in his/her area of specialization to Government and the RRH. i) Conduct national outreach services. j) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization. k) Promote observance of Professional Codes of Conduct and Ethics.

		l) Perform any other duties as may be assigned from time to time.
4.	Post:	Consultant (Ophthalmology) – 1 Post
	Reference:	HRM 72/173/01 - Arua RRH
	Salary Scale:	U1SE
	Reports to:	Senior Consultant
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Ophthalmology or its equivalent from a recognized University or Institution.
	Experience:	At least six (6) years as a Specialist, three (3) of which should be at the level of Medical Officer Special Grade (Ophthalmology).
	Other Requirements:	<ul style="list-style-type: none"> • Proven record of research and publications will be an added advantage. • Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Assist the Senior Consultant in ensuring efficient and effective management of services in his/her area of specialty, at the Regional Referral Hospital and its catchment area. b) Treat and manage medical conditions and perform specialist clinical procedures in the area of specialty. c) Supervise and mentor Medical Officer Special Grade, Medical Officers and other Health Professionals under him/her. d) Plan and coordinate training programmes for all Health Professionals under him/her. e) Plan and coordinate Continuous Professional Development (CPD) in his/her specialization for Health Workers at the Regional Referral Hospital and its catchment area. f) Plan, coordinate and conduct operational research in his/her area of specialization. g) Provide technical and professional advice in his/her area of specialization to Government and the RRH. h) Conduct national outreach services. i) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization. j) Promote observance of Professional Code of Conduct and Ethics. k) Prepare and submit periodic reports. l) Perform any other duties as may be assigned from time to time.
5.	Post:	Consultant (Internal Medicine) – 1 Post
	Reference:	HRM 72/173/18 - Lira RRH
	Salary Scale:	U1SE
	Reports to:	Senior Consultant (Internal Medicine)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Internal Medicine or its equivalent from a recognized University or Institution.
	Experience:	At least six (6) years as a Specialist, three (3) of which should be at the level of Medical Officer Special Grade (Internal Medicine).
	Other Requirements:	<ul style="list-style-type: none"> • Proven record of research and publications will be an added advantage. • Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Assist the Senior Consultant in ensuring efficient and effective management of services in his/her area of specialty, at the Regional Referral Hospital and its catchment area. b) Treat and manage medical conditions and perform specialist clinical procedures in the area of specialty. c) Supervise and mentor Medical Officer Special Grade, Medical Officers and other Health Professionals under him/her. d) Plan and coordinate training programmes for all Health Professionals under him/her. e) Plan and coordinate Continuous Professional Development (CPD) in his/her specialization for Health Workers at the Regional Referral Hospital and its catchment area. f) Plan, coordinate and conduct operational research in his/her area of specialization. g) Provide technical and professional advice in his/her area of specialization to Government and the RRH. h) Conduct national outreach services. i) Advise on the procurement of equipment, drugs and other logistics required for efficient and effective delivery of services in his/her area of specialization. j) Promote observance of Professional Code of Conduct and Ethics. k) Prepare and submit periodic reports.

		l) Perform any other duties as may be assigned from time to time.
6.	Post:	Medical Officer Special Grade (Anaesthesia) - 3 Posts
	Reference:	HRM 72/173/18 - Lira RRH (1) HRM 72/173/40 - Kawempe RH (1) HRM 72/173/17 - Mubende RRH (1)
	Salary Scale:	U2
	Reports to:	Consultant (Anaesthesia)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Anaesthesia or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities	<ul style="list-style-type: none"> a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital. b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her. c) Plan and coordinate training programmes for Health Professionals under him/ her. d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital. e) Provide technical and professional advice in his/her area of specialization to Government and the Institution. f) Carry out research in his/her area of specialty. g) Compile and submit periodic reports. h) Perform any other duties as may be assigned from time to time.
7.	Post:	Medical Officer Special Grade (ENT) – 3 Posts
	Reference:	HRM 72/173/28 - Jinja RRH (1) HRM 72/173/25 - Gulu RRH (1) HRM 72/173/17 - Mubende RRH (1)
	Salary Scale:	U2
	Reports to:	Consultant (ENT)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in ENT or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities	<ul style="list-style-type: none"> a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital. b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her. c) Plan and coordinate training programmes for Health Professionals under him/ her. d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital. e) Provide technical and professional advice in his/her area of specialization to Government and the Institution. f) Carry out research in his/her area of specialty. g) Compile and submit periodic reports. h) Perform any other duties as may be assigned from time to time.
8.	Post:	Medical Officer Special Grade (Orthopaedics) – 2 Posts
	Reference:	HRM 72/173/18 - Lira RRH (1) HRM 72/173/28 – Jinja RRH (1)
	Salary Scale:	U2
	Reports to:	Consultant (Orthopaedics)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Orthopaedics or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.

	Duties and Responsibilities:	<p>a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital.</p> <p>b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her.</p> <p>c) Plan and coordinate training programmes for Health Professionals under him/ her.</p> <p>d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital.</p> <p>e) Provide technical and professional advice in his/her area of specialization to Government and the Institution.</p> <p>f) Carry out research in his/her area of specialty.</p> <p>g) Compile and submit periodic reports.</p> <p>h) Perform any other duties as may be assigned from time to time.</p>
9.	Post:	Medical Officer Special Grade (Public Health) – 1 Post
	Reference:	HRM 72/173/21 - Soroti RRH
	Salary Scale:	U2
	Reports to:	Consultant (Public Health)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Family Medicine and Community Practice or Master of Medicine Degree in Public Health from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<p>a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital.</p> <p>b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her.</p> <p>c) Plan and coordinate training programmes for Health Professionals under him/her.</p> <p>d) Plan and coordinate Continuous Professional Development (CPD) in his/her speciality, for Health professionals at the Hospital.</p> <p>e) Provide technical and professional advice in his/her area of specialization to Government and the Institution.</p> <p>f) Carry out research in his/her area of speciality.</p> <p>g) Promote observance of Professional Codes of Conduct and Ethics.</p> <p>h) Prepare and submit periodic reports.</p> <p>i) Perform any other duties as may be assigned from time to time.</p>
10.	Post:	Medical Officer Special Grade (Psychiatry) – 1 Post
	Reference:	HRM 72/173/21 - Soroti RRH
	Salary Scale:	U2
	Reports to:	Consultant (Psychiatry)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Psychiatry or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<p>a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital.</p> <p>b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her.</p> <p>c) Plan and coordinate training programmes for Health Professionals under him/her.</p> <p>d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital.</p> <p>e) Provide technical and professional advice in his/her area of specialization to Government and the Institution.</p> <p>f) Carry out research in his/her area of specialty.</p> <p>g) Compile and submit periodic reports.</p> <p>h) Perform any other duties as may be assigned from time to time.</p>
11.	Post:	Medical Officer Special Grade (General Surgery) – 2 Posts
	Reference:	HRM 72/173/23 - Mbarara RRH (1)

		HRM 72/173/37 – Entebbe RRH (1)
	Salary Scale:	U2
	Reports to:	Consultant (General Surgery)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in General Surgery or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital. b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her. c) Plan and coordinate training programmes for Health Professionals under him/her. d) Plan and coordinate Continuous Professional Development (CPD) in his/her speciality, for Health professionals at the Hospital. e) Provide technical and professional advice in his/her area of specialization to Government and the Institution. f) Carry out research in his/her area of speciality. g) Compile and submit periodic reports. h) Perform any other duties as may be assigned from time to time.
12.	Post:	Medical Officer Special Grade (Maxillofacial Surgery) – 1 Post
	Reference:	HRM 72/173/21 - Soroti RRH
	Salary Scale:	U2
	Reports to:	Hospital Director
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Maxillofacial Surgery or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Responsible for ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital. b) Supervise and mentor Senior House Officers, Medical Officers, Interns and other Health Professionals under him/her. c) Plan and coordinate training programmes of Health Professionals under him/her. d) Plan and coordinate Continual Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital and the catchment area. e) Provide technical and professional advice in his/her area of specialization to Government and the Hospital. f) Perform any other duties as may be assigned from time to time.
13.	Post:	Medical Officer Special Grade (Radiology) – 4 Posts
	Reference:	HRM 72/173/21 - Soroti RRH (1) HRM 72/173/37 – Entebbe RRH (1) HRM 72/173/18 - Lira RRH (1) HRM 72/173/17 – Mubende RRH (1)
	Salary Scale:	U2
	Reports to:	Consultant (Radiology)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Radiology or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ol style="list-style-type: none"> a) Responsible for ensuring efficient management of service in his/her specialization at the Regional Referral Hospital and the catchment area covered by the Hospital. b) Supervise and mentor Senior House Officers, Medical Officers, Interns and other Health Professionals under him/her. c) Plan and coordinate the training programmes of Health Professionals under him/her. d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Regional Referral Hospital and the catchment area.

		e) Provide technical and professional advice in his/her area of specialization to Government and the Institution. f) Perform any other duties as may be assigned from time to time.
14.	Post:	Medical Officer Special Grade (Pathology) – 3 Posts
	Reference:	HRM 72/173/28 - Jinja RRH (1) HRM 72/173/37 – Entebbe RRH (1) HRM 72/173/36 – Kawempe RH (1)
	Salary Scale:	U2
	Reports to:	Consultant (Pathology)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Pathology or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital. b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her. c) Plan and coordinate training programmes for Health Professionals under him/her. d) Plan and coordinate Continuous Professional Development (CPD) in his/her speciality, for Health professionals at the Hospital. e) Provide technical and professional advice in his/her area of specialization to Government and the Institution. f) Carry out research in his/her area of speciality. g) Compile and submit periodic reports. h) Perform any other duties as may be assigned from time to time.
15.	Post:	Medical Officer Special Grade (Obstetrics and Gynaecology) – 1 Post
	Reference:	HRM 72/173/20 – Kabale RRH
	Salary Scale:	U2
	Reports to:	Consultant (Obstetrics and Gynaecology)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Obstetrics and Gynaecology or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital. b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her. c) Plan and coordinate training programmes for Health Professionals under him/ her. d) Plan and coordinate Continuous Professional Development (CPD) in his/her speciality, for Health professionals at the Hospital. e) Provide technical and professional advice in his/her area of specialization to Government and the Institution. f) Carry out research in his/her area of speciality. g) Compile and submit periodic reports. h) Perform any other duties as may be assigned from time to time.
16.	Post:	Medical Laboratory Technologist – 1 Post
	Reference:	HRM 72/173/39 - Kayunga RRH
	Salary Scale:	U4
	Reports to:	Senior Medical Laboratory Technologist
	Qualifications:	Bachelor’s Degree in Medical Laboratory Technology or its equivalent from a recognized University or Institution.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Collect, handle and transport specimens to the Laboratory. b) Prepare standards and reagents according to established procedures. c) Carry out laboratory investigations and submit reports to Clinicians.

		<ul style="list-style-type: none"> d) Liaise with Ward Management in the preparation of patients for laboratory tests. e) Requisition necessary supplies for laboratory work. f) Service laboratory equipment and maintain an inventory. g) Follow safety measures against hazards. h) Participate in quality assurance for laboratories. i) Participate in research activities. j) Adhere to Professional Codes of Conduct and Ethics. k) Manage and account for allocated resources. l) Compile and submit periodic reports. m) Perform any other duties as may be assigned from time to time.
17.	Post:	Anaesthetic Officer – 2 Posts
	Reference:	HRM 72/173/15 - Mbale RRH (1) HRM 72/173/18 - Lira RRH (1)
	Salary Scale:	U4
	Reports to:	Senior Anaesthetic Officer
	Qualifications:	BSc. Degree in Anaesthesia or BSc. in Anaesthesia and Critical Care or its equivalent from a recognized University or Institution.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in clinical work and ensure proper management of patients. b) Liaise with Ward management in pre- and post-operative patient care. c) Ensure support supervision in theatres and that standards of anesthesia are maintained in the Hospital. d) Participate in the management of disaster situations and provide resuscitation services. e) Ensure that equipment is functional and well maintained. f) Promote the observance of the professional Code of Conduct and Ethics. g) Perform any other duties assigned from time to time.
18.	Post:	Dental Surgeon - 2 Posts
	Reference:	HRM 72/173/28 - Jinja RRH (1) HRM 72/173/37 – Entebbe RRH (1)
	Salary Scale:	U4
	Reports to:	Senior Dental Surgeon
	Qualifications:	Bachelor of Dental Surgery (BDS) or its equivalent from a recognized University or Institution.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Diagnose, treat and properly manages patients. b) Review and evaluate patients referred by Public Health Dental Officers. c) Carry out Oral/Dental Health education for patients and communities. d) Impart knowledge and skills to students and staff. e) Participate in research activities. f) Adhere to the relevant Codes of Conduct and Ethics. g) Manage and account for allocated resources. h) Compile and submit periodic reports. i) Perform any duties as may be assigned from time to time.
19.	Post:	Biomedical Engineer – 3 Posts
	Reference:	HRM 72/173/37 - Entebbe RRH (1) HRM 72/173/18 – Lira RRH 1) HRM 72/173/36 – Kawempe RH (1)
	Salary scale:	U4
	Reports to:	Senior Biomedical Engineer
	Qualifications:	Bachelor’s Degree in Biomedical Engineering or its equivalent from a recognized University or Institution.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in the development of health sector infrastructure policy. b) Participate in the development of standards and guidelines related to health infrastructure. c) Produce tactical health infrastructure plans. d) Participate in overseeing health infrastructure development for Referral, District, NGO and Private Hospitals. e) Perform any other duties as may be assigned from time to time.

20.	Post:	Pharmacist – 1 Post
	Reference:	HRM 72/173/18 – Lira RRH
	Salary Scale:	U4
	Reports to:	Senior Pharmacist
	Qualifications:	Bachelor of Pharmacy or its equivalent from a recognized University or Institution.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in quality preparation of compounded medicine and infusions and ensure proper storage. b) Requisition and ensure that supplies are available. c) Advise and update clinicians on prescriptions. d) Liaise with Ward management in ensuring that drugs are properly recorded and stored. e) Participate in planning and budgeting for the Pharmacy Unit and accounts for the medicines and infusions. f) Participate in drugs and clinically related research. g) Compile reports to the Senior Pharmacist. h) Ensure that equipment is functional and well maintained. i) Liaise with National Drug Authority in ensuring that all medicines conform to prescribed standards. j) Advise patients and communities on the proper use and storage of drugs. k) Impart knowledge and skills to students and staff. l) Perform any other duties as may be assigned from time to time.
21.	Post:	Biostatistician – 1 Post
	Reference:	HRM 72/173/38 - Yumbe RRH
	Salary Scale:	U4
	Reports to:	Senior Biostatistician
	Qualifications:	Bachelor’s Degree in Biostatistics or Statistics or Statistics and Economics from a recognized Institution.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Plan, budget and coordinate health data collection and management. b) Update and maintain the Health Management Information System. c) Collect and analyze data on health. d) Implement measures for maintaining data security. e) Participate in support supervision. f) Support health research activities and programs. g) Impart knowledge and skills to staff on information and data management. h) Compile and submit reports on health information management. i) Manage and account for allocated resources. j) Perform any other duties as may be assigned from time to time.
22.	Post:	Assistant Medical Records Officer - 1 Post
	Reference:	HRM 72/173/18 – Lira RRH
	Salary Scale:	U5
	Reports to:	Medical Records Officer
	Qualifications:	Diploma in Medical Records or Library & Information Science or Records & Information Management or Records & Archives Management from a recognized Institution.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Keep records and information on patients. b) Prepare patients’ Master Index Cards. c) Take patients’ files to Clinics/Wards. d) Update the bed bureau with records/information. e) Retrieve files for authorized Clinicians and Researchers. f) Promote adherence to the Professional Code of Conduct and Ethics. g) Participate in research activities. h) Manage and account for allocated resources. i) Compile and submit periodic reports. j) Perform any other duties as may be assigned from time to time.
23.	Post:	Orthopaedic Technician - 1 Post
	Reference:	HRM 72/173/14 - Hoima RRH
	Salary Scale:	U5
	Reports to:	Senior Orthopaedic Technician
	Qualifications:	Diploma in Orthopaedic Technology from a recognized Institution.

	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in designing, fabricating and fitting Orthopaedic appliances for patients. b) Refer complicated cases to the Senior Orthopaedic Technician. c) Carry out Health Education on maintenance of fabricated prosthetic appliances. d) Impart knowledge and skills to students and staff. e) Promote adherence to the Professional Code of Conduct and Ethics. f) Participate in research activities. g) Manage and account for allocated resources. h) Compile and submit periodic reports to the Senior Orthopaedic Technician. i) Perform any other duties as may be assigned from time to time.
24.	Post:	Orthopaedic Technologist - 1 Post
	Reference:	HRM 72/173/16 – Fort Portal RRH
	Salary Scale:	U5
	Reports to:	Senior Orthopaedic Technologist
	Qualifications:	Diploma in Orthopaedic Technology from a recognized Institution.
	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in designing, fabricating and fitting Orthopaedic appliances for patients. b) Refer complicated cases to the Senior Orthopaedic Technologist. c) Carry out Health Education on maintenance of fabricated prosthetic appliances. d) Impart knowledge and skills to students and staff. e) Promote the observance of the professional Code of Conduct and Ethics. f) Participate in research activities. g) Manage and account for allocated resources. h) Compile and submit periodic reports to the Senior Orthopaedic Technologist. i) Perform any other duties as may be assigned from time to time.
25.	Post:	Orthopaedic Officer – 1 Post
	Reference:	HRM 72/173/22 - Masaka RRH
	Salary Scale:	U5
	Reports to:	Senior Orthopaedic Officer
	Qualifications:	Diploma in Orthopaedic Medicine or equivalent from a recognized Institution.
	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in Clinical work and ensure proper management of patients. b) Care for and service Orthopaedic equipment regularly. c) Participate in research activities. d) Promote the observance of the Professional Code of Conduct and Ethics. e) Manage and account for allocated resources. f) Compile and submit periodic reports. g) Perform any other duties as may be assigned from time to time.
26.	Post:	Assistant Anaesthetic Officer – 3 Posts
	Reference:	HRM 72/173/22 - Masaka RRH (2) HRM/72/173/28 – Jinja RRH (1)
	Salary Scale:	U5
	Reports to:	Anaesthetic Officer
	Qualifications:	Diploma in Anaesthesia from a recognized Institution.
	Other Requirements:	Must be a Clinical Officer or Registered Nurse/Midwife.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in clinical work and ensure proper management of patients. b) Liaise with Ward management in pre and post-operative patient care. c) Participate in the management of disaster situations and provide resuscitation services. d) Ensure that equipment is functional and well maintained. e) Promote the observance of the Professional Code of Conduct and Ethics. f) Perform any duties assigned by the Anaesthetic Officer.
27.	Post:	Dispenser – 7 Posts
	Reference:	HRM/72/173/22 - Masaka RRH (1)

		HRM/72/173/38 – Yumbe (RRH) (1) HRM/72/173/36 - Kawempe RH (5)
	Salary Scale:	U5
	Reports to:	Senior Dispenser
	Qualifications:	Diploma in Pharmacy or its equivalent from a recognized Institution.
	Other Requirements:	Should have communication, counseling, interpersonal and team building skills.
	Duties and Responsibilities:	a) Compound drugs and give out medicines to patients. b) Prepare sterile and pathogens free infusions. c) Advise patients and attendants in the proper use and storage of medicines. d) Carry out regular equipment servicing and ensure that they are functional. e) Identify and classify drugs, keep stock and adhere to the Professional Code of Conduct and Ethics. f) Participate in training of students and other Health Workers. g) Compile and submit reports on the use of drugs. h) Perform any other duties as may be assigned from time to time.
28.	Post:	Medical Laboratory Technician – 1 Post
	Reference:	HRM 72/173/14 – Hoima RRH
	Salary Scale:	U5
	Reports to:	Senior Medical Laboratory Technician
	Qualifications:	Diploma in Medical Laboratory Technology or its equivalent from a recognized Institution.
	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	a) Liaise with ward managers in the preparation of patients for laboratory tests. b) Participate in proper collection, handling and transportation of specimens to the laboratory. c) Carry out laboratory analysis, interpret results and submit reports to Clinicians. d) Requisition for equipment and other supplies. e) Ensure that equipment is functional and well maintained. f) Ensure safety measures against hazards. g) Participate in safety assurance to laboratories. h) Participate in research. i) Manage and account for allocated resources. j) Adhere to the Professional Code of Conduct and Ethics. k) Perform any other duties as may be assigned from time to time.
29.	Post:	Clinical Officer – 3 Posts
	Reference:	HRM 72/173/21 - Soroti RRH (1) HRM 72/173/38 - Yumbe RRH (2)
	Salary Scale:	U5
	Reports to:	Senior Clinical Officer
	Qualifications:	Diploma in Clinical Medicine and Community Health or its equivalent, from a recognized Institution.
	Duties and Responsibilities:	a) Treat and ensure proper management of patients. b) Refer complicated cases to the Senior Clinical Officer. c) Liaise with other cadres in the Unit in the delivery of quality health care to patients. d) Participate in the implementation of primary health care activities. e) Participate in research activities. f) Participate in the collection of health data. g) Participate in teaching staff, patients and the public. h) Promote the observance of the professional Code of Conduct and Ethics. i) Compile and submit periodic reports. j) Perform any other duties as may be assigned from time to time.
30.	Post:	Physiotherapist – 4 Posts
	Reference:	HRM 72/173/22 - Masaka RRH (2) HRM 72/173/23 - Mbarara RRH (1) HRM 72/173/38 – Yumbe RRH (1)
	Salary Scale:	U5
	Reports to:	Senior Physiotherapist

	Qualifications:	Diploma in Physiotherapy from a recognized Institution.
	Other Requirements:	Should have a patient focused approach and pleasant personality.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Carry out physiotherapy treatment to patients. b) Provide movement aides to disabled patients. c) Ensure that equipment is functional and well maintained. d) Ensure safety of patients and staff. e) Educate patients and staff on how to avoid the occurrence of disabilities. f) Participate in teaching and supervision of students. g) Participate in primary health care activities. h) Participate in research activities. i) Compile and submit periodic reports. j) Perform any other duties as may be assigned from time to time.
31.	Post:	Public Health Dental Officer – 3 Posts
	Reference:	HRM 72/173/21 - Soroti RRH (1) HRM 72/173/18 – Lira RRH (2)
	Salary Scale:	U5
	Reports to:	Senior Public Health Dental Officer
	Qualifications:	Diploma in Public Health Dentistry from a recognized Institution.
	Other Requirements:	Good communication, team building, interpersonal and analytical skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Diagnose and manage patients. b) Organize and conduct outreach services. c) Requisition for equipment and other supplies. d) Ensure that equipment is secure, functional and well maintained. e) Impart knowledge and skills to students and staff. f) Manage and account for allocated resources. g) Promote observance of the professional Code of Conduct and Ethics by staff. h) Initiate and participate in research activities. i) Compile and submit periodic reports. j) Perform any other duties as may be assigned from time to time.
32.	Post:	Assistant Engineering Officer (Biomedical) – 1 Post
	Reference:	HRM 72/173/38 - Yumbe RRH
	Salary Scale:	U5
	Reports to:	Biomedical Engineer
	Qualifications:	Diploma in Biomedical Engineering from a recognized University or Institution.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Provide routine maintenance, repair and calibration of hospital and medical equipment. b) Update and maintain the medical equipment inventory. c) Participate in conducting training of equipment users. d) Participate in training technicians and artisans in medical equipment repair and maintenance. e) Perform any other duties as may be assigned from time to time.
33.	Post:	Ophthalmic Clinical Officer - 2 Posts
	Reference:	HRM 72/173/37 - Entebbe RRH (1) HRM 72/173/38 - Yumbe RRH (1)
	Salary Scale:	U5
	Reports to:	Senior Ophthalmic Clinical Officer
	Qualifications:	Diploma in Ophthalmology from a recognized Institution.
	Other Requirements:	Must be a Clinical Officer or a Registered Nurse/Midwife or Comprehensive Nurse.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Participate in diagnosing, treating and managing patients with eye conditions. b) Refer complicated eye conditions to Senior Ophthalmic Clinical Officer. c) Assist in management of static and mobile eye units. d) Carry out equipment maintenance and ensure that they are functional and secure. e) Participate in research activities.

		<ul style="list-style-type: none"> f) Adhere to the Professional Code of Conduct and Ethics. g) Manage and account for allocated resources. h) Compile and submit periodic reports. i) Perform any other duties as may be assigned from time to time.
34.	Post:	Occupational Therapist - 1 Post
	Reference:	HRM/72/173/38 – Yumbe RRH
	Salary Scale:	U5
	Reports to:	Senior Occupational Therapist
	Qualifications:	Diploma in Occupational Therapy from a recognized Institution.
	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Facilitate and train persons with disabilities in special occupation activities. b) Counsel persons with disability. c) Participate in outreach services. d) Requisition for equipment and other supplies. e) Ensure that equipment is secure, functional and well maintained. f) Train and supervise Occupational Therapy Helpers in rehabilitative skills. g) Participate in research activities. h) Promote observance of Professional Codes of Conduct and Ethics. i) Manage and account for allocated resources. j) Compile and submit periodic reports k) Perform any other duties as may be assigned from time to time.
35.	Post:	Radiographer – 1 Post
	Reference:	HRM 72/173/18 – Lira RRH
	Salary Scale:	U5
	Reports to:	Senior Radiographer
	Qualifications:	Diploma in Radiography from a recognized Institution.
	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Receive patients and analyse their X-ray requests. b) Prepare X-ray equipment according to requests. c) Liaise with Ward management in the preparation of patients for X-rays. d) Take X-ray pictures, process X-ray films and prepare reports for the Doctor or Clinical Officer. e) Maintain X-ray equipment. f) Promote the observance of the professional Codes of Conduct and Ethics. g) Prepare and submit reports. h) Manage and account for allocated resources, i) Perform any other duties as may be assigned from time to time.
36.	Post:	Assistant Nursing Officer (Midwifery) – 5 Posts
	Reference:	HRM 72/173/36 - Kawempe RH
	Salary Scale:	U5
	Reports to:	Nursing Officer (Midwifery)
	Qualifications:	Diploma in Midwifery from a recognized Institution.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Receive patients, register admissions, discharge patients and record deaths. b) Carry out antenatal care with emphasis of identifying high risk cases and refer them to Doctors. c) Provide care during labour with emphasis of keeping proper records, use of drugs and prevention of complications to mother and baby. d) Provide care during puerperium with emphasis on prevention of infection and advise on breast feeding and infant nutrition. e) Provide care in reproductive health clinics for women. f) Participate in bedside nursing procedures as a member of the caring team. g) Participate in Doctors ward rounds. h) Prepare patients for meals and participate in serving them. i) Keep patients comfortable and ensure a healthy environment.

		<p>j) Participate in research activities.</p> <p>k) Impart knowledge and skills to students and staff.</p> <p>l) Adhere to the Professional Code of Conduct and Ethics.</p> <p>m) Compile daily ward reports and hand-over to the incoming shift.</p> <p>n) Manage and account for allocated resources.</p> <p>o) Perform any other duties as may be assigned from time to time.</p>
37.	Post:	Medical Records Assistant – 3 Posts
	Reference:	HRM 72/173/36 – Kawempe RH
	Salary Scale:	U7
	Reports to:	Assistant Medical Records Officer
	Qualifications:	<ul style="list-style-type: none"> • Uganda Certificate of Education (UCE) with at least four (4) credit passes including English Language or Uganda Advanced Certificate of Education (UACE) with at least one principal pass. • Certificate in Medical Records or Library & Information Science or Records & Information Management or Records & Archives Management from a recognized Institution. • Certificate in computer training is an added advantage.
	Duties and Responsibilities:	<p>a) Register in-patients and out-patients.</p> <p>b) Keep records and information on patients.</p> <p>c) Direct patients to Clinics/Wards.</p> <p>d) Update the bed bureau with records or information.</p> <p>e) Retrieve files to Clinicians and Researchers.</p> <p>f) Participate in research activities.</p> <p>g) Impart knowledge and skills to Staff.</p> <p>h) Manage and account for financial and other resources.</p> <p>i) Promote adherence to professional Codes of Conduct and Ethics.</p> <p>j) Compile and submit periodic reports.</p> <p>k) Perform any other duties as may be assigned from time to time.</p>
38.	Post:	Medical Laboratory Assistant – 7 Posts
	Reference:	<p>HRM 72/173/22 - Masaka RRH (1)</p> <p>HRM 72/173/38 - Yumbe RRH (2)</p> <p>HRM 72/173/36 – Kawempe RH (3)</p> <p>HRM 72/173/17 – Mubende RRH (1)</p>
	Salary Scale:	U7
	Reports to:	Medical Laboratory Technician
	Qualifications:	Certificate in Laboratory Technology or its equivalent from a recognized institution.
	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	<p>a) Prepare laboratory reagents and stains for routine investigations.</p> <p>b) Carry out basic laboratory tests and submit reports to Clinicians.</p> <p>c) Participate in quality assurance for laboratories.</p> <p>d) Service equipment regularly.</p> <p>e) Follow safety measures against hazards.</p> <p>f) Requisition necessary supplies for laboratory work and keep record of stock.</p> <p>g) Adhere to professional Code of Conduct and Ethics.</p> <p>h) Manage and account for allocated resources.</p> <p>i) Compile and submit periodic reports.</p>
39.	Post:	Enrolled Psychiatric Nurse – 1 Post
	Reference:	HRM/72/173/14 – Hoima RRH
	Salary Scale:	U7
	Reports to:	Assistant Nursing Officer (Psychiatry)
	Qualifications:	Certificate in Enrolled Psychiatric Nursing from a recognized Institution.
	Duties and Responsibilities:	<p>a) Deal with social and psychosocial issues of patients.</p> <p>b) Counsel patients.</p> <p>c) Collaborate with Medical Social Workers in handling patients.</p> <p>d) Keep patients comfortable and ensure a healthy environment.</p> <p>e) Maintain personal contact with patients, take note of complaints, provide periodic reports</p>

		and ensure confidentiality. f) Perform any other duties as may be assigned from time to time.
40.	Post:	Enrolled Nurse – 25 Posts
	Reference:	HRM 72/173/38 - Yumbe RRH (12) HRM 72/173/36 – Kawempe RH (13)
	Salary Scale:	U7
	Reports to:	Assistant Nursing Officer (Nursing)
	Qualifications:	Certificate in Enrolled Nursing or Certificate in Enrolled Comprehensive Nursing from a recognized Institution.
	Other Requirements:	Should have a patient focused approach and pleasant personality.
	Duties and Responsibilities:	a) Participate in a continuous nursing coverage on Wards/Units by receiving reports and effectively handing over to in-coming staff. b) Keep patients comfortable and ensure a clean and safe environment. c) Give out treatment as prescribed and carry out nursing procedures. d) Carry out observations, keep proper records and ensure their safe custody. e) Participate in ward rounds conducted by Clinicians. f) Receive patients, register admissions and discharges. g) Ensure that aseptic techniques are adhered to in the preparation procedures. h) Maintain close contact with patients. i) Ensure confidentiality. j) Carry out health education to patients and their attendants. k) Participate in Primary Health Care activities. l) Perform any other duties as may be assigned from time to time.
41.	Post:	Enrolled Midwife - 35 Posts
	Reference:	HRM/72/173/38 - Yumbe RRH (8) HRM 72/173/36 – Kawempe RH (27)
	Salary Scale:	U7
	Reports to:	Assistant Nursing Officer (Midwifery)
	Qualifications:	Certificate in Enrolled Midwifery from a recognized Institution.
	Other Requirements:	<ul style="list-style-type: none"> • Should have observation, judgement, counseling and communication skills. • Should have patient focused approach and a pleasant personality.
	Duties & Responsibilities:	a) Receive patients, register admissions, discharges and deaths. b) Carry out antenatal care with emphasis on identifying high risk cases. c) Provide care during labour with emphasis on keeping proper records, use of drugs and prevention of complications to mother and baby. d) Provide care during puerperium with emphasis on prevention of infection and ensure successful breast feeding. e) Participate in bedside nursing procedures as a member of the caring team. f) Participate in Doctors and Clinical Officers ward rounds. g) Carry out observations, keep records and ensure their safe custody. h) Prepare patients for meals and participate in serving them. i) Keep patients comfortable and ensure a healthy environment. j) Adhere to Professional Codes of Conduct and Ethics. k) Manage and account for allocated resources. l) Compile daily ward reports and hand over to in-coming shift. m) Perform any other duties as may be assigned from time to time.
42.	Post:	Theatre Assistant – 3 Posts
	Reference:	HRM 72/173/38 – Yumbe RRH (1) HRM 72/173/36 – Kawempe RH (2)
	Salary Scale:	U7
	Reports to:	Senior Theatre Assistant
	Qualifications:	<ul style="list-style-type: none"> • Uganda Certificate of Education. • Certificate in Theatre Techniques or its equivalent from a recognized Institution.
	Duties and Responsibilities:	a) Prepare theatre for operations. b) Assist the surgical team, before, during and after operations. c) Dispose of surgical waste safely.

		<p>d) Impart knowledge and skills to Theatre Attendants.</p> <p>e) Adhere to the relevant Codes of Conduct and Ethics.</p> <p>f) Perform any other duties as may be assigned from time to time.</p>
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MULAGO SPECIALIZED WOMEN AND NEONATAL HOSPITAL (MSWNH)

1.	Post:	Medical Officer Special Grade (Anaesthesia) - 1 Post
	Reference:	HRM 72/173/40 - MSWNH
	Salary Scale:	U2
	Reports to:	Consultant (Anaesthesia)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Anaesthesia or its equivalent from a recognized University or Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<p>a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital.</p> <p>b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her.</p> <p>c) Plan and coordinate training programmes for Health Professionals under him/ her.</p> <p>d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital.</p> <p>e) Provide technical and professional advice in his/her area of specialization to Government and the Institution.</p> <p>f) Carry out research in his/her area of specialty.</p> <p>g) Compile and submit periodic reports.</p> <p>h) Perform any other duties as may be assigned from time to time.</p>
2.	Post:	Medical Officer Special Grade (Intensive Care) – 1 Post
	Reference:	HRM 72/173/40 - MSWNH
	Salary Scale:	U2
	Reports to:	Consultant (Intensive Care)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Anaesthesia or Master of Medicine in Internal Medicine with evidence of training in Intensive Care from a recognized Institution.
	Other Requirements:	Demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<p>a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital.</p> <p>b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her.</p> <p>c) Plan and coordinate training programmes for Health Professionals under him/ her.</p> <p>d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital.</p> <p>e) Provide technical and professional advice in his/her area of specialization to Government and the Institution.</p> <p>f) Carry out research in his/her area of specialty.</p> <p>g) Compile and submit periodic reports.</p> <p>h) Perform any other duties as may be assigned from time to time.</p>
3.	Post:	Medical Officer Special Grade (Paediatric Neonatology) – 1 Post
	Reference:	HRM 72/173/40 - MSNWH
	Salary Scale:	U2
	Reports to:	Consultant (Paediatric Neonatology)
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Master of Medicine Degree in Paediatrics or its equivalent from a recognized University or Institution. • Evidence of training in Neonatology.

	Other Requirements:	Applicants should have demonstrable qualities of leadership and integrity.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Assist in ensuring efficient management of services in his/her specialization at the Hospital and the catchment area covered by the Hospital. b) Supervise and mentor Medical Officers, Interns and other Health Professionals under him/her. c) Plan and coordinate training programmes for Health Professionals under him/ her. d) Plan and coordinate Continuous Professional Development (CPD) in his/her specialty, for Health professionals at the Hospital. e) Provide technical and professional advice in his/her area of specialization to Government and the Institution. f) Carry out research in his/her area of specialty. g) Compile and submit periodic reports. h) Perform any other duties as may be assigned from time to time.
4.	Post:	Medical Laboratory Technologist – 3 Posts
	Reference:	HRM 72/173/40 - MSWNH
	Salary Scale:	U4
	Reports to:	Senior Medical Laboratory Technologist
	Qualifications:	Bachelor’s Degree in Medical Laboratory Technology or its equivalent from a recognized University or Institution.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Collect, handle and transport specimens to the Laboratory. b) Prepare standards and reagents according to established procedures. c) Carry out laboratory investigations and submit reports to Clinicians. d) Liaise with Ward Management in the preparation of patients for laboratory tests. e) Requisition necessary supplies for laboratory work. f) Service laboratory equipment and maintain an inventory. g) Follow safety measures against hazards. h) Participate in quality assurance for laboratories. i) Participate in research activities. j) Adhere to Professional Codes of Conduct and Ethics. k) Manage and account for allocated resources. l) Compile and submit periodic reports. m) Perform any other duties as may be assigned from time to time.
5.	Post:	Nursing Officer (Nursing) – 2 Posts
	Reference:	HRM 72/173/40 - MSWNH
	Salary Scale	U4
	Reports to:	Senior Nursing Officer (Nursing)
	Qualifications:	BSc. Nursing Degree or its equivalent from a recognized University/Institution.
	Other Requirements:	<ul style="list-style-type: none"> • Good communication, counseling, team building and interpersonal skills. • Should have a patient focused approach and pleasant personality.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Receive patients, register admissions, discharge patients and record deaths. b) Provide nursing care services to patients. c) Keep patients comfortable and ensure clean and safe environment. d) Ensure that aseptic techniques are observed. e) Participate in bedside nursing procedures as a member of the caring team. f) Participate in Doctors ward rounds. g) Prepare patients for meals and participate in serving them. h) Compile daily Ward reports and hand over to in-coming shift. i) Participate in research activities. j) Impart knowledge and skills to students and staff. k) Manage and account for allocated resources. l) Adhere to the relevant Codes of Conduct and Ethics. m) Perform any other duties as may be assigned from time to time.
6.	Post:	Biomedical Engineer – 1 Post
	Reference:	HRM 72/173/40 – MSWNH
	Salary scale:	U4
	Reports to:	Senior Biomedical Engineer

	Qualifications:	Bachelor's Degree in Biomedical Engineering or its equivalent from a recognized University or Institution.
	Other Requirements:	Good communication and interpersonal skills.
	Duties and Responsibilities:	a) Participate in the development of health sector infrastructure policy. b) Participate in the development of standards and guidelines related to health infrastructure. c) Produce tactical health infrastructure plans. d) Participate in overseeing health infrastructure development for Referral, District, NGO and Private Hospitals. e) Perform any other duties as may be assigned from time to time.
7.	Post:	Assistant Medical Records Officer - 4 Posts
	Reference:	HRM 72/173/40 - MSWNH
	Salary Scale:	U5
	Reports to:	Medical Records Officer
	Qualifications:	Diploma in Medical Records or Library & Information Science or Records & Information Management or Records & Archives Management from a recognized Institution.
	Duties and Responsibilities:	a) Keep records and information on patients. b) Prepare patients' Master Index Cards. c) Take patients' files to Clinics/Wards. d) Update the bed bureau with records/information. e) Retrieve files for Clinicians and researchers. f) Promote adherence to the Professional Code of Conduct and Ethics. g) Participate in research activities. h) Manage and account for allocated resources. i) Compile and submit periodic reports. j) Perform any other duties as may be assigned from time to time.
8.	Post:	Dispenser – 2 Posts
	Reference:	HRM/72/173/40 - MSWNH
	Salary Scale:	U5
	Reports to:	Senior Dispenser
	Qualifications:	Diploma in Pharmacy or its equivalent from a recognized Institution.
	Other Requirements:	Good communication, counseling, interpersonal and team building skills.
	Duties and Responsibilities:	a) Compound drugs and give out medicines to patients. b) Prepare sterile and pathogens free infusions. c) Advise patients and attendants in the proper use and storage of medicines. d) Carry out regular equipment servicing and ensure that they are functional. e) Identify and classify drugs, keep stock and adhere to professional Code of Conduct and Ethics. f) Participate in training of students and other health workers. g) Compile and submit reports on the use of drugs. h) Perform any other duties as may be assigned from time to time.
9.	Post:	Medical Laboratory Technician – 1 Post
	Reference:	HRM 72/173/40 - MSWNH
	Salary Scale:	U5
	Reports to:	Senior Medical Laboratory Technician
	Qualifications:	Diploma in Medical Laboratory Technology or its equivalent from a recognized Institution.
	Other Requirements:	Good communication, interpersonal and team building skills.
	Duties and Responsibilities:	a) Liaise with ward managers in the preparation of patients for laboratory tests. b) Participate in proper collection, handling and transportation of specimens to the laboratory. c) Carry out laboratory analysis, interpret results and submit reports to Clinicians. d) Requisition for equipment and other supplies. e) Ensure that equipment is functional and well maintained.

		<p>f) Ensure safety measures against hazards.</p> <p>g) Participate in safety assurance to laboratories.</p> <p>h) Participate in research.</p> <p>i) Manage and account for allocated resources.</p> <p>j) Adhere to the Professional Code of Conduct and Ethics.</p> <p>k) Perform any other duties as may be assigned from time to time.</p>
10.	Post:	Physiotherapist – 1 Post
	Reference:	HRM 72/173/40 - MSWNH
	Salary Scale:	U5
	Reports to:	Senior Physiotherapist
	Qualifications:	Diploma in Physiotherapy from a recognized Institution.
	Duties and Responsibilities:	<p>a) Carry out physiotherapy treatment to patients.</p> <p>b) Provide movement aides to disabled patients.</p> <p>c) Ensure that equipment is functional and well maintained.</p> <p>d) Ensure safety of patients and staff.</p> <p>e) Educate patients and staff on how to avoid the occurrence of disabilities.</p> <p>f) Participate in teaching and supervision of students.</p> <p>g) Participate in primary health care activities.</p> <p>h) Participate in research activities.</p> <p>i) Compile and submit periodic reports.</p> <p>j) Perform any other duties as may be assigned from time to time.</p>
11.	Post:	Radiographer – 1 Post
	Reference:	HRM 72/173/40 - MSWNH
	Salary Scale:	U5
	Reports to:	Senior Radiographer
	Qualifications:	Diploma in Radiography from a recognized Institution.
	Other Requirements:	Should have good communication, interpersonal and team building skills.
	Duties and Responsibilities:	<p>a) Receive patients and analyse their X-ray requests.</p> <p>b) Prepare X-ray equipment according to requests.</p> <p>c) Liaise with Ward management in the preparation of patients for X-rays.</p> <p>d) Take X-ray pictures, process X-ray films and prepare reports for the Doctor or Clinical Officer.</p> <p>e) Maintain X-ray equipment.</p> <p>f) Promote the observance of the professional Codes of Conduct and Ethics.</p> <p>g) Prepare and submit reports.</p> <p>h) Manage and account for allocated resources,</p> <p>i) Perform any other duties as may be assigned from time to time.</p>

UGANDA BLOOD TRANSFUSION SERVICES (UBTS)

1.	Post:	Principal Medical Officer – 1 Post
	Reference:	HRM 72/173/26 - UBTS
	Salary Scale:	U2
	Reports to:	Director
	Qualifications:	<ul style="list-style-type: none"> • MBChB Degree or its equivalent from a recognized University or Institution. • Post graduate qualification in Public Health or Health Services Management or Master of Medicine in Family Medicine and Community Practice. • Evidence of training in Blood Transfusion is an added advantage.
	Experience:	At least six (6) years' relevant experience, three (3) of which should be at the level of Senior Medical Officer.
	Other Requirements:	Strong management, communication and interpersonal skills.
	Duties and	a) Liaise with the Director UBTS on the implementation of the UBTS Policy Framework.

	Responsibilities:	<ul style="list-style-type: none"> b) Mobilize and recruit voluntary blood donors at the region. c) Ensure availability of sufficient and safe blood. d) Ensure proper management of blood donors. e) Impart knowledge on blood transfusion to staff at the region. f) Plan, budget, coordinate, monitor and evaluate blood transfusion services in Regional Blood Banks. g) Ensure conformity to established quality assurance standards. h) Initiate and participate in research activities. i) Establish and strengthen health information management systems. j) Compile and submit periodic reports. k) Supervise and appraise the Regional Blood Bank staff. l) Requisition, manage and account for allocated resources to the Regional Blood Bank. m) Ensure that equipment at the region is secure, safe, functional and well maintained. n) Ensure that staff adhere to Professional Codes of Conduct and Ethics. o) Perform any other duties as may be assigned from time to time.
2.	Post:	Enrolled Nurse – 4 Posts
	Reference:	HRM 72/173/26 - UBTS
	Salary Scale:	U7
	Reports to:	Assistant Nursing Officer (Nursing)
	Qualifications:	Certificate in Enrolled Nursing or Certificate in Enrolled Comprehensive Nursing from a recognized Institution.
	Other Requirements:	Should have a patient focused approach and pleasant personality.
	Duties and Responsibilities:	<ul style="list-style-type: none"> a) Carry out phlebotomy b) Provide nursing care services to blood donors c) Ensure safety of blood donors and a healthy environment d) Carry out health education among blood donors e) Monitor blood donors and keep proper records f) Package blood and ensure proper cold chain g) Clean blood collection equipment, maintain it and ensure proper storage h) Participate in research activities i) Manage and account for allocated resources j) Adhere to the Professional Code of Conduct and Ethics k) Any other duties as may be assigned from time to time.