4th December, 2020

The Permanent Secretary,
Ministry of Health
KAMPALA

RECRUITMENT OF HEALTH WORKERS IN THE NEWLY UPGRADED HEALTH FACILITIES UNDER UGIFT PROGRAMME

Reference is made to your letter Ref: FIN.45/86/01 dated 12th November, 2020 submitting the status of recruitment of Health Workers for the 124 newly upgraded Health Centre IIs – IIIS under UgIFT Programme for Results.

This is to bring to your attention that, we have reviewed the information submitted and found it insufficient for this Ministry to draw conclusions in regard to the Staffing levels in the newly upgraded Health facilities. Our goal is to ensure 100% staffing for these facilities. However, from the review we noted that:

a) Only 7 Local Governments of Alebtong, Buliisa, Bundibugyo, Kabarole, Kaliro, Kyankwanzi, and Kibale have 100% staff in post;
b) 39 Local Governments indicated inadequate wage bill as the reason for non-recruitment to fill up to the required Staff for HC III;
c) The recruitment process is underway in 15 Local Governments though some had earlier placed adverts but were affected by Covid-19 restrictions; and
d) 32 Local Governments indicated absence of District Service Commissions, and incomplete structures, as the reasons for not recruiting.

The purpose of this Letter therefore is to;

i. Request you to update the information as per the format provided and compute the required wage bill for the Health Centre IIIIs which have indicated having insufficient wage to enable this Ministry make adequate wage provisions in FY 2021/22 for all completed Health facilities;

ii. Provide guidance to Local Government Accounting Officers, who are copied in, to prioritize recruitment of critical staff in particular; Midwives, Clinical Officers, and Laboratory Technicians to enable them meet minimum facility staffing levels as required in the UgIFT Program Operation Manual; and

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"To formulate sound economic policies, maximize revenue mobilisation, ensure efficient allocation and accountability for public resources so as to achieve the most rapid and sustainable economic growth and development"
iii. Request Local Governments with expired District Service Commissions (DSCs), to make arrangements to use the nearby LG DSC, and proceed with the recruitment. Additionally, those LGs whose adverts were affected by Covid-19 Restrictions should prepare an addendum on the changed dates and proceed with the recruitment.

Please treat this matter with the urgency it deserves and submit to this Ministry and the Ministry of Public Service, the updated information not later than Tuesday 8th December, 2020. Further note that, this information is an Action area for your Ministry in regard to the achievement of DLI 1 and other results indicators under UGIFT Programme.

Patrick Ocailap
FOR: PERMANENT/SECRETARY/SECRETARY TO THE TREASURY

Copy: The Permanent Secretary, Ministry of Public Service.
The Permanent Secretary, Ministry of Local Government
The Permanent Secretary, Ministry of Education and Sports
All Local Government Accounting Officers.