
Vote:168 Kabale Referral Hospital

V1: Vote Overview

I. Vote Mission Statement

To provide accessible and quality health care to all people in Kabale region through delivery of promotive, preventive, curative, palliative and rehabilitative health care

II. Strategic Objective

1. To contribute to the production of a healthy human capital through provision of equitable, safe and sustainable health services
2. To address key determinants of health through strengthening intersectoral collaboration and partnerships
3. To enhance health sector competitiveness
4. To increase financial risk protection of households against impoverishment due to health expenditures

III. Major Achievements in 2019/20

Budget performance as at end Q2

1. Approved budget was 8.579bn. The budget released was 4.46bn (52.7%). Percentage of the budget spent is 42.3% and percentage of the released spent is 80.3%.

Subprogram: 01 Kabale Referral Hospital Services

Clinical achievements:

1. As regards Inpatient services, 8304 patients were admitted against a target of 7475 with an Average Length of Stay of 4.2 days against 5 days and a Bed Occupancy Rate of 52.2% against 80%. Major surgeries including caesarean cases were 1498. The target was 825 for the last 6 months.
2. General Outpatients attended to cumulatively were 55729 against a target 35058. 47057 patients were seen in the Specialized clinics whose target was 15308. Referral cases in were 700 against a target of 400.
3. Under diagnostics, 45099 laboratory investigations were carried out against a target of 50058. Patient x-rays taken were 1543 against a target of 1558 and ultrasound scans were 3486 against a target of 3000
4. About Hospital Management and Support Services, 2 Hospital Management Board meetings were held. 6 Top Management meetings held as well as other committee, departmental and general staff meetings. Daily morning meetings were also held.

Subprogram: 03 Kabale Regional Maintenance Workshop

1. As regards the achievements in the Regional Maintenance Workshop, 576 Job Cards were raised. This was against a target of 200 job cards. Equipment worked on were 690 against a target of 2760 in 63 Health Units visited in the catchment area.

Project: 1004 Kabale Regional Hospital Rehabilitation

1. The Interns' Hostel has been constructed up to the 3rd floor. Walling and casting of the steel reinforced columns.
2. Medical records department was renovated to completion.
3. The Adolescent clinic was fenced off as planned.
4. Contract for construction of a toilet for the nurses' hostel was signed
5. Rehabilitation of the Surgical Ward was nearing completion at 80%.

Project: 1473 Institutional Support to Kabale Regional Referral Hospital

1. Furniture and fixtures were procured, distributed and installed in the respective areas and were in use. Items procured include lockable mounted shelves for resource center, filing cabinets in maternity ward, office chairs and tables for the Hospital Director's office and the reception. Executive chair for Principal Human Resource Officer to mention but a few.
2. The LPO for Assorted Medical Equipment was ready. These include wheel chairs, operating table, digital clinical thermometers, incubators, blood pressure machines and others.

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IV. Medium Term Plans

1. Continue with the construction of the Interns' Hostel. Expected output for the Intern' Hostel for 2020/2021 is complete steel reinforced columns, roof the structure and start on finishes.
2. Procure medical equipment including a ventilator, examination couches, paediatric beds, sterilizing drum, oral scope and others.
3. Hold stakeholder engagement meetings to get information for compiling the Strategic Plan.
5. Procure ICT and office equipment, which will include CCTV surveillance cameras to expand hospital security, desk top computers, laptop and accompanying items like UPS.
6. Provide technical Support Supervision both internally and externally. This is aimed at ensuring that field work is done as expected but also to follow up on services delivery in the other health facilities under the supervision of Kabale Regional Referral Hospital.
7. Carry on offering health services to the people of Kigezi and beyond (Regional Maintenance Workshop goes as far as Ankole Region).
8. Continue working with our Implementing Partners in preferred select health areas.

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V. Summary of Past Performance and Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (US\$ Billion)

	2018/19 Outturn	2019/20		2020/21	MTEF Budget Projections			
		Approved Budget	Expenditure by End Dec		2021/22	2022/23	2023/24	2024/25
Recurrent	Wage	3.604	4.160	1.918	4.160	4.160	4.160	4.160
	Non Wage	2.046	2.831	1.230	2.591	2.591	2.591	2.591
Devt.	GoU	1.488	1.488	0.435	1.900	2.080	1.357	0.227
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	7.138	8.479	3.583	8.651	8.831	8.108	6.978	6.978
Total GoU+Ext Fin (MTEF)	7.138	8.479	3.583	8.651	8.831	8.108	6.978	6.978
Arrears	0.147	0.099	0.058	0.056	0.000	0.000	0.000	0.000
Total Budget	7.285	8.579	3.642	8.708	8.831	8.108	6.978	6.978
A.I.A Total	0.347	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Grand Total	7.632	8.579	3.642	8.708	8.831	8.108	6.978	6.978
Total Vote Budget Excluding Arrears	7.485	8.479	3.583	8.651	8.831	8.108	6.978	6.978

VI. Budget By Economic Classification

Table V6.1 2019/20 and 2020/21 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2019/20 Approved Budget				2020/21 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
Output Class : Outputs Provided	6.991	0.000	0.000	6.991	6.771	0.000	6.771
211 Wages and Salaries	4.493	0.000	0.000	4.493	4.520	0.000	4.520
212 Social Contributions	0.416	0.000	0.000	0.416	0.449	0.000	0.449
213 Other Employee Costs	0.529	0.000	0.000	0.529	0.256	0.000	0.256
221 General Expenses	0.258	0.000	0.000	0.258	0.292	0.000	0.292
222 Communications	0.014	0.000	0.000	0.014	0.018	0.000	0.018
223 Utility and Property Expenses	0.493	0.000	0.000	0.493	0.423	0.000	0.423
224 Supplies and Services	0.205	0.000	0.000	0.205	0.217	0.000	0.217
225 Professional Services	0.003	0.000	0.000	0.003	0.023	0.000	0.023
227 Travel and Transport	0.226	0.000	0.000	0.226	0.243	0.000	0.243
228 Maintenance	0.353	0.000	0.000	0.353	0.330	0.000	0.330
Output Class : Capital Purchases	1.488	0.000	0.000	1.488	1.880	0.000	1.880
281 Property expenses other than interest	0.100	0.000	0.000	0.100	0.000	0.000	0.000
312 FIXED ASSETS	1.388	0.000	0.000	1.388	1.880	0.000	1.880
Output Class : Arrears	0.099	0.000	0.000	0.099	0.056	0.000	0.056

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321 DOMESTIC	0.099	0.000	0.000	0.099	0.056	0.000	0.056
Grand Total :	8.579	0.000	0.000	8.579	8.708	0.000	8.708
Total excluding Arrears	8.479	0.000	0.000	8.479	8.651	0.000	8.651

VII. Budget By Programme And Subprogramme

Table V7.1: Past Expenditure Outturns and Medium Term Projections by Programme and SubProgramme

Billion Uganda shillings	FY 2018/19 Outturn	FY 2019/20		2020-21 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2021-22	2022-23	2023-24	2024-25
56 Regional Referral Hospital Services	7.632	8.579	3.642	8.708	8.831	8.108	6.978	6.978
01 Kabale Referral Hospital Services	5.816	6.811	3.095	6.486	6.429	6.429	6.429	6.429
02 Kabale Referral Hospital Internal Audit	0.011	0.011	0.005	0.011	0.011	0.011	0.011	0.011
03 Kabale Regional Maintenance Workshop	0.317	0.268	0.106	0.311	0.311	0.311	0.311	0.311
1004 Kabale Regional Hospital Rehabilitaion	1.165	1.337	0.412	1.700	1.880	1.157	0.000	0.000
1473 Institutional Support to Kabale Regional Referral Hospital	0.323	0.151	0.023	0.000	0.000	0.000	0.000	0.000
1582 Retooling of Kabale Regional Referral Hospital	0.000	0.000	0.000	0.200	0.200	0.200	0.227	0.227
Total for the Vote	7.632	8.579	3.642	8.708	8.831	8.108	6.978	6.978
Total Excluding Arrears	7.485	8.479	3.583	8.651	8.831	8.108	6.978	6.978

VIII. Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2020/21)

Programme :	56 Regional Referral Hospital Services				
Programme Objective :	<ol style="list-style-type: none"> 1. To contribute to the production of a healthy human capital through provision of all-inclusive equitable, safe and sustainable health services 2. To address key determinants of health through strengthening inter-sectoral collaboration, partnerships and participation of all. 3. To strengthen training and institutional research. 4. To improve effectiveness and efficiency of hospital services. 				
Responsible Officer:	Accounting Officer, Dr. Sophie Namasopo				
Programme Outcome:	Quality and accessible Regional Referral Hospital Services				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Improved quality of life at all levels					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection

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• % increase of specialised clinic outpatients attendances	15%	2018	29%	36%	42%
• % increase of diagnostic investigations carried out;	15.8%	2018	34%	41%	48%
• Bed occupancy rate	80%	2018	75%	75%	80%
SubProgramme: 01 Kabale Referral Hospital Services					
Output: 01 Inpatient services					
No. of in-patients (Admissions)			16,608	16,890	16,895
Average Length of Stay (ALOS) - days			4	4	4
Bed Occupancy Rate (BOR)			75%	75%	80%
Number of Major Operations (including Ceasarian se			3,000	2,445	2,450
Output: 02 Outpatient services					
No. of general outpatients attended to			111,458	112,015	112,575
No. of specialised outpatients attended to			40,072	42,076	44,180
Referral cases in			1,000	1,005	1,010
Output: 04 Diagnostic services					
No. of laboratory tests carried out			103,111	108,267	113,680
No. of patient xrays (imaging) taken			3,115	3,131	3,147
Number of Ultra Sound Scans			6,500	6,533	6,566
Output: 05 Hospital Management and support services					
Assets register updated on a quarterly basis			1	1	1
Timely payment of salaries and pensions by the 2			yes	yes	yes
Timely submission of quarterly financial/activity			yes	yes	yes
Output: 06 Prevention and rehabilitation services					
No. of antenatal cases (All attendances)			6,000	6,435	6,437
No. of children immunised (All immunizations)			24,000	22,784	22,785
No. of family planning users attended to (New and Old)			4,000	47,857	47,859
Number of ANC Visits (All visits)			3,600	3,504	3,506
Percentage of HIV positive pregnant women not on H			0%	0%	0%
Output: 07 Immunisation Services					
Number of Childhood Vaccinations given (All contac			3,106	3,122	3,138
SubProgramme: 02 Kabale Referral Hospital Internal Audit					
Output: 05 Hospital Management and support services					
Assets register updated on a quarterly basis			4	4	4
Timely payment of salaries and pensions by the 2			yes	yes	yes

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Timely submission of quarterly financial/activity	yes	yes	yes
SubProgramme: 03 Kabale Regional Maintenance Workshop			
<i>Output: 05 Hospital Management and support services</i>			
Assets register updated on a quarterly basis	4	4	4
Timely payment of salaries and pensions by the 2	yes	yes	yes
Timely submission of quarterly financial/activity	yes	yes	yes
SubProgramme: 1004 Kabale Regional Hospital Rehabilitaion			
<i>Output: 72 Government Buildings and Administrative Infrastructure</i>			
Number of buildings constructed	1	1	1
SubProgramme: 1582 Retooling of Kabale Regional Referral Hospital			
<i>Output: 05 Hospital Management and support services</i>			
Assets register updated on a quarterly basis	4	4	4
Timely payment of salaries and pensions by the 2	yes	yes	yes
Timely submission of quarterly financial/activity	yes	yes	yes
<i>Output: 72 Government Buildings and Administrative Infrastructure</i>			
Number of buildings constructed	1	1	1
<i>Output: 85 Purchase of Medical Equipment</i>			
Value of medical equipment procured (Ush Bn)	.08	.2	.2

IX. Major Capital Investments And Changes In Resource Allocation

Table 9.1: Major Capital Investment (Capital Purchases outputs over 0.5Billion)

FY 2019/20		FY 2020/21	
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs	
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<i>Program : 08 56 Regional Referral Hospital Services</i>			
Development Project : 1004 Kabale Regional Hospital Rehabilitaion			
Output: 08 56 72 Government Buildings and Administrative Infrastructure			
Construction of the Interns' hostel is a project that commenced in FY 2017/18. It will be implemented in two phases over a 5-year period, it consists of civil works for a 4-level building and all associated electro-mechanical installations.	Walling and construction of steel columns was still ongoing.	Continue with construction of the Interns' hostel. Currently, the building has reached the third and last floor.	
Total Output Cost(Ushs Thousand)	1,000,000	372,586	1,700,000
Gou Dev't:	1,000,000	372,586	1,700,000
Ext Fin:	0	0	0
A.I.A:	0	0	0

X. Vote Challenges and Plans To Improve Performance

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Vote Challenges

Despite the functioning of the Vote, it has had challenges and these include the following;

1. Inadequate budget especially for retooling and rehabilitation.
2. Unstable power, hence high expenditure on fuel but also overuse of the already worn out generator.
3. Limited number of specialized medical workforce because of inadequate wage to recruit.
4. Limited staff accommodation.

Plans to improve Vote Performance

In order to improve vote performance, the following shall be done;

1. Lobby for more funds from government and other funding agencies to enable the institution to work on its planned activities.
2. Government should increase wage in order to enable the hospital recruit specialized work force.

XI Off Budget Support

Table 11.1 Off-Budget Support by Sub-Programme

<i>Billion Uganda Shillings</i>	2019/20 Approved Budget	2020/21 Draft Estimates
Programme 0856 Regional Referral Hospital Services	0.00	1.18
<i>Recurrent Budget Estimates</i>		
01 Kabale Referral Hospital Services	0.00	1.18
<i>410-International Development Association (IDA)</i>	<i>0.00</i>	<i>0.90</i>
<i>451-Global Alliance for Vaccines Immunisation</i>	<i>0.00</i>	<i>0.28</i>
Total for Vote	0.00	1.18

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	To reduce incidences of occupational hazards resulting from working on People Living with HIV
Issue of Concern :	Occupational accidents leading to staff contracting HIV/AIDS sharps (needle) pricks and other means of transmission.
Planned Interventions :	<ol style="list-style-type: none"> 1. Proper sharps usage and disposal in availed of safety boxes 2. Display Standard Operating Procedures (SoPs) 3. Practice 5S (Sort, Set, Shine, Standardize and Sustain) in the work place 4. Avail emergency medicines for PEP and make it easy to access
Budget Allocation (Billion) :	0.002
Performance Indicators:	<ol style="list-style-type: none"> 1. Availability of SoPs at workplace. 2. Availability of safety boxes. 3. OI journals running 4. Availability of an emergency medicine trolley

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Issue Type:	Gender
Objective :	To provide equitable health services to all clients both within and outside Kigezi region.
Issue of Concern :	lack of a leveled platform for addressing Gender Based Violence (GBV) in the general public and the vulnerable populations
Planned Interventions :	<ul style="list-style-type: none"> • Sensitize health workers on detection and management of gender related concerns • Support and strengthen functionality of Gender Based Violence clinic. • Establish a data base for gender related concerns.
Budget Allocation (Billion) :	0.005
Performance Indicators:	<ul style="list-style-type: none"> • Percentage of hospital staff trained on GBV (50%) • Number of gender based cases handled in the hospital (70%) • Percentage of GBV cases entered in the GBV register • Number of radio talk shows on GBV held per quarter (4)

Issue Type:	Environment
Objective :	To ensure creation of a better environment both within the hospital surrounding community and the entire public.
Issue of Concern :	Despite the measures put in place to ensure proper disposal of waste, it is still a challenge to maintain the required waste disposal standards as set by the institution.
Planned Interventions :	<ul style="list-style-type: none"> • Provide needed color coded waste bins for waste segregation and appropriate disposal. • Provide manpower for waste collection • Sensitize community on danger of non-bio degradable waste
Budget Allocation (Billion) :	0.004
Performance Indicators:	<ul style="list-style-type: none"> • Percentage of hospital departments and units with color coded waste bins and bags (100%) • Number of personnel involved in collection and disposal waste

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Consultant -ENT	U1E	1	0
Consultant -Psychiatry	U1E	1	0
Snr.Consultant (Surgery)	U1E	1	0
Consultant (Anaesthesia)	U1SE	1	0
Consultant (Surgery)	U1SE	1	0
Consultant - Paediatrics	U1SE	1	0

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Consultant Ophthalmology	U1SE	1	0
Consultnat (Public Health)	U1SE	1	0
Senior Consultant Obsetrics & Gynaechology	U1SE	1	0
Medical Officer Special Grade (ENT)	U2(Med-1)	1	0
Medical Officer Special Grade (Ophthamology)	U2(Med-1)	1	0
Medical Officer Special Grade (Orthopaedic Surgeon)	U2(Med-1)	1	0
Medical Officer Special Grade (Public Health)	U2(Med-1)	1	0
Medical Officer Special Grade (Radiologist)	U2(Med-1)	1	0
Medical Officer Special Grade (Surgeon)	U2(Med-1)	1	0
SEN PRINCIPAL NURSING OFFICER	U2(Med-2)	1	0
MOSG -Pathology	U2SC	1	0
MOSG - Anaesthesia	U2SE	1	0
Medical Officer Special Grade (Psychiatry)	U2U	1	0
Princ Physiotherapist	U3	1	0
Principal Occupational Therapist	U3(Med-2)	1	0
Principal Public Health Dental Officer	U3(Med-2)	1	0
SENIOR.MEDICAL SOCIAL WORKER	U3L	1	0
Inventory Mgt Officer	U4	2	0
Princ. Anaesthetist	U4	1	0
Princ.Psychiatric Clinical Officer	U4	1	0
Senior Nrsing Officer	U4	15	6
Snr.Lab Technologist	U4	2	1
DENTAL SURGEON	U4(Med-1)	1	0
SENIOR CLINICAL OFFICER	U4(Med-2)	3	1
SENIOR OPHTHALMIC CLINICAL OFFICER	U4(Med-2)	2	0
Senior Radiographer	U4(Med-2)	2	1
SENIOR.DISPENSER	U4(Med-2)	2	0
Sen. Psych. Clinical Officer	U4U	2	1
Asst. Inventory Mgt Officer	U5	2	1
Nursing Officer (Midwifery)	U5	10	8
Clinical Officer	U5(SC)	11	9

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LABARATORY TECHNOLOGIST	U5(SC)	2	0
PSYCHIATRIC CLINICAL OFFICER	U5(SC)	4	2
CLINICAL OFFICER Audiological	U5(SC)	1	0
CLINICAL OFFICER Dermatology	U5(SC)	1	0
Nursing Officer (Nursing)	U5(SC)	25	22
Nutritionist	U5(SC)	1	0
Occupational Therapist	U5(SC)	1	0
OPHTHALMIC CLINICAL OFFICER	U5(SC)	4	0
Public Health Dental Officer	U5(SC)	1	0
Radiographer	U5(SC)	2	1
Enrolled Midwife	U7(Med)	38	23
Enrolled Nurse	U7U	78	67
Artisan Mechanic	U8	1	0
Driver	U8U	5	3
Consultant (Orthopaedic)	US1E	1	0
Consultant (Radiology)	US1E	1	0
Senior Consultant (Paediatrics)	US1E	1	0
Senior consultant -Medicine	US1E	1	0

Table 13.2 Staff Recruitment Plan

Post Title	Salary Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2020/21	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Clinical Officer	U5(SC)	11	9	2	2	2,400,000	28,800,000
LABARATORY TECHNOLOGIST	U5(SC)	2	0	2	2	2,400,000	28,800,000
PSYCHIATRIC CLINICAL OFFICER	U5(SC)	4	2	2	2	2,400,000	28,800,000
Artisan Mechanic	U8	1	0	1	1	277,660	3,331,920
Asst. Inventory Mgt Officer	U5	2	1	1	1	598,822	7,185,864
CLINICAL OFFICER Audiological	U5(SC)	1	0	1	1	1,200,000	14,400,000
CLINICAL OFFICER Dermatology	U5(SC)	1	0	1	1	1,200,000	14,400,000
Consultant - Paediatrics	U1SE	1	0	1	1	2,628,075	31,536,900
Consultant (Anaesthesia)	U1SE	1	0	1	1	4,200,000	50,400,000
Consultant (Orthopaedic)	US1E	1	0	1	1	4,200,000	50,400,000
Consultant (Radiology)	US1E	1	0	1	1	4,200,000	50,400,000
Consultant (Surgery)	U1SE	1	0	1	1	4,200,000	50,400,000
Consultant -ENT	U1E	1	0	1	1	2,905,088	34,861,056
Consultant Ophthalmology	U1SE	1	0	1	1	4,200,000	50,400,000

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Consultant -Psychiatry	UIE	1	0	1	1	2,905,088	34,861,056
Consultnat (Public Health)	U1SE	1	0	1	1	4,200,000	50,400,000
DENTAL SURGEON	U4(Med-1)	1	0	1	1	3,000,000	36,000,000
Driver	U8U	5	3	2	2	474,138	5,689,656
Enrolled Midwife	U7(Med)	38	23	15	15	9,197,370	110,368,440
Enrolled Nurse	U7U	78	67	11	5	24,526,320	294,315,840
Inventory Mgt Officer	U4	2	0	2	1	798,534	9,582,408
Medical Officer Special Grade (Psychiatry)	U2U	1	0	1	1	3,750,000	45,000,000
Medical Officer Special Grade (ENT)	U2(Med-1)	1	0	1	1	3,750,000	45,000,000
Medical Officer Special Grade (Ophthalmology)	U2(Med-1)	1	0	1	1	3,750,000	45,000,000
Medical Officer Special Grade (Orthopaedic Surgeon)	U2(Med-1)	1	0	1	1	3,750,000	45,000,000
Medical Officer Special Grade (Public Health)	U2(Med-1)	1	0	1	1	3,750,000	45,000,000
Medical Officer Special Grade (Radiologist)	U2(Med-1)	1	0	1	1	3,750,000	45,000,000
Medical Officer Special Grade (Surgeon)	U2(Med-1)	1	0	1	1	3,750,000	45,000,000
MOSG - Anaesthesia	U2SE	1	0	1	1	1,992,454	23,909,448
MOSG -Pathology	U2SC	1	0	1	1	2,311,543	27,738,516
Nursing Officer (Midwifery)	U5	10	8	2	2	1,822,176	21,866,112
Nursing Officer (Nursing)	U5(SC)	25	22	3	3	3,600,000	43,200,000
Nutritionist	U5(SC)	1	0	1	1	1,200,000	14,400,000
Occupational Therapist	U5(SC)	1	0	1	1	1,200,000	14,400,000
OPHTHALMIC CLINICAL OFFICER	U5(SC)	4	0	4	4	4,800,000	57,600,000
Princ Physiotherapist	U3	1	0	1	1	1,361,843	16,342,116
Princ. Anaesthetist	U4	1	0	1	1	1,348,763	16,185,156
Princ.Psychiatric Clinical Officer	U4	1	0	1	1	1,320,503	15,846,036
Principal Occupational Therapist	U3(Med-2)	1	0	1	1	3,100,000	37,200,000
Principal Public Health Dental Officer	U3(Med-2)	1	0	1	1	3,100,000	37,200,000
Public Health Dental Officer	U5(SC)	1	0	1	1	1,200,000	14,400,000
Radiographer	U5(SC)	2	1	1	1	1,200,000	14,400,000
SEN PRINCIPAL NURSING OFFICER	U2(Med-2)	1	0	1	1	3,500,000	42,000,000
Sen. Psych. Clinical Officer	U4U	2	1	1	1	2,200,000	26,400,000
SENIOR CLINICAL OFFICER	U4(Med-2)	3	1	2	2	4,400,000	52,800,000
Senior Consultant (Paediatrics)	US1E	1	0	1	1	4,500,000	54,000,000
Senior consultant -Medicine	US1E	1	0	1	1	3,752,910	45,034,920
Senior Consultant Obsetrics & Gynaechology	U1SE	1	0	1	1	4,500,000	54,000,000
Senior Nrsing Officer	U4	15	6	9	9	11,888,046	142,656,552
SENIOR OPHTHALMIC CLINICAL OFFICER	U4(Med-2)	2	0	2	2	4,400,000	52,800,000
Senior Radiographer	U4(Med-2)	2	1	1	1	2,200,000	26,400,000
SENIOR.DISPENSER	U4(Med-2)	2	0	2	2	4,400,000	52,800,000
SENIOR.MEDICAL SOCIAL WORKER	U3L	1	0	1	1	902,612	10,831,344

Vote:168 Kabale Referral Hospital

Snr.Consultant (Surgery)	U1E	1	0	1	1	3,604,620	43,255,440
Snr.Lab Technologist	U4	2	1	1	1	1,276,442	15,317,304
Total		247	146	101	94	189,443,007	2,273,316,084