

# **VOTE: 415 Moroto Regional Referral Hospital**

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## **I. VOTE MISSION STATEMENT**

To provide quality preventive, promotive, rehabilitative, specialized curative health services, medical training, and research in Karamoja Region

## **II. STRATEGIC OBJECTIVE**

Scale up health education, promotion and disease prevention

To provide, strengthen and scale up inclusive access to quality general and specialized curative and rehabilitative services

To improve pharmaceutical services and strengthen the supply chain management to ensure availability of essential medicine and supplies in the hospital and region

Expand the scope and scale of research, training and innovation

To strengthen Governance, human resource management and infrastructure development

To Enhance integrated multi-disciplinary support supervision to lower health units within the region

## **III. MAJOR ACHIEVEMENTS IN 2023/24**

Use of iHRIS and biometric systems for staff duty attendance. Improved performance in relation to service delivery.

Intensified support supervisions targeting Hospitals and HCIVs aimed at reducing maternal, child deaths and the functionalities of laboratory systems and medical records.

Received an internal auditor and audit reports produced and submitted timely.

Continued support from Hospital board in leadership and guidance.

Increasing outpatient utilization rate at 1.5 within the national target.

1.4 reduction in malaria deaths attributed to proper adherence to the Test and Treat policy and continuous professional development of the physicians.

0.1% reduction in referral Outs to other regional and National referral hospitals attributed to presence of specialists in the hospital.

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## IV. MEDIUM TERM BUDGET ALLOCATIONS

Table 4.1: Overview of Vote Expenditure (Ushs Billion)

	2023/24		2024/25	MTEF Budget Projections				
	Approved Budget	Spent by End Dec	Budget Estimates	2025/26	2026/27	2027/28	2028/29	
<b>Recurrent</b>	Wage	8.041	3.114	8.041	8.443	8.865	9.308	10.239
	Non-Wage	4.654	1.935	4.394	4.481	5.243	6.030	7.236
<b>Devt.</b>	GoU	0.120	0.000	0.120	0.126	0.145	0.159	0.191
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>		<b>12.815</b>	<b>5.049</b>	<b>12.554</b>	<b>13.050</b>	<b>14.253</b>	<b>15.497</b>	<b>17.666</b>
<b>Total GoU+Ext Fin (MTEF)</b>		<b>12.815</b>	<b>5.049</b>	<b>12.554</b>	<b>13.050</b>	<b>14.253</b>	<b>15.497</b>	<b>17.666</b>
Arrears		0.000	0.000	0.011	0.000	0.000	0.000	0.000
<b>Total Budget</b>		<b>12.815</b>	<b>5.049</b>	<b>12.565</b>	<b>13.050</b>	<b>14.253</b>	<b>15.497</b>	<b>17.666</b>
<b>Total Vote Budget Excluding Arrears</b>		<b>12.815</b>	<b>5.049</b>	<b>12.554</b>	<b>13.050</b>	<b>14.253</b>	<b>15.497</b>	<b>17.666</b>

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Table 4.2: Budget Allocation by Department for Recurrent and Development (Ushs Billion)

<i>Billion Uganda Shillings</i>	Draft Budget Estimates FY 2024/25	
	Recurrent	Development
<b>Programme:12 Human Capital Development</b>	<b>12.434</b>	<b>0.120</b>
<b>SubProgramme:02 Population Health, Safety and Management</b>	<b>12.434</b>	<b>0.120</b>
<b>Sub SubProgramme:01 Regional Referral Hospital Services</b>	<b>12.434</b>	<b>0.120</b>
001 Hospital Services	2.810	0.000
002 Support Services	9.624	0.120
<b>Total for the Vote</b>	<b>12.434</b>	<b>0.120</b>

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## V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

**Table 5.1: Performance Indicators**

**Programme: 12 Human Capital Development**

**SubProgramme: 02 Population Health, Safety and Management**

**Sub SubProgramme: 01 Regional Referral Hospital Services**

**Department: 001 Hospital Services**

**Budget Output: 000013 HIV/AIDS Mainstreaming**

**PIAP Output: Reduced morbidity and mortality due to HIV/AIDS, TB and malaria and other communicable diseases.**

**Programme Intervention: 12030114 Reduce the burden of communicable diseases with focus on high burden diseases (Malaria, HIV/AIDS, TB, Neglected Tropical Diseases, Hepatitis), epidemic prone diseases and malnutrition across all age groups emphasizing Primary Health Care Approach**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
% of Hospitals, HC IVs and IIIs conducting routine HIV counseling and testing	Percentage	2019-2020	100%			100%
% of positive pregnant mothers initiated on ARVs for EMTCT	Percentage	2019-2020	92%	100%	100%	100%
No. of health workers trained to deliver KP friendly services	Number	2019-2020	66			85
No. of HIV Kits procured and distributed	Number	2019-2020	1914			23170
No. of new HIV infections per 1000 uninfected population by sex and age (incidence rate)	Number	2019-2020	79			117
No. of stakeholder engagements in the HIV prevention effort to address the socio-cultural, gender and other structural factors that drive the HIV epidemic	Number	2019-2020	3			6
No. of youth-led HIV prevention programs designed and implemented	Number	2019-2020	1	2	1	2

**Budget Output: 320009 Diagnostic Services**

**PIAP Output: Laboratory quality management system in place**

**Programme Intervention: 12030105 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative health care services focusing on:**

**VOTE: 415 Moroto Regional Referral Hospital****Sub SubProgramme: 01 Regional Referral Hospital Services****Department: 001 Hospital Services****Budget Output: 320009 Diagnostic Services****PIAP Output: Laboratory quality management system in place**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Percentage of targeted laboratories accredited	Percentage	2019-2020	0%	100%	100%	100%

**Budget Output: 320022 Immunisation Services****PIAP Output: Target population fully immunized**

**Programme Intervention: 12030114 Reduce the burden of communicable diseases with focus on high burden diseases (Malaria, HIV/AIDS, TB, Neglected Tropical Diseases, Hepatitis), epidemic prone diseases and malnutrition across all age groups emphasizing Primary Health Care Approach**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
% Availability of vaccines (zero stock outs)	Percentage	2019-2020	85%	95%	98%	97%
% of children under one year fully immunized	Percentage	2019-2020	23%	55%	56%	57%
% of functional EPI fridges	Percentage	2019-2020	67%	100%	100%	100%
% of health facilities providing immunization services by level	Percentage	2019-2020	85%	98%	98%	100%

**Budget Output: 320023 Inpatient Services****PIAP Output: Reduced morbidity and mortality due to HIV/AIDS, TB and malaria and other communicable diseases.**

**Programme Intervention: 12030114 Reduce the burden of communicable diseases with focus on high burden diseases (Malaria, HIV/AIDS, TB, Neglected Tropical Diseases, Hepatitis), epidemic prone diseases and malnutrition across all age groups emphasizing Primary Health Care Approach**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
% of referred in patients who receive specialised health care services	Percentage	2019-2020	36%			40.9%
Average Length of Stay	Number	2019-2020	7	6	6	4
Proportion of patients referred in	Proportion	2019-2020	15%	7%	1.2%	6.5%

**VOTE: 415 Moroto Regional Referral Hospital****Sub SubProgramme: 01 Regional Referral Hospital Services****Department: 001 Hospital Services****Budget Output: 320023 Inpatient Services****PIAP Output: Reduced morbidity and mortality due to HIV/AIDS, TB and malaria and other communicable diseases.**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Proportion of patients referred out	Proportion	2019-2020	2%	1%	0.05%	1%

**Budget Output: 320033 Outpatient Services****PIAP Output: Reduced morbidity and mortality due to HIV/AIDS, TB and malaria and other communicable diseases.**

**Programme Intervention: 12030114 Reduce the burden of communicable diseases with focus on high burden diseases (Malaria, HIV/AIDS, TB, Neglected Tropical Diseases, Hepatitis), epidemic prone diseases and malnutrition across all age groups emphasizing Primary Health Care Approach**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
No. of clients accessing Reproductive, Maternal, Neonatal, Adolescent, and Child Health services	Number	2019-2020	655			917
No. of Patients diagnosed for NCDs	Number	2019-2020	18000	22000	3972	23150
No. of voluntary medical male circumcisions done	Number	2019-2020	22	672	342	683

**Budget Output: 320034 Prevention and Rehabilitation services****PIAP Output: Reduced morbidity and mortality due to HIV/AIDS, TB and malaria and other communicable diseases.**

**Programme Intervention: 12030114 Reduce the burden of communicable diseases with focus on high burden diseases (Malaria, HIV/AIDS, TB, Neglected Tropical Diseases, Hepatitis), epidemic prone diseases and malnutrition across all age groups emphasizing Primary Health Care Approach**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
% of key populations accessing HIV prevention interventions	Percentage	2019-2020	35%			56%
No. of HIV Kits procured and distributed	Number		19			23
TB/HIV/Malaria incidence rates	Percentage	2019-2020	21, 1.9, 12%			17.5%

**VOTE: 415 Moroto Regional Referral Hospital****Sub SubProgramme: 01 Regional Referral Hospital Services****Department: 002 Support Services****Budget Output: 000001 Audit and Risk Management****PIAP Output: Service delivery monitored****Programme Intervention: 12030102 Establish and operationalize mechanisms for effective collaboration and partnership for UHC at all levels**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Audit workplan in place	Yes/No	2019-2020	Yes	Yes	Yes	Yes
Number of audit reports produced	Number	2019-2020	4			4
Number of audits conducted	Number	2019-2020	2	4	2	4
Number of quarterly Audit reports submitted	Number	2019-2020	4	4	2	4
Risk mitigation plan in place	Yes/No	2019-2020	No	1	1	Yes

**Budget Output: 000005 Human Resource Management****PIAP Output: Human resources recruited to fill vacant posts****Programme Intervention: 12030105 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative health care services focusing on:**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
% Increase in staff productivity	Percentage	2019-2020	85%			95%
% of staff with performance plan	Percentage	2019-2020	64%	75%	92%	67%
Proportion of established positions filled	Percentage	2019-2020	64%	75%	0%	67%
Staffing levels, %	Percentage	2019-2020	64%	75%	67%	75%

**PIAP Output: Increased coverage of health workers accommodations****Programme Intervention: 12030105 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative health care services focusing on:**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Annual recruitment Plan in place	Yes/No	2019-2020	Yes	Yes	yes	Yes
No. of public health sector staff houses constructed	Number	2019-2020	3			10

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**Sub SubProgramme: 01 Regional Referral Hospital Services**

**Department: 002 Support Services**

**Budget Output: 000008 Records Management**

**PIAP Output: Comprehensive Electronic Medical Record System scaled up**

**Programme Intervention: 12030105 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative health care services focusing on:**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
% of hospitals and HC IVs with a functional EMRS	Percentage	2019-2020	0%	100%	30%	100%

**Budget Output: 000014 Administrative and Support Services**

**PIAP Output: Governance and management structures reformed and functional**

**Programme Intervention: 12030105 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative health care services focusing on:**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Approved strategic plan in place	Number	2019-2020	1	1	1	1
Hospital Board in place and functional	Number	2019-2020	1	1	1	1
No. of functional Quality Improvement committees	Number	2019-2020	0	2	1	1
Number of guidelines disseminated	Number	2019-2020	0			2
Risk mitigation plan in place	Number	2019-2020	1	1	1	1

**Budget Output: 000089 Climate Change Mitigation**

**PIAP Output: Governance and management structures reformed and functional**

**Programme Intervention: 12030105 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative health care services focusing on:**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Approved strategic plan in place	Number					1
Hospital Board in place and functional	Number					1



**VOTE: 415 Moroto Regional Referral Hospital****Sub SubProgramme: 01 Regional Referral Hospital Services****Department: 002 Support Services****Budget Output: 000089 Climate Change Mitigation****PIAP Output: Governance and management structures reformed and functional**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
No. of functional Quality Improvement committees	Number					1
Number of guidelines disseminated	Number					2
Risk mitigation plan in place	Number					1

**Budget Output: 000090 Climate Change Adaptation****PIAP Output: Governance and management structures reformed and functional****Programme Intervention: 12030105 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative health care services focusing on:**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
Approved strategic plan in place	Number					1
Hospital Board in place and functional	Number					1
No. of functional Quality Improvement committees	Number					1
Number of guidelines disseminated	Number					2
Risk mitigation plan in place	Number					1

**Budget Output: 320011 Equipment Maintenance****PIAP Output: Health facilities at all levels equipped with appropriate and modern medical and diagnostic equipment.****Programme Intervention: 12030105 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative health care services focusing on:**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
% functional key specialized equipment in place	Percentage	2019-2020	40%	55%	80%	59%

**VOTE: 415 Moroto Regional Referral Hospital****Sub SubProgramme: 01 Regional Referral Hospital Services****Department: 002 Support Services****Budget Output: 320011 Equipment Maintenance****PIAP Output: Health facilities at all levels equipped with appropriate and modern medical and diagnostic equipment.**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
% recommended medical and diagnostic equipment available and functional by level	Percentage	2019-2020	63%	75%	87%	80%
A functional incinerator	Status	2019-2020	Functional	All functional	All functional	Functional
Medical equipment inventory maintained and updated	Text	2019-2020	Yes	Yes	Yes	Yes
Medical Equipment list and specifications reviewed	Text	2019-2020	Yes	Yes	Yes	Yes
Medical Equipment Policy developed	Text	2019-2020	Yes	Yes	Yes	Yes
No. of fully equipped and adequately funded equipment maintenance workshops	Number	2019-2020	65	1	1	85
No. of health workers trained	Number	2019-2020	50	85	157	112
Proportion of departments implementing infection control guidelines	Proportion	2019-2020	30	30	30	30

**Project: 1577 Retooling of Moroto Regional Referral Hospital****Budget Output: 000002 Construction Management****PIAP Output: Hospitals and HCs rehabilitated/expanded****Programme Intervention: 12030105 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative health care services focusing on:**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
No. of Health Center Rehabilitated and Expanded	Number	2020-21	1	3	0	3

**Budget Output: 000003 Facilities and Equipment Management****PIAP Output: Health facilities at all levels equipped with appropriate and modern medical and diagnostic equipment.****Programme Intervention: 12030105 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative health care services focusing on:**

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Sub SubProgramme: 01 Regional Referral Hospital Services

Project: 1577 Retooling of Moroto Regional Referral Hospital

Budget Output: 000003 Facilities and Equipment Management

PIAP Output: Health facilities at all levels equipped with appropriate and modern medical and diagnostic equipment.

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
% functional key specialized equipment in place	Percentage	2020-21	40%	55%	38%	55%
% recommended medical and diagnostic equipment available and functional by level	Percentage	2020-21	65%	85%	87%	85%

# VOTE: 415 Moroto Regional Referral Hospital

## VI. VOTE NARRATIVE

### Vote Challenges

The entity continues to experience challenges of inadequate resources both financial and manpower, overwhelming workload, inadequate patient space, continuous stock out of medicines and sundries due to inadequate funding and data collection gaps

Low staffing level especially for the specialist. The available specialists are 5 out of 25.

Limited staff accommodation in the hospital is associated with low staff retention and attraction including poor attendance to emergencies and night calls. There is lack of accommodation both in the hospital and town for rent.

Old and dilapidated infrastructure demotivated the practitioners

Low health seeking behavior of the community leading to Low utilization

Under performance of the lower health facilities leading to lower referrals

Insecurity in the region and Hospital contributes to low attraction and retention and service delivery.

Unreliable Water supply coupled with prolonged drought

IICS remains a challenge in data capture, use and reporting hence hindering data driven decision making and planning

### Plans to improve Vote Performance

Strengthening diagnostic and healthcare services at the decentralized level to improve prescription, minimize medicine wastage and improve patient treatment outcomes and reduce utility costs.

The hospital is committed to working within the provisions of the approved budget and service delivery targets with emphasis on quality improvement (Improved Stock management, proper accountability for medicines, and reduction of stock-outs).

Lobby Infrastructure development including construction of residential and non residential houses, renovations, and civil works on the dilapidated structures.

Stakeholders mobilization, sensitization and involvement including the local communities, media, and partners for integrated service delivery through integrated planning, reviews, and feedback meetings.

Recruit and fill critical staff positions in the acquisition of critical staff for quality service delivery.

Strengthen mentorships and support supervision to the lower facilities to build capacity to deliver improved services, functionalize theatres, management of emergencies and referrals (especially pregnant mothers and very sick children) to reduce maternal and child mortality in the region.

Supporting community interventions (integrated Specialized outreaches, surgical camps, and media engagements) for social mobilization and sensitization on disease preventions, especially to the most remote, vulnerable, and needy people.

Construct an underground water harvesting reservoir.

Beef up security in the hospital through increasing CCTV coverage and hire of security personnel,

Adopt a more robust and resilient EMR system

## VII. Off Budget Support and NTR Projections

### Table 7.1: Off Budget Support by Project and Department

N/A

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# **VOTE:** 415 Moroto Regional Referral Hospital

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**Table 7.2: NTR Projections(Uganda Shillings Billions)**

N / A

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## VIII. VOTE CROSS CUTTING POLICY AND OTHER BUDGETARY ISSUES

Table 8.1: Cross- Cutting Policy Issues

### i) Gender and Equity

<b>OBJECTIVE</b>	To provide inclusive, equal and accessible health care services to all deserving and ill patients seeking services despite gender, age, sex and sexual orientation, social economic status or otherwise. To sensitise the community on the dangers of late health services seeking behaviour to avoid complications and death of referred patients targeting expectant mothers, the disabled, adolescents and those from risky and unfavourable locations. To offer inclusive emergency and ambulatory services to all critically ill and deserving patients with due consideration of age, gender, sex and sexual orientations, socio-economic status and geographical locations
<b>Issue of Concern</b>	Low Understanding of Gender equality in the Community and Hospital Decision making in uptake of health services greatly influenced by the gender role in the household and community leading to low utilization of services by special groups like women, child
<b>Planned Interventions</b>	Promote Gender friendly work committees Raise awareness on gender role amongst the staff and community Equip and enhance the performance of Gender Based Violence Clinic Develop capacity of staff to address and manage Gender Based Violence (GBV) in Hosp
<b>Budget Allocation (Billion)</b>	0.210
<b>Performance Indicators</b>	100% of disadvantaged patients treated 1 adolescent clinics functional 4 CMEs about GBV provided 4 Radio talk shows on GBV

### ii) HIV/AIDS

<b>OBJECTIVE</b>	To reduce incidence of HIV infections by implementing the 95,95,95 policy of Test Treat and Supress Total Elimination of mother to child infections by implementing E-MTCT Positive To give HAART to all eligible clients 95,95,95 policy
<b>Issue of Concern</b>	To reduce incidence of HIV infections by implementing the 95,95,95 policy of Test Treat and Supress Total Elimination of mother to child infections by implementing E-MTCT Positive To give HAART to all eligible clients 95,95,95 policy
<b>Planned Interventions</b>	Strengthen the Community awareness activities Strengthen follow up of Nonviral load suppression and Lost to follow-up Strengthen the test and treat program Increase static and community screening including targeted testing Implement the 95-95-95 policy
<b>Budget Allocation (Billion)</b>	0.260

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<b>Performance Indicators</b>	Number of patients tested - 38162 95-95-95 target achieved
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### iii) Environment

<b>OBJECTIVE</b>	To eliminate generated infections and sepsis. To have a clean and safe working hospital environment To ensure proper hospital waste disposal and management
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<b>Issue of Concern</b>	Poor domestic waste management, hygiene and sanitation and compound outlook in the hospital compound and staff quarters
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<b>Planned Interventions</b>	Strengthen the IPC activities Coordination with the Municipal authority to manage wastes in the staff quarters Raise awareness to staff about commitment to maintenance of individual environment / compound Improve Management and maintenance of Incinerator
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<b>Budget Allocation (Billion)</b>	0.205
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<b>Performance Indicators</b>	Number of departments with hand washing facilities: 12 Number of IPC & 5s trainings conducted: 4 Incinerator serviced twice annually
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### iv) Covid

<b>OBJECTIVE</b>	To sensitize the communities in continuous observance of Standard Operating Procedures to comb the spread of Covid-19 and other emerging pandemics like Ebola, Kalas among others
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<b>Issue of Concern</b>	Majority of people do not observe Standard Operating Procedures (SOPs)
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<b>Planned Interventions</b>	Increased risk communication Strengthen infection control measures in the hospital Increased testing of suspected cases Build capacity of hospital and regional staffs to manage Cases Provide institutional cases management Strengthen capacity of districts
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<b>Budget Allocation (Billion)</b>	0.050
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<b>Performance Indicators</b>	Number of community sensitizations and dialogues conducted - 2 12 integrated radio talk shows 4 CMEs/ CPDs on case management
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## IX. PERSONNEL INFORMATION

**Table 9.1: Staff Establishment Analysis**

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Accountant	U4U	1	0
Anaesthetic Officer	U5(SC)	3	0
Assistant Engineering Officer	U5SC	2	0
Bio Medical Engineer	U4SC	1	0
Clinical Officer	U5(SC)	2	0
CLINICAL OFFICER Audiological	U5(SC)	1	0
Consultant (Medicine)	U1SE	1	0
Consultant (Paediatrics)	U1SE	1	0
Consultant (Surgery )	U1SE	1	0
Consultant Ophthalmology	U1SE	1	0
Dispenser	U5(SC)	2	0
ENROLLED NURSES	U7(Med)	5	0
INTERNAL AUDITOR	U4U	1	0
Inventory Management Officer	U4U	1	0
Medical Officer Special Grade (Paediatrics)	U2(Med-1)	1	0
Medical Officer Special Grade( Obstetrics & Gynaechology)	U2(Med-1)	1	0
Medical Officer Special Grade(ENT)	U2(Med-1)	1	0
Medical Officer Special Grade(Public Health)	U2(Med-1)	1	0
MEDICAL OFFICERS	U4 (Med-1)	5	0
NURSING OFFICER (MID WIFERY)	U5(SC)	5	0
Nursing Officer Nursing	U5 SC	5	0
Nursing Officer Psychiatric	U5 SC	2	0
Senior Anaesthetic Officer	U4(Med-2)	2	0
SENIOR ASSISTANT ACCOUNTANT	U5U	2	0
Senior Consultant (Obs. & Gyn)	US1E	1	0
Senior Consultant (Surgery)	US1E	1	0
Senior Nursing Officer	U4(Med-2)	3	0

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Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Stenographer Secretary	U5L	1	0

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## **Table 9.2: Staff Recruitment Plan**

N / A