

VOTE: 420 Mulago Specialized Women and Neonatal Hospital

I. VOTE MISSION STATEMENT

The hospital commits itself to Steward Access to quality specialized reproductive, maternal, paediatric and neonatal health care with cutting edge research and advanced training.

II. STRATEGIC OBJECTIVE

1. To provide high quality super specialized reproductive, maternal, Paediatric and neonatal care
2. To Enhance Research innovation and advanced training in reproductive, maternal, Paediatric and neonatal care
3. To strengthen Hospital Leadership and Governance, Infrastructure, Human Resource and Financial Sustainability

III. MAJOR ACHIEVEMENTS IN 2025/26

The Mulago Specialized Women and Neonatal Hospital MSWNH registered notable progress during the first half of the Financial Year 2025 2026 achieving milestones in service delivery patient care capacity strengthening research training and institutional development.

Under Strategic Objective one to provide high quality super specialized reproductive maternal Pediatric and neonatal care several departments registered significant achievements.

The Neonatal Intensive Care Unit NICU remained fully functional supporting survival of extremely premature babies including infants weighing 480g at 25 weeks and 500g at 24 weeks Survival outcomes were recorded at 65 percent for extremely preterm babies below 1000g 75 percent for moderate preterm babies between 1000 and 1500g and 9 percent for late preterm babies between 1500 and 2449g. The hospital established the Neonatal Clinical Support and Transportation Network NEST to coordinate neonatal consultations and referrals across the Kampala Metropolitan Region and received Baby Friendly Hospital Initiative BFHI recognition following assessment by the World Health Organization and Ministry of Health Uganda. Several Quality Improvement initiatives were implemented including vital signs monitoring compliance neurodevelopmental follow up pathways prevention of ventilator associated pneumonia and improved nursing documentation. The hospital also organized World Prematurity Day celebrations bringing together national stakeholders development partners civil society organizations and the private sector.

The Department of Reproductive Endocrinology and Infertility continued to provide infertility evaluation assisted reproductive technologies fertility preservation and management of reproductive endocrine disorders. Successful assisted reproduction outcomes were recorded including one live baby girl and one set of twins through IVF with additional pregnancies ongoing. A total of 1481 outpatients were attended to during the period demonstrating increasing demand for fertility services and diagnostic capacity was strengthened through acquisition of a Voluson ultrasound machine.

The Department of Gynecologic Oncology continued to provide specialized diagnosis treatment surgical management follow up and palliative care for gynecological cancers including endometrial and ovarian cancers and participated in the AOGU surgical camp which increased access to specialized surgical care.

The Laboratory Department processed 28179 tests out of 36745 requests demonstrating strong diagnostic capacity. Turnaround time improved with most tests completed within the expected timeframe. Diagnostic services were strengthened through establishment of a microbiology laboratory and introduction of advanced diagnostic technologies including GeneXpert molecular testing and an automated cryostat machine. Histopathology services processed 369 histology specimens 266 Pap smears and 40 cytology effusions. The laboratory also supported national surveillance through the Uganda Population Based HIV Impact Assessment program.

The Radiology Department expanded diagnostic imaging services including ultrasound CT scan Xray mammography fluoroscopy and interventional radiology. During the reporting period the department conducted over 7200 ultrasound scans 525 Xrays, 543 CT scans 332 fluoroscopy procedures and 76 mammography examinations, Diagnostic capacity was strengthened through acquisition of a Voluson P18 ultrasound machine and most imaging reports were issued within 24 hours supporting timely clinical decision making.

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Under Strategic Objective Two to enhance research innovation and advanced training the hospital strengthened research training and fellowship programs across departments. The first cohort of the Perinatology and Neonatology Fellowship Programme was completed with graduation expected in 2026, Research collaborations were strengthened including partnership with Karolinska University Hospital Sweden and participation in the Genetic Associations of Infertility in Africa study in collaboration with Makerere University, Laboratory and radiology departments supported postgraduate training mentorship and operational research contributing to evidence based clinical practice

Under Strategic Objective Three to strengthen leadership governance and institutional sustainability all planned Board and Senior Management meetings were conducted strengthening governance and institutional oversight. Non Tax Revenue performance remained strong with UGX 4860000000 collected representing 97 percent of the cumulative target. Staff welfare and professional capacity were strengthened through operation of a staff clinic sponsorship of midwives to attend the AOGU conference and collaboration with universities to support residency internship and fellowship programs. Current staffing levels stand at 44 percent of the specialized cadre with plans to increase capacity through expanded training and recruitment

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IV. MEDIUM TERM BUDGET ALLOCATIONS

Table 4.1: Overview of Vote Expenditure (Ushs Billion)

	2025/26		2026/27	MTEF Budget Projections				
	Approved Budget	Spent by End Dec	Budget Estimates	2027/28	2028/29	2029/30	2030/31	
Recurrent	Wage	16.099	7.558	21.820	22.911	24.056	25.259	26.522
	Non-Wage	16.420	6.864	18.746	21.558	25.870	31.044	37.253
Devt.	GoU	2.041	0.254	5.053	5.558	6.669	8.003	9.604
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	34.561	14.676	45.619	50.027	56.596	64.306	73.379	
Total GoU+Ext Fin (MTEF)	34.561	14.676	45.619	50.027	56.596	64.306	73.379	
Arrears	2.920	2.709	0.552	0.000	0.000	0.000	0.000	
Total Budget	37.480	17.385	46.170	50.027	56.596	64.306	73.379	
Total Vote Budget Excluding Arrears	34.561	14.676	45.619	50.027	56.596	64.306	73.379	

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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 2026/27	
	Recurrent	Development
Programme:12 Human Capital Development	40.566	5.053
Vote Function:01 Mulago Specialized Women and Neonatal Hospital Services	40.566	5.053
001 Administration and Support Services	38.466	5.053
002 Clinical Services	2.100	0.000
Total for the Vote	40.566	5.053

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V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

Programme: 12 Human Capital Development				
Vote Function: 01 Mulago Specialized Women and Neonatal Hospital Services				
Department: 001 Administration and Support Services				
Key Service Area: 000001 Audit and Risk Management				
PIAP Output: Improved Institutional capacity for HCD				
Programme Intervention: 129112 Capacitate institutions to deliver Human Capital Development Programme				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% availability of basic medical equipment	Percentage	2023/24	34%	80%
% availability of general furniture	Percentage	2023/24	42.9%	100%
% availability of medical furniture	Percentage	2023/24	22%	80%
% availability of Office Equipment	Percentage	2023/24	37%	80%
% availability of Office furniture	Percentage	2023/24	32%	80%
Client Charter Developed, disseminated and implemented	Number	2023/24	0	1
Number of Budget reports produced	Number	2023/24	0	4
Number of Feasibility studies conducted	Number	2023/24	0	4
Number of national, regional and international meetings and consultative meetings organised and attended	Number	2023/24	112	1

Key Service Area: 000004 Finance and Accounting

PIAP Output: Health service and service delivery standards developed, implemented and monitored

Programme Intervention: 123121 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative healthcare services.

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% of health workers expressing satisfaction with their jobs	Percentage	2023/24	N/A	80%
Client satisfaction level (%)	Percentage	2023/24	72%	80%

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Vote Function: 01 Mulago Specialized Women and Neonatal Hospital Services

Department: 001 Administration and Support Services

Key Service Area: 000005 Human Resource Management

PIAP Output: Adequate and well trained human resources for health at all levels in place

Programme Intervention: 123121 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative healthcare services.

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% of approved posts filled (Public)	Percentage	2023/24	34%	50%

Key Service Area: 000006 Planning and Budgeting services

PIAP Output: Gender and Equity in planning and budgeting enhanced

Programme Intervention: 125122 Promote gender equality and equity responsive planning, budgeting and implementation

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of PIAPS with gender and equity mainstreamed	Number	2023/24	0	28

Key Service Area: 000008 Records Management

PIAP Output: Birth and death registration scale up

Programme Intervention: 123174 Strengthen population planning and development along the life cycle approach including civil registration, vital statistics and national population data bank

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% of health facility births notified in DHIS2 and registered by NIRA	Percentage	2023/24	0%	100%
% of health facility deaths notified in DHIS2 and registered by NIRA	Percentage	2023/24	1%	100%

Key Service Area: 000013 HIV/AIDS Mainstreaming

PIAP Output: Access to HIV/AIDs prevention, control and treatment services improved

Programme Intervention: 123112 Reduce the burden of communicable diseases with focus on high burden diseases (Malaria, HIV/AIDS, TB, Neglected Tropical diseases, Hepatitis), epidemic prone diseases across all age groups emphasizing Primary Health Care Approach

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% of HIV positive Pregnant women initiated on ART	Percentage	2023/24	94%	100%

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Vote Function: 01 Mulago Specialized Women and Neonatal Hospital Services

Department: 001 Administration and Support Services

Key Service Area: 000013 HIV/AIDS Mainstreaming

PIAP Output: Access to HIV/AIDS prevention, control and treatment services improved

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
ART Retention rate at 12 months (%)	Percentage	2023/24	81%	90%

Key Service Area: 000089 Climate Change Mitigation

PIAP Output: Climate resilient health system built

Programme Intervention: 123111 Increase community ownership, access and utilization of health promotion, environmental health and community health services including persons with disabilities

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% of Health facilities with climate resilient infrastructure (Solar Energy, incinerators, WASH)	Percentage	2023/24	14.9%	1%

Key Service Area: 000090 Climate Change Adaptation

PIAP Output: Climate resilient health system built

Programme Intervention: 123111 Increase community ownership, access and utilization of health promotion, environmental health and community health services including persons with disabilities

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% of Health facilities with climate resilient infrastructure (Solar Energy, incinerators, WASH)	Percentage	2023/24	14.9%	1%

Key Service Area: 320021 Hospital Management and Support Services

PIAP Output: Financial diversification

Programme Intervention: 123171 Increase financial risk protection for health with emphasis on implementing the national health insurance scheme and scaling up health cooperatives

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Non-tax revenue generated (UGX Billion)	Value	2023/24	26	12

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Vote Function: 01 Mulago Specialized Women and Neonatal Hospital Services

Department: 001 Administration and Support Services

Key Service Area: 320021 Hospital Management and Support Services

PIAP Output: Mechanisms for reducing workplace injuries, accidents and occupational diseases implemented

Programme Intervention: 124112 Improving Occupational Safety and Health (OSH) management

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of stakeholders trained on best practices of Occupational Safety and Health management	Number	2023/24	500	50

Department: 002 Clinical Services

Key Service Area: 320009 Diagnostic Services

PIAP Output: Medical Laboratory and diagnostic imaging services strengthened

Programme Intervention: 123116 Improve curative, palliative, rehabilitative and geriatric care services

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% of Hospital laboratories that have been ISO accredited	Percentage	2023/24	42%	50%
Average equipment downtime (days) for laboratory equipment	Number	2023/24	90	2
Average equipment downtime (days) for Radiology equipment	Number	2023/24	60	2
Radiology and imaging units accredited (ISO 15189:2022)	Number	2023/24	2	1

Key Service Area: 320022 Immunisation Services

PIAP Output: Increase access to immunization against childhood diseases

Programme Intervention: 121213 Increase access to immunization against childhood diseases

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% of Children under one year fully immunized	Percentage	2023/24	85.9%	20%
% of under 5 children dewormed in last 6 months	Percentage	2023/24	28.9%	20%
Measles-Rubella 2nd dose Coverage	Percentage	2023/24	40.9%	20%

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Vote Function: 01 Mulago Specialized Women and Neonatal Hospital Services

Department: 002 Clinical Services

Key Service Area: 320123 Specialised Inpatient services

PIAP Output: Centres of excellency in provision of onchology, cardiovascular and trauma services at both National and Regional Levels and foster regional integration established

Programme Intervention: 123113 Prevent and control Non-Communicable diseases with specific focus on cancer, cardiovascular, genetic, renal, endocrine, mental, trauma and malnutrition across all age groups.

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% of Women 25 - 49 years screened for cervical cancer	Percentage	2023/24	23%	40%

PIAP Output: Quality curative, palliative, rehabilitative and geriatric care services provided

Programme Intervention: 123116 Improve curative, palliative, rehabilitative and geriatric care services

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Bed Occupancy Rate (%)	Percentage	2023/24	62%	85%

Key Service Area: 320124 Specialised Outpatient services

PIAP Output: Nutrition promotion and malnutrition rehabilitation services strengthened

Programme Intervention: 123113 Prevent and control Non-Communicable diseases with specific focus on cancer, cardiovascular, genetic, renal, endocrine, mental, trauma and malnutrition across all age groups.

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% of outpatients (0-5 years) who received a nutritional assessment	Percentage	2023/24	23%	10%

Project: 1929 Institutional Development Project for Mulago Specialized Women and Neonatal Hospital

Key Service Area: 000003 Facilities and Equipment Management

PIAP Output: Health Infrastructure improved

Programme Intervention: 123121 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative healthcare services.

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% of Health Facilities whose medical equipment were serviced in the previous qtr	Percentage	2023/24	0%	80%

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Vote Function: 01 Mulago Specialized Women and Neonatal Hospital Services

Project: 1929 Institutional Development Project for Mulago Specialized Women and Neonatal Hospital

Key Service Area: 000003 Facilities and Equipment Management

PIAP Output: Health Infrastructure improved

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% of Health facilities with adequate clean energy (solar) source	Percentage	2023/24	TBD	1%

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VI. VOTE NARRATIVE

Vote Challenges

Strategic Objective one, To provide high quality super specialized reproductive maternal Pediatric and neonatal care

Increasing survival of premature babies has created demand for additional specialized services currently limited including Retinopathy of Prematurity ROP screening by ophthalmologists audiology services for early detection of hearing impairment and neurological and developmental followup for babies surviving birth asphyxia

Many neonates present with congenital heart disease yet the hospital lacks a dedicated cardiologist and echocardiography services requiring referral to the Uganda Heart Institute Transporting critically ill neonates for diagnostic services increases clinical risk and may destabilize patients

The NICU requires a dedicated pediatric surgical team to manage congenital anomalies necrotizing enterocolitis NEC intestinal perforations and other neonatal surgical emergencies

In Gynecologic Oncology low patient volumes during certain periods affect optimal utilization of specialized services and training opportunities

In the laboratory frequent stockouts of reagents and consumables disrupt diagnostic services and continuity of laboratory testing

Strategic Objective Three, To strengthen Hospital Leadership and Governance Infrastructure Human Resource and Financial Sustainability

Medicines and medical supplies not supplied by NMS require UGX 2,914,000,000 per financial year against an allocation of UGX 1,395,000,000 leaving a funding gap of UGX 1,519,000,000 affecting procurement of specialized fertility imaging and intensive care consumables

Medicines supplied through NMS require UGX 5,455,000,000 against an allocation of UGX 2,500,000,000 leaving a variance of UGX 2,955,000,000 resulting in partial deliveries and recurrent stockouts of obstetric anesthesia and emergency medicines

Staffing remains inadequate with 422 staff against an approved structure of 971 representing about 44 percent staffing capacity Some staff have retired and have not yet been replaced Additional staffing is required particularly for the Paediatric Unit

NICU faces human resource shortages with a nurse to patient ratio of 1 to 6 far below the recommended ratio for critically ill neonates leading to staff fatigue burnout reduced monitoring time increased risk of medical errors and limited time for family counseling

The hospital is experiencing increasing high risk pregnancy and neonatal referrals placing pressure on staff equipment and bed capacity

The Department of Reproductive Endocrinology and Infertility faces faulty minimally invasive surgical equipment nonfunctional laparoscopy and hysteroscopy equipment limited IVF service scope absence of gamete donor services billing system gaps lack of a dedicated IVF electronic system limited menopause medications and infrastructure gaps including lack of UPS for the Voluson ultrasound machine and inadequate air conditioning

Laboratory Services face unstable power supply inadequate laboratory safety infrastructure staffing shortages with 16 technical staff against an ideal 46 lack of critical cadres including pathologists microbiologists hematologists histotechnologists and cytotechnologists incomplete infrastructure for hematology and clinical chemistry limited laboratory furniture and lack of essential pathology equipment

Radiology Department has only three radiologists with one on study leave limiting reporting capacity No fully functional PACS system exists limiting digital storage retrieval and remote access to imaging studies Imaging rooms have faulty air conditioning and some ultrasound units and a portable Xray machine require maintenance Budget constraints affect procurement of consumables maintenance contracts and equipment servicing

Utility and equipment maintenance funding gaps remain significant Water supply requires UGX 1,380,000,000 per financial year against an allocation of UGX 257,000,000 leaving a gap of UGX 1,123,000,000 Electricity requires UGX 900,000,000 against an allocation of UGX 539,000,000 leaving a

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gap of UGX 361,000,000

Equipment maintenance requires UGX 4,429,000,000 annually against an allocation of UGX 1310000000 leaving a gap of UGX 3,120,000,000 affecting preventive maintenance and repairs for critical equipment including the oxygen plant CT scan laboratory and radiology machines Maintenance civil works require UGX 1,300,000,000 to address leakages

Plans to improve Vote Performance

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The plan to improve vote performance focuses on strengthening service delivery infrastructure human resources financial sustainability governance and quality systems across reproductive maternal neonatal laboratory and radiology services among others

In the short term priorities include optimizing service efficiency finalizing specialized pediatric services improving theatre utilization repairing critical equipment strengthening billing systems reducing reagent stockouts and addressing urgent staffing gaps

Immediate actions also focus on protecting equipment through power stabilization improving laboratory turnaround times strengthening mentorship and supervision and updating financial tracking for specialized services

The hospital will engage the Ministry of Health for recruitment and specialist retention support with priority deployment to highrisk units

In the medium term the focus shifts to expanding specialized services such as gamete donor programs IVF system automation menopause care advanced minimally invasive surgery molecular diagnostics and interventional radiology

Key developments include establishing ROP screening audiology neurodevelopmental followup services restructuring the laboratory for accreditation readiness activating PACS in radiology and increasing staffing levels

The institution will prioritize preventive maintenance schedules strengthen partnerships through MOUs and training collaborations and continue lobbying the Ministry of Finance Planning and Economic Development for increased funding

Energyuse monitoring and efficiency practices will also be introduced to reduce utility costs and resource leakage

Over the long term the hospital aims to establish major infrastructure and specialized centers including a breastmilk bank ROP center pediatric unit and Angio suite The goal is to position the institution as a regional training hub for neonatal and specialized care achieve laboratory accreditation ISO 151892022 expand highvalue services and strengthen financial sustainability through partnerships improved revenue generation and efficient resource utilization

Overall the hospital emphasizes service expansion quality improvement workforce strengthening preventive maintenance cost control mentorship and sustainable financing to enhance overall vote performance and institutional impact

VII. Off Budget Support and NTR Projections

Table 7.1: Off Budget Support by Project and Department

N/A

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Revenue Code	Revenue Name	FY2025/26	Projection FY2026/27
142162	Sale of Medical Services-From Government Units	10.000	12.000
Total		10.000	12.000

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VIII. PERSONNEL INFORMATION

Table 8.1: Staff Establishment Analysis

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
ARTISAN MATE	U8L	2	0
ASSISTANT ACCOUNTANT	U6U	6	0
Assistant Nursing Officer	U5	370	198
ASSISTANT PROCUREMENT OFFICER	U5U	1	0
Consultant (Benign Gynaecology)	U1SE	4	1
Consultant (Maternal Fetal Medicine)	U1SE	6	1
Consultant Radiology	U1SE	2	0
Consultant(Reproductive Medicine)	U1SE	4	2
Customer Care Assistant	U7	10	0
DHOBI	U8L	10	5
DRIVER	U8	10	3
Embryologist	U2	5	1
ENGINEERINGTECHNICIAN	U6U	4	1
Housekeeper	U6	10	2
Inventory Management Officer	U4	4	1
Lab Technician	U5	10	7
LABORATORY TECHNOLOGIST	U5(SC)	13	4
Medical Officer	U4 (Med-1)	8	6
Medical Officer (Special Grade)	U2 (Med-1)	36	12
Mortuary Assistant	U7	4	0
NURSING OFFICER (MID WIFERY)	U5(SC)	30	3
NURSING OFFICER (NURSING)	U5(SC)	20	6
Office Attendants	U8	11	4
Personal Secretary	U4	5	0
PHARMACIST	U4 (Med-1)	4	2
PHARMACY ATTENDANT	U4	10	6
PHYSIOTHERAPIST	U5	4	1

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Title	Salary Scale	Number of Approved Positions	Number of filled Positions
PRINCIPAL RADIOGRAPHER	U2	1	0
Records Officer	U4	2	0
Senior Bio Medical Engineer	U3	1	0
Senior Consultant (Neonatologist/ Pediatician)	U1SE	1	0
SENIOR HOUSEKEEPER	U5	1	0
Senior Human Resource Officer	U3	1	0
Senior Internal Auditor	U3	1	0
Senior Laboratory Technologist	U4	11	0
senior medical social worker	U3	1	0
SENIOR NURSING OFFICER	U3	10	2
SENIOR PHYSIOTHERAPIST	U4	2	1
SENIOR PSYCHIATRIC CLINICAL OFFICER	U4(Med-2)	1	0
SENIOR RECORDS OFFICER	U3L	1	0
Sterilisation Production Assistant	U7	10	1

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Table 8.2: Staff Recruitment Plan

Post Title	Salary Scale	No. Of Approved Posts	No. Of Filled Posts	No. Of Vacant Posts	No. Of Posts Cleared for Filling FY2026/27	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
ARTISAN MATE	U8L	2	0	2	1	213,832	2,565,984
ASSISTANT ACCOUNTANT	U6U	6	0	6	1	436,677	5,240,124
Assistant Nursing Officer	U5	370	198	172	31	1,200,000	446,400,000
ASSISTANT PROCUREMENT OFFICER	U5U	1	0	1	1	598,822	7,185,864
Consultant (Benign Gynaecology)	U1SE	4	1	3	1	4,200,000	50,400,000
Consultant (Maternal Fetal Medicine)	U1SE	6	1	5	2	4,200,000	100,800,000
Consultant Radiology	U1SE	2	0	2	1	4,200,000	50,400,000
Consultant(Reproductive Medicine)	U1SE	4	2	2	1	4,200,000	50,400,000
Customer Care Assistant	U7	10	0	10	2	343,792	8,251,008
DHOBI	U8L	10	5	5	1	213,832	2,565,984
DRIVER	U8	10	3	7	1	221,987	2,663,844
Embryologist	U2	5	1	4	1	3,750,000	45,000,000
ENGINEERINGTECHNICIAN	U6U	4	1	3	2	436,677	10,480,248
Housekeeper	U6	10	2	8	1	405,239	4,862,868
Inventory Management Officer	U4	4	1	3	1	876,222	10,514,664
Lab Technician	U5	10	7	3	1	1,200,000	14,400,000
LABORATORY TECHNOLOGIST	U5(SC)	13	4	9	1	1,200,000	14,400,000
Medical Officer	U4 (Med-1)	8	6	2	1	3,000,000	36,000,000
Medical Officer (Special Grade)	U2 (Med-1)	36	12	24	6	4,500,962	324,069,264
Mortuary Assistant	U7	4	0	4	1	283,792	3,405,504
NURSING OFFICER (MID WIFERY)	U5(SC)	30	3	27	7	1,200,000	100,800,000
NURSING OFFICER (NURSING)	U5(SC)	20	6	14	3	1,200,000	43,200,000
Office Attendants	U8	11	4	7	1	221,987	2,663,844

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Post Title	Salary Scale	No. Of Approved Posts	No. Of Filled Posts	No. Of Vacant Posts	No. Of Posts Cleared for Filling FY2026/27	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Personal Secretary	U4	5	0	5	1	723,868	8,686,416
PHARMACIST	U4 (Med-1)	4	2	2	1	3,000,000	36,000,000
PHARMACY ATTENDANT	U4	10	6	4	1	313,832	3,765,984
PHYSIOTHERAPIST	U5	4	1	3	1	1,200,000	14,400,000
PRINCIPAL RADIOGRAPHER	U2	1	0	1	1	3,100,000	37,200,000
Records Officer	U4	2	0	2	1	723,868	8,686,416
Senior Bio Medical Engineer	U3	1	0	1	1	2,300,000	27,600,000
Senior Consultant (Neonatologist/ Padiatrician)	U1SE	1	0	1	1	4,500,000	54,000,000
SENIOR HOUSEKEEPER	U5	1	0	1	1	462,852	5,554,224
Senior Human Resource Officer	U3	1	0	1	1	933,461	11,201,532
Senior Internal Auditor	U3	1	0	1	1	1,046,396	12,556,752
Senior Laboratory Technologist	U4	11	0	11	3	2,200,000	79,200,000
senior medical social worker	U3	1	0	1	1	933,461	11,201,532
SENIOR NURSING OFFICER	U3	10	2	8	2	3,100,000	74,400,000
SENIOR PHYSIOTHERAPIST	U4	2	1	1	1	2,200,000	26,400,000
SENIOR PSYCHIATRIC CLINICAL OFFICER	U4(Med-2)	1	0	1	1	2,200,000	26,400,000
SENIOR RECORDS OFFICER	U3L	1	0	1	1	902,612	10,831,344
Sterilisation Production Assistant	U7	10	1	9	2	613,158	14,715,792
Total					91	68,757,329	1,799,469,192