

Internal Advert for Operationalizing Mother Kevin Wing - Phase one

The Board of Governors of St. Francis Hospital Nsambya approved the operationalization of Mother Kevin Wing as the new Private arm of the Hospital on the 1st August 2023.

The Hospital, therefore, invites applications from qualified Internal Staff who fully meet the required job specifications and with the right personal attributes to occupy the following positions in the first phase of operationalizing Mother Kevin Wing

Post: Medical Officer

Reports to: Head Mother Kevin Wing

Number of Vacancies: 04

Salary Scale:G5

Nature of Employment: Full-Time, Three-year Contract

Ref: SFHM-23/1

Job Requirements:

- Minimum of Bachelor's Degree in Medicine & Surgery (MBChB) obtained from a recognized Institution of Higher Learning.
- Full registration with the Uganda Medical and Dental Practitioners Council;
- Valid Annual Practicing License (APL);
- Membership to a relevant professional association (s).
- Minimum of two (2) years of working experience in a Hospital setting

CORE COMPETENCIES:

He/she should have the following core competencies:

- Health services delivery
- Communication in clinical context
- Data management and analysis
- Health Risk management
- ICT skills
- Adult Teaching

Key Responsibilities for the Role:

1. Examine, Diagnose, and prescribe medication for treatment to Private wing Patients in line with the standard operating procedures
2. Evaluate patients and refer them to the appropriate specialist where necessary
3. Identify and consult specialist regarding patients that require advanced care
4. Coordinate Patients admission where necessary ,and refer him/her to appropriate team
5. Coordinate referrals of patients that require care from outside specialist facilities as per the Hospital guidelines
6. Ensure appropriate documentation is done for all contacts between medical personnel and patients

7. Respond to queries raised by clients and their stakeholders
8. Prepare medical reports as requested by the patients
9. Perform any other duties as may be assigned from time to time by your supervisor

2. Post: Area Nursing Manager

Reports to: Senior Principal Nursing Officer

Number of Vacancies: 01

Salary Scale:G5

Nature of Employment: Full-Time, Three-year Contract

Ref: SFHM-23/2

Job Requirements:

- A minimum of Bachelor's degree in nursing/midwifery obtained from a recognized Institution of Higher Learning
- Full registration with the Uganda Nurses and Midwives Council;
- Valid Annual Practicing License (APL)
- Minimum of five (5) years of working experience of which three (3) must have been gained from a supervisory position in a reputable Health Institution

CORE COMPETENCIES:

He/she should have the following Core competencies:

- Good working knowledge of nursing practices
- Health and Safety Management
- Communication
- Supervisory Skills
- Health risk assessment
- ICT skills
- Customer care
- Adult learning/teaching

Key Responsibilities for the role:

1. Supervise the day-to-day Client Centred nursing care provision in the Hospital's Private Wing.
2. Design, and implement Client care centred Nursing plan for the Private Wing
3. Draw, allocate, and monitor duty coverage of nurses and midwives at the Private Wing to ensure time and client Centred Care
4. Monitor compliance of infection control and practices in the Private Wing
5. Draw, implement, and monitor quality improvement strategies in nursing of patients at the Hospital's Private wing.
6. Carry out risk assessment for the Private Wing Nursing process and devise mitigation Plans
7. Prepare and submit regular reports to management as may be required from time to time

8. Coach, mentor, and manage performance and productivity of all Nurses deployed in the private wing in accordance with St. Francis Hospital Nsambya performance management guidelines
9. Participating in planning, budgeting, monitoring and evaluation of Nursing/Midwifery Services of staff on MKW
10. Carry out any lawful duties that may be assigned by the Supervisor and Management from time to time.

3. Post: Senior Nursing officer

Reports to: Nursing Area Manager

Number of Vacancies:04

Salary Scale: G6

Nature of Employment: Full- Time, Three-year Contract

Ref: SFHM-23/3

Job Requirements:

- Minimum of Bachelor's degree in nursing obtained from a recognized Institution of Higher Learning.
- Full registration with the Uganda Nurses and Midwives Council;
- Valid Annual Practicing License (APL)
- Minimum of four (4) years' working experience as a Nurse of which two (2) must have been gained from supervisory position in reputable Health Institution

CORE COMPETENCIES:

He/she should have the following Core competencies:

- Good working knowledge of nursing practices
- Health and Safety Management
- Communication
- Supervisory Skills
- Health risk assessment
- ICT skills
- Customer care
- Coaching and Mentoring

Key Responsibilities for the role:

1. Plan and implement Nursing Care Services to the Private Wing patients
2. Deploy Registered and Enrolled Nurses and ensure they provide the right services to the patient
3. Ensure the ward has the relevant supplies and equipment all the time to facilitate service provision to the patients

4. Requisition and account all supplies and equipments in the ward
5. Mentor and coach Nurses under your jurisdiction to deliver quality services to the patients and care taker
6. Ensure patients conditions are observed and documented for the Doctor's attention all the time
7. Plan, and Budget for the Ward activities and programs as per the Hospital Finance Management policy and procedure
8. Respond to queries raised by clients and their stakeholders
9. Carry out any lawful duties that may be assigned by the Supervisor and Management from time to time.

4. Post: Registered Nurse (DN)

Reports to: Senior Nursing Officer

Number of Vacancies:08

Salary Scale: G7

Nature of Employment: Full – Time, Three-year Contract

Ref: SFHM-23/4

Job Requirements:

- Minimum of Diploma in nursing obtained from a recognized Institution of Higher Learning.
- Full registration with the Uganda Nurses and Midwives Council;
- Valid Annual Practicing License (APL)
- Minimum of two (2) years' working experience as a Nurse from a reputable Health Institution

CORE COMPETENCIES:

He/she should have the following Core competencies:

- Good working knowledge of nursing practices
- Communication
- ICT skills
- Customer care
- Coaching and Mentoring

Key Responsibilities for the role:

1. Assess patient health risks, and provide nursing patient centred for all patients that come to the private wing
2. Provide emotional, psychological, spiritual support, and medical information to patients and their families
3. Facilitate admission, transfer and discharge of patients
4. Monitor compliance with infection control and practices in the clinical area

5. Monitor, assess, and document patients, Conditions and response to treatment for In-charge attention
6. Mentor, and coach Nurses under your jurisdiction to deliver quality services to the patients and caretakers
7. Respond to queries raised by clients and their stakeholders
8. Compile daily activity reports and handover to the ward Manager
9. Requisitioning and accounting for medical supplies and equipment ; Managing and accounting for allocated resources
10. Maintain working place infrastructure in good working condition
11. Perform any other duties as may be assigned from time to time by your supervisor

5. Post: Enrolled Nurse (CN)

Reports to: Registered Nurse (DN)

Number of Vacancies:08

Salary Scale: G7

Nature of Employment: Full – Time, Three-year Contract

Ref: SFHM-23/5

Job Requirements:

- Minimum of Certificate in nursing obtained from a recognized Institution of Higher Learning.
- Full registration with the Uganda Nurses and Midwives Council;
- Valid Annual Practicing License (APL)
- Minimum of two (2) years' working experience as Clinical Nurse from a reputable Health Institution

CORE COMPETENCIES:

He/she should have the following Core competencies:

- Good working knowledge of nursing practices
- Communication
- ICT skills
- Customer care

Key Responsibilities for the role:

1. Receiving patients, register admissions, discharges and deaths
2. Triage patients' condition on arrival to the facility
3. Administer treatments of patients as directed by the immediate Supervisor
4. Practice infection control and prevention measures in patient care activities
5. Maintain a safe, clean working environment, and protect patients and caretakers from contracting infections
6. Provide care education to patients, caregivers and family members
7. Respond to queries raised by clients and their stakeholders

8. Maintain working space infrastructure in good working condition
9. Perform any other duties as may be assigned from time to time by your supervisor

6.Post: Senior Staff Midwife

Reports to: Nursing Area Manager

Number of Vacancies:04

Salary Scale: G6

Nature of Employment: Three-year Contract

Ref: SFHM-23/6

Job Requirements:

- Minimum of Bachelor's degree in midwifery obtained from a recognized Institution of Higher Learning.
- Full registration with the Uganda Nurses and Midwives Council;
- Valid Annual Practicing License (APL)
- Minimum of four (4) years working experience as a Registered Midwife Nurse gained from supervisory position in reputable Health Institution

CORE COMPETENCIES:

He/she should have the following Core competencies:

- Good working knowledge of nursing practices
- Health and Safety Management
- Communication
- Supervisory Skills
- Health risk assessment
- ICT skills
- Customer care
- Coaching and Mentoring

Key Responsibilities for the role:

1. Plan and implement Midwifery Care Services for Mothers in the Private Wing of the Hospital
2. Deploy Registered, and Enrolled Midwifery, and ensure they provide the right services to the expectant Mothers in the Private Wing
3. Ensure the Labor suit has the relevant supplies and equipment all the time to facilitate service provision to the Mothers
4. Requisition and account for all supplies and equipment in the labour suits
5. Mentor, and coach Midwife under your jurisdiction to deliver quality services to the Mothers and caretakers

6. Ensure the mother's and Baby's conditions are observed and documented for the Doctor's attention all the time
7. Plan, and Budget for the labour Ward activities, and programs as per the Hospital Finance Management policy and procedure
8. Respond to queries raised by clients (Mothers), and their stakeholders
9. Carrying out HRM functions including identifying nursing health workforce needs, performance Appraisal and training
10. Perform any other duties as may be assigned from time to time by your supervisor

7.Post: Registered Midwife (DM)

Reports to: Senior Staff Midwife

Number of Vacancies:08

Salary Scale: G7

Nature of Employment: Full-Time; Three-year Contract

Ref: SFHM-23/7

Job Requirements:

- Minimum of Diploma in Midwifery obtained from a recognized Institution of Higher Learning.
- Full registration with the Uganda Nurses and Midwives Council;
- Valid Annual Practicing License (APL)
- Minimum of two (2) years' working experience as Midwifery Nurse from a reputable Health Institution

CORE COMPETENCIES:

He/she should have the following Core competencies:

- Good working knowledge of Midwifery practices
- Communication
- ICT skills
- Customer care
- Coaching and Mentoring

Key Responsibilities for the role:

1. Assess Pregnant Mother health risks , and provide expectant Mother centred Care for all Mothers that come to the Private wing
2. Provide emotional , psychological , spiritual support, medical information to Pregnant mothers and their Caretaker
3. Facilitate admission, transfer and discharge of mothers after delivery
4. Monitor compliance of infection control and practices in the Private wing labor ward
5. Monitor, assess, and document Mother's Conditions and response to treatment for In-charge attention

6. Mentor ,and coach Midwife under your jurisdiction to deliver quality services to the Mother, and caretaker
7. Respond to queries raised by clients and their stakeholders
8. Compile daily ward reports ,and handover to the ward Manager
9. Requisitioning and accounting for medical supplies and equipment; Managing and accounting for allocated resources
10. Maintain workspace infrastructure in good working condition
11. Perform any other duties as may be assigned from time to time by your supervisor

8. Post: Enrolled Midwife (CM)

Reports to: Registered Midwife (DM)

Number of Vacancies:08

Salary Scale: G7

Nature of Employment: Full- Time, Three-year Contract

Ref: SFHM-23/8

Job Requirements:

- Minimum of a Certificate in Midwifery obtained from a recognized Institution of Higher Learning.
- Full registration with the Uganda Nurses and Midwives Council;
- Valid Annual Practicing License (APL)
- Minimum of two (2) years working experience as Midwifery Nurse from a reputable Health Institution

CORE COMPETENCIES:

He/she should have the following Core competencies:

- Good working knowledge of Midwifery practices
- Communication
- ICT skills
- Customer care

Key Responsibilities for the role:

1. Receive Expectant Mothers , register admissions, and discharges in line with the department guidelines
2. Provide high quality antenatal ,and postnatal care to maximize the women's health during and after pregnancy in the Private Wing
3. Triage condition on arrival to the facility to detect problems early and manage or refer for any complications.
4. Plan, and review pregnant women's care centered, from the initial antenatal assessment through to the postnatal period

5. Provide information ,and counsel pregnant women on prenatal self-care including nutrition, hygiene, breastfeeding, and danger signs in pregnancy and childbirth
6. Maintain working space infrastructure in good working condition
7. Respond to queries raised by clients and their stakeholders
8. Perform any other duties as may be assigned from time to time by your supervisor

9. Laboratory Technician

Reports: Head Clinical Laboratory & Research

Number of Vacancies: 01

Salary Scale: G7(2)5

Nature of Employment: Full-Time, Three-year Contract

Ref: SFHM-23/9

Job Requirements :

- A minimum of a Diploma in Medical Laboratory Technology or its equivalent from a recognized University / Medical Institution;
- Full registration with the Allied Health Professionals Council (AHPC);
- Valid Annual Practicing License (APL);
- A minimum of work experience of three (3) years as a Laboratory Technician from a recognized Health facility.

CORE COMPETENCIES:

He/she should have the following Core competencies:

- Good working knowledge of Laboratory testing techniques
- Communication
- Supervisory skills
- ICT skills
- Adult Teaching

Key Responsibilities for the Role :

1. Supervise the day to day provision of timely , and quality laboratory services to the Private Wing
2. Perform specimen collection , prepare them for analysis , and ensure results are released as per the operating procedures in force forward
3. Maintain adequate quantity and quality of the Laboratory reagents and supplies needed all the times
4. Maintain a clean, safe ,and conducive working environment in line with the good laboratory practices
5. Implement quality assurance and quality control procedures of the laboratory tests and laboratory equipment as per the best Laboratory practices

6. Carry out routine maintenance, and perform checks on equipment and report unresolved defect to the immediate Supervisor
7. Respond to queries raised by clients and other stakeholders in line with the Departmental guidelines
8. Prepare and submit weekly laboratory activities to the supervisors
9. Keep accurate records of tests include trending and filing of results;
10. Carry out any lawful duties that may be assigned by the Supervisor and Management from time to time

10. Laboratory Assistant

Reports to: Laboratory Technician

Number of Vacancies: 02

Salary Scale: G7(2)5

Nature of Employment: Full-Time, Three-year Contract

Ref: SFHM-23/10

Job Requirements :

- A minimum of a Certificate in Medical Laboratory Technology or its equivalent from a recognized University / Medical Institution;
- Full registration with the Allied Health Professionals Council (AHPC);
- A minimum of two (2) years working experience as Laboratory Assistant in a reputable Health facility.

CORE COMPETENCIES:

He/she should have the following Core competencies:

- Good working knowledge of Laboratory testing techniques
- Communication
- Supervisory skills
- ICT skills
- Adult Teaching

Key Responsibilities for the role

1. Collect samples from patients, and activate test requests in the modulab system for further processing
2. Review supplies, and reagents needed for Laboratory testing and update stockroom inline with the departmental guidelines
3. Maintain safe storage of all specimen analyzed as per the best Laboratory practices
4. Carryout simple repairs and adjustment of laboratory equipments to achieve optimum instrument performance according to the Manufacturers Manual
5. Clean Laboratory equipment, operate autoclaves, and disinfect Laboratory Surfaces and counters according to the laboratory safety procedures

6. Respond to queries raised by clients and other stakeholders in line with the Departmental guidelines
7. Prepare and submit weekly laboratory activities to the supervisors
8. Keep accurate records of tests include trending and filing of results;
9. Carry out any lawful duties that may be assigned by the Supervisor and Management from time to time

11.Post: Pharmaceutical Assistant

Reports to: Hospital Pharmacist

Number of Vacancies: 02

Salary Scale: G7(2)

Nature of Employment: Three-year Contract

Ref: SFHM-23/11

MINIMUM QUALIFICATION:

Applicants should be holding:

- A minimum of a certificate in pharmaceuticals or nursing and / or Midwifery with formal training in drugs dispensing from a recognized University / Medical Institution;
- Full registration with the appropriate body
- Valid Annual Practicing License (APL);
- Applicants should have a minimum of two (2) years' working experience

CORE COMPETENCIES:

He/she should have the following Core competencies:

- Good working Knowledge in provision of pharmaceutical services
- Drug stock projection and management
- Pharmaceutical risk assessment
- Communication
- ICT skills
- Customer care
- Adult learning/teaching

CRITICAL WORK FUNCTIONS FOR THE ROLE:

1. Review drug prescriptions by doctors and other clinicians and dispense medications to patients
2. Capture all dispensed drugs in the Dispensing Log and provide to management daily and monthly totals
3. Provide instructions to patients on drug dosing schedules, the likely side effects and how to avoid them and other safety measures and Counseling Patients regarding proper drug-use.

4. Conduct regular stock taking under the supervision of the Pharmacist/Pharmacy Technician
5. Keep records of all drugs received and dispensed.
6. Liaise with the store-keeper, to receive drugs and to report on quantities issued to Patients
7. Provide comprehensive information to the Patients and their caregivers relating to their health.
8. Carry out any other lawful duties that may be assigned by the Supervisor and Management from time to time.

12.Auxiliary Staff

Senior Staff Nurse

Number of Vacancies: 02

Salary Scale: G7(2)5

Nature of Employment: Full-Time, Three-year Contract

Ref: SFHM-23/12

Job Requirements :

- A minimum A- level qualification

CORE COMPETENCIES:

He/she should have the following Core competencies:

- Good working knowledge of Hospital operations
- Communication
- Customer care
- Records Management
- ICT skills

Key Responsibilities for the role :

1. Prepare dressing packs and drums for sterilization and collecting them to and fro the central sterile supply department
2. Collect I.V fluids, drugs and any other supplies as per the supervisor direction (
3. Take and collect linen to and from the house keeping office
4. Collect medical equipments from stores and workshops as per the Department guidelines
5. Ensure any used sundries are delivered to the incinerator in line with the Hospital infection control guidelines **in place**.
6. Carry specimen to the laboratory and collecting laboratory results (role of nurses)
7. Assisting urses/Midwives to wheel patients to and from theatre, X-ray and scan in company of a qualified staff

13.Cashier / Accounts Assistant

Reports to: Finance Manager

Number of Vacancies: 01

Salary Scale: G7(2)5

Nature of Employment: Full- Time, Three-year Contract

Ref: SFHM-23/13

Job Requirements :

- Honours Degree in Finance, Accounting or any Business Related Discipline
- Professional Qualification in Accounting added advantage
- A minimum of two (2) years working experience in Hospital setting in a reputable Health facility.

CORE COMPETENCIES:

He/she should have the following Core competencies:

- Good working knowledge of Hospital operations
- Communication
- Customer care
- Records Management
- ICT skills

Key Responsibilities for the Role :

1. Collect and account cash received and issue receipts to clients in line with the Hospital cash management process
2. Maintain accurate records of cash collected
3. Receive and attend to customer queries, complaints and general information inquiries in line with the Hospital's policy
4. Declaring both cash collections and credit transactions at the end of the working shift to the Treasury office.
5. Issue invoices for services received on credit to the approved clients as per the Hospital's guidelines
6. Take all necessary security precautions to ensure that cash is held in a safe and secure manner
7. Carry out any lawful duties that may be assigned by the Supervisor and Management from time to time

14. Billing officer

Reports to: Head Billing Section

Number of Vacancies: 01

Salary Scale: G7(2)5

Nature of Employment: Full-Time, Three-year Contract

Ref: SFHM-23/14

Job Requirements :

- Honors Degree in Finance, Accounting or any Business Related Discipline
- Professional Qualification in Accounting is an added advantage
- A minimum of two (2) years of working experience in a Hospital setting in a reputable Health facility.

CORE COMPETENCIES:

He/she should have the following Core competencies:

- Good working knowledge of Hospital operations

- Communication
- Customer care
- Records Management
- ICT skills

Key Responsibilities for the role :

1. Ensure that all services offered to the patients are billed/invoiced accurately in line with the Hospital Service pricing structure
2. Verify Insurance status, approvals levels required obtained, and confirm biometrics are captured as per the procedure for insured patients
3. Update patients' bills daily in coordination with other billing points within the hospital and other external partners
4. Carry out routine ward rounds to collect billing information and update the clients and patients on a daily basis
5. Process final patients bills within one hour from the time of discharge for inpatients and instant for outside patients
6. Prepare the physical corporate invoices-claims and attach the relevant documents for dispatch within the agreed credit period to the appropriate Insurance company
7. Respond to Patients' and Caretakers requests, concerns and feedback on the floor as per the Hospital standards
8. Prepare daily, weekly and monthly billing reports to the immediate supervisor
9. Carry out any lawful duties that may be assigned by the Supervisor and Management from time to time

15. Admission Officer

Reports to:

Number of Vacancies: 01

Salary Scale: G7(2)5

Nature of Employment: Full-Time, Three-year Contract

Ref: SFHM-23/15

Job Requirements :

- Registered Nurse / Midwife or its equivalent from a recognized University / Medical Institution
- A minimum of two (2) years working experience in Hospital setting in a reputable Health facility.

CORE COMPETENCIES:

He/she should have the following Core competencies:

- Good working knowledge of Hospital operations
- Communication
- Customer care
- Records Management
- ICT skills
- Adult Teaching

Key Responsibilities for the role:

1. Guide patients through the admission process and gather relevant personal information through pre-admission interviews before the admission process is complete
2. Respond to the concerns, and complaints from the patients, care takers, public and the staff regarding admission procedures including room selection and allocation
3. Capture and maintain in the Hospital system all information regarding the patient admitted in the facility
4. Screen patients' medical insurance and payment information validity and verify third-party approvals when necessary and notify accounts departments of self-paying admissions for follow-up purposes
5. Guides medical staff on referrals after comprehensive scrutiny of the financial capabilities of the Patients before admissions in Consultation with the social workers
6. Arrange admission charts and gather related paperwork
7. Maintain a database of the available rooms/beds and Manage patient placement throughout the Private Wing facility via assigning beds, arranging transport and notifying physicians of patient arrivals.
8. Coordinates service denial process, appeals, and point of service collection process with the receivables division so that maximum financial reimbursements can be obtained
9. Carry out any lawful duties that may be assigned by the Supervisor and Management from time to time

16. Customer Care Assistant**Reports to : Manager Client Relationship****Number of Vacancies: 02****Salary Scale: G7(2)5****Nature of Employment: Full-Time, Three-year Contract****Ref: SFHM-23/16****Job Requirements :**

- A minimum of Honors Degree in Mass communication (public Relations options), Journalism and other related courses from a recognized university
- A minimum of one (1) years of working experience in a Hospital setting in a reputable Health facility.

CORE COMPETENCIES:

He/she should have the following Core competencies:

- Good working knowledge of Hospital operations
- Communication
- Customer care
- Records Management
- ICT skills

Key Responsibilities for the role :

1. Manage the front desk office / reception area of the Hospital as per the Hospital guidelines

2. Work with the Clinical team to direct and guide patients to various service points.
3. Coordinate incoming and outgoing phone calls and maintain records of calls made and received in line with the Hospital Guidelines.
4. Receive, register and direct Patients and visitors to relevant offices in line with Departmental Guidelines.
5. Attend to inquiries and provide general information on the department's activities and services.
6. Provide information about the Hospital services in line with the existing Hospital's policies and procedures
7. Ensuring proper coordination between the internal and external customers and the Departments
8. Carry out any other lawful duties that may be assigned by the Supervisor and Management from time to time.

17. Electrician

Reports to: Manager Maintenance

Number of Vacancies: 01

Salary Scale: G7(2)5

Nature of Employment: Full-Time, Three-year Contract

Ref: SFHM-23/17

Job Requirements :

- **A minimum of a Diploma in** electrical engineering from a recognised higher Institution of learning
- **A minimum of 2 year working experience in a similar field is desired**

CORE COMPETENCIES

- Electric Drawing Interpretation
- Risk Management
- Communication
- Customer care
- Records Management
- ICT skills

Key Responsibilities

1. Inspect on a routine basis the Hospital electrical equipment, wiring, fixtures and other components to ensure they remain functional and are up to code, as well as to identify any hazards or issues.
2. Determine the reasons for any malfunctions of systems or components, and create a maintenance or repair plan to solve the problem.

3. Repair electrical systems, wiring, circuit breakers, equipment and other components so that they remain at full functioning capacity.
4. Test systems with devices such as voltmeters, oscilloscopes and ohmmeters to ensure the system remains safe and that components are compatible.
5. Review blueprints to understand the placement of wiring or to comprehend the working of the equipment to provide the right service and repairs.
6. Provide suggestions on the lifespan of equipment and other electrical components, solar systems, advising when certain components should be replaced due to potential risks.
7. Keep records of all maintenance and repair work conducted, including a record of any supplies ordered and used. A copy shared with the facilities manager.
8. Ensure all routine maintenance work is handled on a regular schedule to reduce the risk of larger and more complex issues and to reduce costs.
9. The electrician will assist the facilities manager in preparing cost estimates and budgets for electrical installation activities at ST. FRANCIS HOSPITAL.
10. Ensure all fire safety systems are routinely checked for their performance and serviced on schedule.

Interested individuals with the required qualification should send their application letters, copies of academic certificates, CVs including three referees, recommendation from the immediate supervisor, and last year's performance appraisal form to the following address no later than 7th June 2023 at 5.00 p.m.

Human Resource office

St. Francis Hospital Nsambya