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**Amabwiriza ya Minisitiri w'Intebe / Prime Minister's Instructions/
Instructions du Premier Ministre**

N° 001/03 yo ku wa 01/09/2020

Amabwiriza ya Minisitiri w'Intebe agena imbonerahamwe y'imyanya y'imirimo, imishahara n'ibindi bigenerwa abakozi bo mu Bitaro Bikuru, Ibitaro by'Intara, Ibitaro by'Uturere, Ibitaro Byihariye, Ibigo Nderabuzima bitanga serivisi zisumbuye ku rwego rwa Dogiteri n'Ibigo Nderabuzima.....2

N° 001/03 of 01/09/2020

Prime Minister's Instructions determining organisational structure, salaries and fringe benefits for employees of Referral Hospitals, Provincial Hospitals, District Hospitals, Specialised Hospitals, Medicalised Health Centres and Health Centres2

N° 001/03 du 01/09/2020

Instructions du Premier Ministre déterminant la structure organisationnelle, salaires et avantages alloués au personnel des Hôpitaux de Référence, Hôpitaux de Provinces, Hôpitaux de Districts, Hôpitaux Spécialisés, Centres de Santé Médicalisés et Centres de Santé2

<p>AMABWIRIZA YA MINISITIRI W'INTEBE N° 001/03 YO KU WA 01/09/2020 AGENA IMBONERAHAMWE Y'IMYANYA Y'IMIRIMO, IMISHAHARA N'IBINDI BIGENERWA ABAKOZI BO MU BITARO BIKURU, IBITARO BY'INTARA, IBITARO BY'UTURERE, IBITARO BYIHARIYE, IBIGO NDERABUZIMA BITANGA SERIVISI ZISUMBUYE KU RWEGO RWA DOGITERI N'IBIGO NDERABUZIMA</p>	<p>PRIME MINISTER'S INSTRUCTIONS N° 001/03 OF 01/09/2020 DETERMINING ORGANISATIONAL STRUCTURE, SALARIES AND FRINGE BENEFITS FOR EMPLOYEES OF REFERRAL HOSPITALS, PROVINCIAL HOSPITALS, DISTRICT HOSPITALS, SPECIALISED HOSPITALS, MEDICALISED HEALTH CENTRES AND HEALTH CENTRES</p>	<p>INSTRUCTIONS DU PREMIER MINISTRE N° 001/03 DU 01/09/2020 DÉTERMINANT LA STRUCTURE ORGANISATIONNELLE, SALAIRES ET AVANTAGES ALLOUÉS AU PERSONNEL DES HÔPITAUX DE RÉFÉRENCE, HÔPITAUX DE PROVINCES, HÔPITAUX DE DISTRICTS, HÔPITAUX SPÉCIALISÉS, ÉTABLISSEMENTS SANITAIRES MÉDICALISÉS ET CENTRES DE SANTÉ</p>
<p style="text-align: center;"><u>ISHAKIRO</u></p>	<p style="text-align: center;"><u>TABLE OF CONTENTS</u></p>	<p style="text-align: center;"><u>TABLE DES MATIÈRES</u></p>
<p><u>Ingingo ya mbere:</u> icyo aya mabwiriza agamije</p>	<p><u>Article One:</u> Purpose of these Instructions</p>	<p><u>Article One:</u> Objet des présentes instructions</p>
<p><u>Ingingo ya 2:</u> Abo aya mabwiriza areba</p>	<p><u>Article 2:</u> Scope of these Instructions</p>	<p><u>Article 2:</u> Champ d'application</p>
<p><u>Ingingo ya 3:</u> Imbonerahamwe y'imyanya y'imirimo n'ibisabwa ku myanya y'imirimo</p>	<p><u>Article 3:</u> Organisational structure and job profiles</p>	<p><u>Article 3:</u> Structure organisationnelle et profils d'emplois</p>
<p><u>Ingingo ya 4:</u> Igenwa ry'umushahara</p>	<p><u>Article 4:</u> Determination of the salary</p>	<p><u>Article 4:</u> Détermination du salaire</p>
<p><u>Ingingo ya 5:</u> Ibigize umushahara mbumbe</p>	<p><u>Article 5:</u> Composition of the gross salary</p>	<p><u>Article 5:</u> Composition du salaire brut</p>
<p><u>Ingingo ya 6:</u> Ibindi bigenerwa Abayobozi Bakuru b'Ibitaro Bikuru bari ku rwego rw'umurimo rwa "F" n'Abayobozi</p>	<p><u>Article 6:</u> Fringe benefits for Heads of Referral Hospital on "F" job level and Heads of Provincial Hospitals on "1. IV"</p>	<p><u>Article 6:</u> Avantages alloués aux dirigeants des Hôpitaux de Référence au poste de niveau "F" et aux dirigeants des</p>

<p>Bakuru b'Ibitaro by'Intara bari ku rw'umurimo rwa "1.IV "</p> <p><u>Ingingo ya 7:</u> Ibindi bigenerwa Abayobozi Bakuru b'Ibitaro by'Uturere n'Abayobozi b'Ibitaro byihariye bari ku rwego rw'umurimo rwa "2.III"</p> <p><u>Ingingo ya 8:</u> Ibindi bigenerwa Abayobozi b'Ibigo Nderabuzima bitanga serivisi zisumbuye ku rwego rwa Dogiteri n'aba <i>Directors of Units</i> bari ku rwego rw'umurimo rwa "3"</p> <p><u>Ingingo ya 9:</u> Indamunite z'urugendo rw'imodoka</p> <p><u>Ingingo ya 10:</u> Abashinzwe gushyira mu bikorwa aya mabwiriza</p> <p><u>Ingingo ya 11:</u> Ingingo izigama n'ivanwaho ry'ingingo z'amabwiriza zinyuranyije n'aya mabwiriza</p> <p><u>Ingingo ya 12:</u> Igihe aya mabwiriza atangirira gukurikizwa</p>	<p>job level</p> <p><u>Article 7:</u> Fringe benefits for Heads of District Hospitals and Heads of Specialised Hospitals on "2.III" job level</p> <p><u>Article 8:</u> Fringe benefits for Head of Medicalised Health Centres and Directors of Units on "3" job level</p> <p><u>Article 9:</u> Mileage allowances</p> <p><u>Article 10:</u> Authorities responsible for the implementation of these Instructions</p> <p><u>Article 11:</u> Saving and repealing provision</p> <p><u>Article 12:</u> Commencement</p>	<p>Hôpitaux de Provinces au poste de niveau "1. IV "</p> <p><u>Article 7:</u> Avantages alloués aux Dirigeants des Hôpitaux de Districts et aux Dirigeants des Hôpitaux Spécialisés au poste de niveau "2.III"</p> <p><u>Article 8:</u> Avantages alloués aux Dirigeants des Centres de Santé Médicalisés et aux <i>Directors of Units</i> au poste de niveau "3"</p> <p><u>Article 9:</u> Indemnités kilométriques</p> <p><u>Article 10:</u> Autorités chargées de l'exécution des présentes instructions</p> <p><u>Article 11:</u> Disposition de sauvegarde et abrogatoire</p> <p><u>Article 12:</u> Entrée en vigueur</p>
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<p>AMABWIRIZA YA MINISITIRI W'INTEBE N° 001/03 YO KU WA 01/09/2020 AGENA IMBONERAHAMWE Y'IMYANYA Y'IMIRIMO, IMISHAHARA N'IBINDI BIGENERWA ABAKOZI BO MU BITARO BIKURU, IBITARO BY'INTARA, IBITARO BY'UTURERE, IBITARO BYIHARIYE, IBIGO NDERABUZIMA BITANGA SERIVISI ZISUMBUYE KU RWEGO RWA DOGITERI N'IBIGO NDERABUZIMA</p> <p>Minisitiri w'Intebe;</p> <p>Ashingiye ku Itegeko Nshinga rya Repubulika y'u Rwanda ryo mu 2003 ryavuguruwe mu 2015, cyane cyane mu ngingo zaryo, iya 119, iya 120, iya 122 n'iya 176;</p> <p>Asubiye ku Mabwiriza ya Minisitiri w'Intebe n° 001/03 yo ku wa 21/11/2016 agena imbonerahamwe y'imyanya y'imirimo, imishahara n'ibindi bigenerwa abakozi mu Bitaro Bikuru, Ibitaro by'Intara, Ibitaro by'Uturere, Ibitaro by'Indwara zo mu Mutwe bya Ndera n'Ibigo Nderabuzima;</p> <p>Bisabwe na Minisitiri w'Abakozi ba Leta n'Umurimo;</p>	<p>PRIME MINISTER'S INSTRUCTIONS N° 001/03 OF 01/09/2020 DETERMINING ORGANISATIONAL STRUCTURE, SALARIES AND FRINGE BENEFITS FOR EMPLOYEES OF REFERRAL HOSPITALS, PROVINCIAL HOSPITALS, DISTRICT HOSPITALS, SPECIALISED HOSPITALS, MEDICALISED HEALTH CENTRES AND HEALTH CENTRES</p> <p>The Prime Minister;</p> <p>Pursuant to the Constitution of the Republic of Rwanda of 2003 revised in 2015, especially in Articles 119, 122 and 176;</p> <p>Having reviewed the Prime Minister's instructions n° 001/03 of 21/11/2016 determining organizational structure, salaries and fringe benefits for employees of Referral Hospitals, Provincial Hospitals, District Hospitals, Ndera Neuro-Psychiatric Hospital and Health Centres;</p> <p>On proposal by the Minister of Public Service and Labour;</p>	<p>INSTRUCTIONS DU PREMIER MINISTRE N° 001/03 DU 01/09/2020 DÉTERMINANT LA STRUCTURE ORGANISATIONNELLE, SALAIRES ET AVANTAGES ALLOUÉS AU PERSONNEL DES HÔPITAUX DE RÉFÉRENCE, HÔPITAUX DE PROVINCES, HÔPITAUX DE DISTRICTS, HÔPITAUX SPÉCIALISÉS, ÉTABLISSEMENTS SANITAIRES MÉDICALISÉS ET CENTRES DE SANTÉ</p> <p>Le Premier Ministre;</p> <p>Vu la Constitution de la République du Rwanda de 2003 révisée en 2015, spécialement en ses articles 119, 122 et 176;</p> <p>Revu les Instructions du Premier Ministre n° 001/03 du 21/11/2016 portant structure organisationnelle, salaires et avantages accordés au personnel des Hôpitaux de Référence, Hôpitaux de Provinces, Hôpitaux de District, Hôpital Neuro Psychiatrique de Ndera et Établissements Sanitaires;</p> <p>Sur proposition du Ministre de la Fonction Publique et du Travail;</p>
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<p>Inama y'Abaminisitiri yateranye ku wa 30/06/2020, imaze kubisuzuma no kubyemeza;</p> <p>ATANZE AMABWIRIZA AKURIKIRA:</p> <p><u>Ingingo ya mbere:</u> Icyo aya mabwiriza agamije</p> <p>Aya mabwiriza agena imbonerahamwe y'imyanya y'imirimo, imishahara n'ibindi bigenerwa Abakozi bo mu Bitaro Bikuru, Ibitaro by'Intara, Ibitaro by'Uturere, Ibitaro Byihariye, Ibigo Nderabuzima bitanga serivisi zisumbuye ku rwego rwa Dogiteri n'Ibigo Nderabuzima</p> <p><u>Ingingo ya 2:</u> Abo aya mabwiriza areba</p> <p>Aya mabwiriza areba inzego z'ubuvuzi zikurikira:</p> <ol style="list-style-type: none"> 1 ° Ibitaro Bikuru; 2 ° Ibitaro by'Intara; 3 ° Ibitaro by'Uturere; 4 ° Ibitaro byihariye; 5 ° Ibigo Nderabuzima bitanga serivisi zisumbuye ku rwego rwa Dogiteri; 	<p>After consideration and approval by the Cabinet, in its meeting of 30/06/2020;</p> <p>ISSUES THE FOLLOWING INSTRUCTIONS:</p> <p><u>Article One:</u> Purpose of these Instructions</p> <p>These Instructions determine organisational structure, salaries and fringe benefits for employees of Referral Hospitals, Provincial Hospitals, District Hospitals, Specialised Hospitals, Medicalised Health Centres and Health Centres.</p> <p><u>Article 2:</u> Scope of these Instructions</p> <p>These Instructions apply to following health facilities:</p> <ol style="list-style-type: none"> 1 ° Referral Hospitals; 2 ° Provincial Hospitals; 3 ° District Hospitals; 4 ° Specialised Hospitals; 5 ° Medicalised Health Centres; 	<p>Après examen et adoption par le Conseil des Ministres, en sa séance du 30/06/2020;</p> <p>DONNE DES INSTRUCTIONS SUIVANTES:</p> <p><u>Article One:</u> Objet des présentes instructions</p> <p>Les présentes instructions déterminent la structure organisationnelle, les salaires et les avantages alloués au personnel des Hôpitaux de Référence, Hôpitaux de Provinces, Hôpitaux de Districts, Hôpitaux Spécialisés, Centres de Santé Médicalisés et Centres de Santé.</p> <p><u>Article 2:</u> Champ d'application</p> <p>Les présentes instructions s'appliquent aux formations sanitaires suivantes:</p> <ol style="list-style-type: none"> 1 ° Hôpitaux de Référence; 2 ° Hôpitaux de Provinces; 3 ° Hôpitaux de Districts; 4 ° Hôpitaux Spécialisés; 5 ° Centres de Santé Médicalisés;
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<p>6 ° Ibigo Nderabuzima.</p> <p><u>Ingingo ya 3: Imbonerahamwe y'imyanya y'imirimo n'ibisabwa ku myanya y'imirimo</u></p> <p>Imbonerahamwe y'imyanya y'imirimo iri ku mugereka wa I w'aya mabwiriza.</p> <p><u>Ingingo ya 4: Igenwa ry'umushahara</u></p> <p>Imishahara y'abakozi igenwa hashingiwe ku mbonerahamwe y'urutonde rw'imirimo kandi hakurikijwe amahame ngenderwaho mu kubara imishahara mu butegetsi bwa Leta.</p> <p>Urwego, umubare fatizo, agaciro k'umubare fatizo n'umushahara mbumbe bigendana na buri mwanya w'umurimo biri ku mugereka wa II w'aya mabwiriza.</p> <p><u>Ingingo ya 5: Ibigize umushahara mbumbe</u></p> <p>Umushahara mbumbe wa buri kwezi kuri buri mukozi ukubiyemo iby'ingenzi bikurikira:</p> <ul style="list-style-type: none"> 1° umushahara fatizo; 2° indamunite y'icumbi; 3° indamunite y'urugendo; 	<p>6 ° Health Centres.</p> <p><u>Article 3: Organisational structure and job profiles</u></p> <p>The organisational structure is in Annex I of these Instructions.</p> <p><u>Article 4: Determination of the salary</u></p> <p>Salaries for employees are determined based on the job classification and in accordance with general principles on salary calculation in public service.</p> <p>The level, index value and gross salary corresponding to each job position are in Annex II of these Instructions.</p> <p><u>Article 5: Composition of the gross salary</u></p> <p>The monthly gross salary for each employee is mainly composed of the following:</p> <ul style="list-style-type: none"> 1° basic salary; 2° housing allowance; 3° transport allowance; 	<p>6 ° Centres de Santé.</p> <p><u>Article 3: Structure organisationnelle et profils d'emplois</u></p> <p>La structure organisationnelle est en annexe I des présentes instructions.</p> <p><u>Article 4: Détermination du salaire</u></p> <p>Les salaires alloués au personnel sont déterminés suivant la classification des emplois et conformément aux principes généraux de fixation des salaires dans la fonction publique.</p> <p>Le niveau, l'indice, la valeur indiciaire et le salaire brut correspondant à chaque poste d'emploi sont en annexe II des présentes instructions.</p> <p><u>Article 5: Composition du salaire brut</u></p> <p>Le salaire brut mensuel pour chaque agent comprend principalement ce qui suit:</p> <ul style="list-style-type: none"> 1° le salaire de base; 2° l'indemnité de logement; 3° l'indemnité de transport;
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<p>4° inkunga ya Leta mu bwiteganyirize bw'umukozi;</p> <p>5° inkunga ya Leta yo kuvuza umukozi.</p> <p>Abakozi bari ku nzego z'imirimo za "F", urwa 1.IV n'urwa "2.III" ntibagenerwa indamunite y'urugendo ivugwa mu gika cya mbere cy'iyi ngingo. Boroherezwa ingendo hakurikijwe amabwiriza ya Minisitiri ufite gutwara abantu n'ibintu mu nshingano ze.</p> <p>Abakozi bari ku rwego rw'umurimo rwa "3" ntibagenerwa indamunite y'urugendo ivugwa mu gika cya mbere cy'iyi ngingo. Bagenerwa indamunite yihariye y'urugendo hakurikijwe amabwiriza ya Minisitiri ufite abakozi ba Leta mu nshingano.</p> <p><u>Ingingo ya 6: Ibindi bigenerwa Abayobozi Bakuru b'Ibitaro Bikuru bari ku rwego rw'umurimo rwa "F" n'Abayobozi Bakuru b'Ibitaro by'Intara bari ku rwego rw'umurimo rwa "1.IV"</u></p> <p>Abayobozi Bakuru b'Ibitaro Bikuru bari ku rwego rw'umurimo rwa "F" n'Abayobozi Bakuru b'Ibitaro by'Intara bari ku rwego rw'umurimo rwa "1.IV" bagenerwa buri wese, ibindi bibafasha gutunganya umurimo bikurikira:</p>	<p>4° State contribution for social security;</p> <p>5° State contribution for medical care.</p> <p>Officials positioned on job levels "F", 1.IV and "2.III" are not entitled to the transport allowance specified in Paragraph One of this Article. Their transport is facilitated in accordance with instructions of the Minister in charge of transport.</p> <p>Staff members positioned on job level "3" are not granted the transport allowance specified in the Paragraph One of this Article. They are entitled to the special transport allowance in accordance with instructions of the Minister in charge of public service.</p> <p><u>Article 6: Fringe benefits for Heads of Referral Hospital on "F" job level and Heads of Provincial Hospitals on "1. IV" job level</u></p> <p>Heads of Referral Hospitals on "F" job level and Heads of Provincial Hospital on "1. IV" job level are each entitled to the following fringe benefits:</p>	<p>4° la contribution de l'État à la sécurité sociale;</p> <p>5° la contribution de l'État aux soins médicaux.</p> <p>Les agents aux postes de niveau "F", 1.IV et "2.III" ne bénéficient pas de l'indemnité de transport visée à l'alinéa premier du présent article. Leur transport est facilité conformément aux instructions du Ministre ayant le transport dans ses attributions.</p> <p>Les agents au poste de niveau "3" ne bénéficient pas de l'indemnité de transport visée à l'alinéa premier du présent article. Ils bénéficient de l'indemnité spéciale de transport conformément aux instructions du Ministre ayant la fonction publique dans ses attributions.</p> <p><u>Article 6: Avantages alloués aux dirigeants des Hôpitaux de Référence au poste de niveau "F" et aux dirigeants des Hôpitaux de Provinces au poste de niveau "1. IV"</u></p> <p>Les Dirigeants des Hôpitaux de Référence au poste de niveau "F" et Dirigeants des Hôpitaux de Provinces au poste de niveau "1.IV" bénéficient chacun des avantages suivants:</p>
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<p>1 ° amafaranga y’u Rwanda ibihumbi ijana (100.000 FRW) yo kwishyura itumanaho rya telefone yo mu biro, buri kwezi;</p> <p>2 ° amafaranga y’u Rwanda ibihumbi ijana (100.000 FRW) y’itumanaho rya telefonie igendanwa, buri kwezi;</p> <p>3 ° amafaranga y’u Rwanda ibihumbi magana abiri (200.000 FRW) buri kwezi yo kwakira abashyitsi mu kazi anyura kuri konti y’ibitaro;</p> <p>4 ° koroherezwa ingendo hakurikijwe amabwiriza ya Minisitiri ufite gutwara abantu n’ibintu mu nshingano.</p>	<p>1 ° one hundred thousand Rwandan francs (FRW 100,000) for office landline communication allowance, per month;</p> <p>2 ° one hundred thousand Rwandan francs (FRW 100,000) for mobile phone communication allowance, per month;</p> <p>3 ° office entertainment allowance of two hundred thousand Rwandan francs (FRW 200,000), per month, transferred to the hospital’s account;</p> <p>4 ° transport facilitation in accordance with the instructions of the Minister in charge of transport.</p>	<p>1 ° cent mille francs rwandais (100.000 FRW) de frais de communication par téléphone de bureau, par mois;</p> <p>2 ° cent mille francs rwandais (100.000 FRW) de frais de communication par téléphone portable, par mois;</p> <p>3 ° deux cent mille francs rwandais (200.000 FRW) de frais de représentation au service, par mois, domiciliés au compte bancaire de l’hôpital;</p> <p>4 ° la facilitation de transport conformément aux instructions du Ministre ayant le transport dans ses attributions.</p>
<p><u>Ingingo ya 7: Ibindi bigenerwa Abayobozi Bakuru b’Ibitaro by’Uturere n’Abayobozi b’Ibitaro byihariye bari ku rwego rw’umurimo rwa “2.III”</u></p> <p>Abayobozi Bakuru b’Ibitaro by’Uturere n’Abayobozi b’Ibitaro byihariye bari ku rwego rw’umurimo rwa “2.III” bagenerwa buri wese ibindi bibafasha gutunganya imirimo mu buryo bukurikira:</p> <p>1 ° amafaranga y’u Rwanda ibihumbi mirongo irindwi (70.000 FRW)</p>	<p><u>Article 7: Fringe benefits for Heads of District Hospitals and Heads of Specialised Hospitals on “2.III” job level</u></p> <p>Heads of District Hospitals and Heads of Specialised Hospitals on “2.III” job level each are entitled to fringe benefits as follows:</p> <p>1 ° seventy thousand Rwandan francs (FRW 70,000) each month for mobile</p>	<p><u>Article 7: Avantages alloués aux Dirigeants des Hôpitaux de Districts et aux Dirigeants des Hôpitaux Spécialisés au poste de niveau “2.III”</u></p> <p>Les Dirigeants des Hôpitaux de Districts et les Dirigeants des Hôpitaux Spécialisés au poste de niveau “2.III” bénéficient chacun des avantages comme suit:</p> <p>1 ° soixante-dix mille francs rwandais (70.000 FRW) de frais de</p>

<p>y'itumanaho rya telefoni igendanwa, buri kwezi;</p> <p>2° amafaranga y'u Rwanda ibihumbi mirongo irindwi (70.000 FRW) y'itumanaho rya telefoni yo mu biro, buri kwezi;</p> <p>3° koroherezwa ingendo hakurikijwe amabwiriza ya Minisitiri ufite gutwara abantu n'ibintu mu nshingano.</p> <p><u>Ingingo ya 8: Ibindi bigenerwa Abayobozi b'Ibigo Nderabuzima bitanga serivisi zisumbuye ku rwego rwa Dogiteri n'aba <i>Directors of Units</i> bari ku rwego rw'umurimo rwa "3"</u></p> <p>Abayobozi b'Ibigo Nderabuzima bitanga serivisi zisumbuye ku rwego rwa Dogiteri n'aba <i>Directors of Units</i> bari ku rwego rw'umurimo rwa "3" bagenerwa buri wese ibi bikurikira:</p> <p>1° amafaranga y'u Rwanda ibihumbi mirongo itatu (30.000 FRW) y'itumanaho rya telefone igendanwa, buri kwezi;</p> <p>2° indamunite yihariye y'urugendo, hakurikijwe amabwiriza ya Minisitiri ufite abakozi ba Leta mu nshingano ze.</p>	<p>phone communication, per month;</p> <p>2° seventy thousand Rwandan francs (FRW 70,000) for landline phone, per month;</p> <p>3° transport facilitation in accordance with the instructions of the Minister in charge of transport.</p> <p><u>Article 8: Fringe benefits for Head of Medicalised Health Centres and Directors of Units on "3" job level</u></p> <p>Head of Medicalised Health Centres and Directors of Units on "3" job level are each entitled to the following:</p> <p>1° thirty thousand Rwandan francs (FRW 30,000) for a mobile phone communication allowance, per month;</p> <p>2° special transport allowance in accordance with instructions of the Minister in charge of public service.</p>	<p>communication par téléphone portable, par mois;</p> <p>2° soixante-dix mille francs rwandais (70.000 FRW) de frais de communication par téléphone de bureau, par mois;</p> <p>3° la facilitation de transport conformément aux instructions du Ministre ayant le transport dans ses attributions.</p> <p><u>Article 8: Avantages alloués aux Dirigeants des Centres de Santé Médicalisés et aux <i>Directors of Units</i> au poste de niveau "3"</u></p> <p>Les Dirigeant des Centres de Santé Médicalisés et les <i>Directors of Units</i> au poste de niveau "3" bénéficient chacun de ce qui suit:</p> <p>1° trente mille francs rwandais (30.000 FRW) de frais de communication par téléphone portable, par mois;</p> <p>2° l'indemnité spéciale de transport conformément aux instructions du Ministre ayant la fonction publique dans ses attributions.</p>
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<p>Ba <i>Directors of Units</i> bari ku rwego rw'umurimo rwa "3" bagenerwa kandi buri wese amafaranga ibihumbi ijana y'u Rwanda (100.000 FRW) ya telefoni yo mu biro buri kwezi.</p> <p><u>Ingingo ya 9: Indamunite z'urugendo rw'imodoka</u></p> <p>Iyo Abayobozi Bakuru bari ku nzego z'imirimo za "F", urwa "1.IV" cyangwa urwa "2.III" bagiye mu butumwa bw'akazi imbere mu Gihugu bakoresheje imodoka zabo, Leta ibagera indamunite z'urugendo hakurikijwe ibiteganywa n'amabwiriza ya Minisitiri ufite gutwara abantu n'ibintu mu nshingano.</p> <p><u>Ingingo ya 10: Abashinzwe gushyira mu bikorwa aya mabwiriza</u></p> <p>Minisitiri w'Imari n'Igenamigambi, Minisitiri w'Abakozi ba Leta n'Umurimo na Minisitiri w'Ibikorwa Remezo bashinzwe gushyira mu bikorwa aya mabwiriza.</p> <p><u>Ingingo ya 11: Ingingo izigama n'ivanwaho ry'ingingo z'amabwiriza zinyuranyije n'aya mabwiriza</u></p> <p>Uretse ibijyanye n'Ibitaro by'Indwara zo mu mutwe bya Ndera, izindi ngingo zose</p>	<p>Directors of Units on job level "3" are also each entitled to an office telephone communication allowance of one hundred thousand Rwandan francs (FRW 100,000) per month.</p> <p><u>Article 9: Mileage allowances</u></p> <p>When senior officials on "F", "1.IV" or "2.III" job levels go on official mission inside the country by using their vehicles, the State pays them mileage allowances specified in accordance with instructions of the Minister in charge of transport.</p> <p><u>Article 10: Authorities responsible for the implementation of these Instructions</u></p> <p>The Minister of Finance and Economic Planning, the Minister of Public Service and Labour and the Minister of Infrastructure are entrusted with the implementation of these instructions.</p> <p><u>Article 11: Saving and repealing provision</u></p> <p>Except for matters concerning Ndera Neuropsychiatric Hospital, all other</p>	<p><i>Les Directeurs of Units</i> au poste de niveau "3" bénéficient aussi chacun cent mille francs Rwandais (100.000 FRW) de frais de communication par téléphone de bureau, par mois.</p> <p><u>Article 9: Indemnités kilométriques</u></p> <p>Lorsque les hauts cadres au poste de niveaux "F", "1. IV" ou "2.III" vont en mission officielle à l'intérieur du pays en utilisant leurs véhicules, l'État leur octroie des indemnités kilométriques conformément aux instructions du Ministre ayant le transport dans ses attributions.</p> <p><u>Article 10: Autorités chargées de l'exécution des présentes instructions</u></p> <p>Le Ministre des Finances et de la Planification Économique, le Ministre de la Fonction Publique et du Travail et le Ministre des Infrastructures sont chargés de l'exécution des présentes instructions.</p> <p><u>Article 11: Disposition de sauvegarde et abrogatoire</u></p> <p>À l'exception des matières concernant l'Hôpital Neuropsychiatrique de Ndera, toutes</p>
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<p>z'amabwiriza ya Minisitiri w'Intebe n° 001/03 yo ku wa 21/11/2016 agena imbonerahamwe y'imyanya y'imirimo, imishahara n'ibindi bigenerwa abakozi mu Bitaro Bikuru, Ibitaro by'Intara, Ibitaro by'Uturere, Ibitaro by'Indwara zo mu Mutwe bya Ndera n'Ibigo Nderabuzima, n'izindi ngingo zose z'amabwiriza abanziriza aya kandi anyuranyije na yo avanyweho.</p> <p><u>Ingingo ya 12: Igihe aya mabwiriza atangirira gukurikizwa</u></p> <p>Aya mabwiriza atangira gukurikizwa ku munsu atangarijweho mu Igazeti ya Leta ya Repubulika y'u Rwanda. icyakora, ibishya byiyongereye mu mbonerahamwe z'imyanya y'imirimo z'amavuriro arebwa n'aya mabwiriza bitangira gushyirwa mu bikorwa nyuma y'ivugururwa ry'ingengo y'imari ya Leta y'umwaka wa 2020/2021, bimaze guteganyirizwa ingengo y'imari izabigendaho. Ibishya byiyongereye kandi bizashyirwa mu bikorwa buhoro buhoro mu gihe cy'imyaka itanu (5).</p>	<p>Provisions of Prime Minister's Instructions n° 001/03 of 21/11/2016 determining organizational structure, salaries and fringe benefits for employees of Referral Hospitals, Provincial Hospitals, District Hospitals, Ndera Neuropsychiatric Hospital and Health Centres and all prior provisions contrary to these Instructions are repealed.</p> <p><u>Article 12: Commencement</u></p> <p>These Instructions come into force on the date of their publication in the Official Gazette of the Republic of Rwanda. However, additional changes in organizational structures of health facilities under these instructions shall be implemented upon the revision of the national budget for the 2020/2021 fiscal year following their budget forecasts. Also, the additional changes shall be progressively implemented over a period of five (5) years.</p>	<p>les autres dispositions des Instructions du Premier Ministre n° 001/03 du 21/11/2016 portant structure organisationnelle, salaires et avantages accordés au personnel des Hôpitaux de Référence, Hôpitaux de Provinces, Hôpitaux de District, Hôpital Neuropsychiatrique de Ndera et Établissements Sanitaires et toutes les dispositions antérieures contraires aux présentes instructions sont abrogées.</p> <p><u>Article 12: Entrée en vigueur</u></p> <p>Les présentes Instructions entrent en vigueur le jour de leur publication au Journal Officiel de la République du Rwanda. Toutefois, les changements additionnels dans les structures organisationnelles des établissements sanitaires prévus dans les présentes instructions sortiront leurs effets après la révision budgétaire de l'exercice 2020/2021 suivant leurs prévisions budgétaires. Ces changements additionnels seront également exécutés progressivement sur une période de cinq (5) ans.</p>
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Kigali, 01/09/2020

(sé)

Dr NGIRENTE Edouard

Minisitiri w'Intebe

Prime Minister

Premier Ministre

(sé)

RWANYINDO KAYIRANGWA Fanfan

Minisitiri w'Abakozi ba Leta n'Umurimo

Minister of Public Service and Labour

Ministre de la Fonction Publique et du Travail

Bibonywe kandi bishyizweho Ikirango cya Repubulika:

Seen and sealed with the Seal of the Republic:

Vu et scellé du Sceau de la République:

(sé)

BUSINGYE Johnston

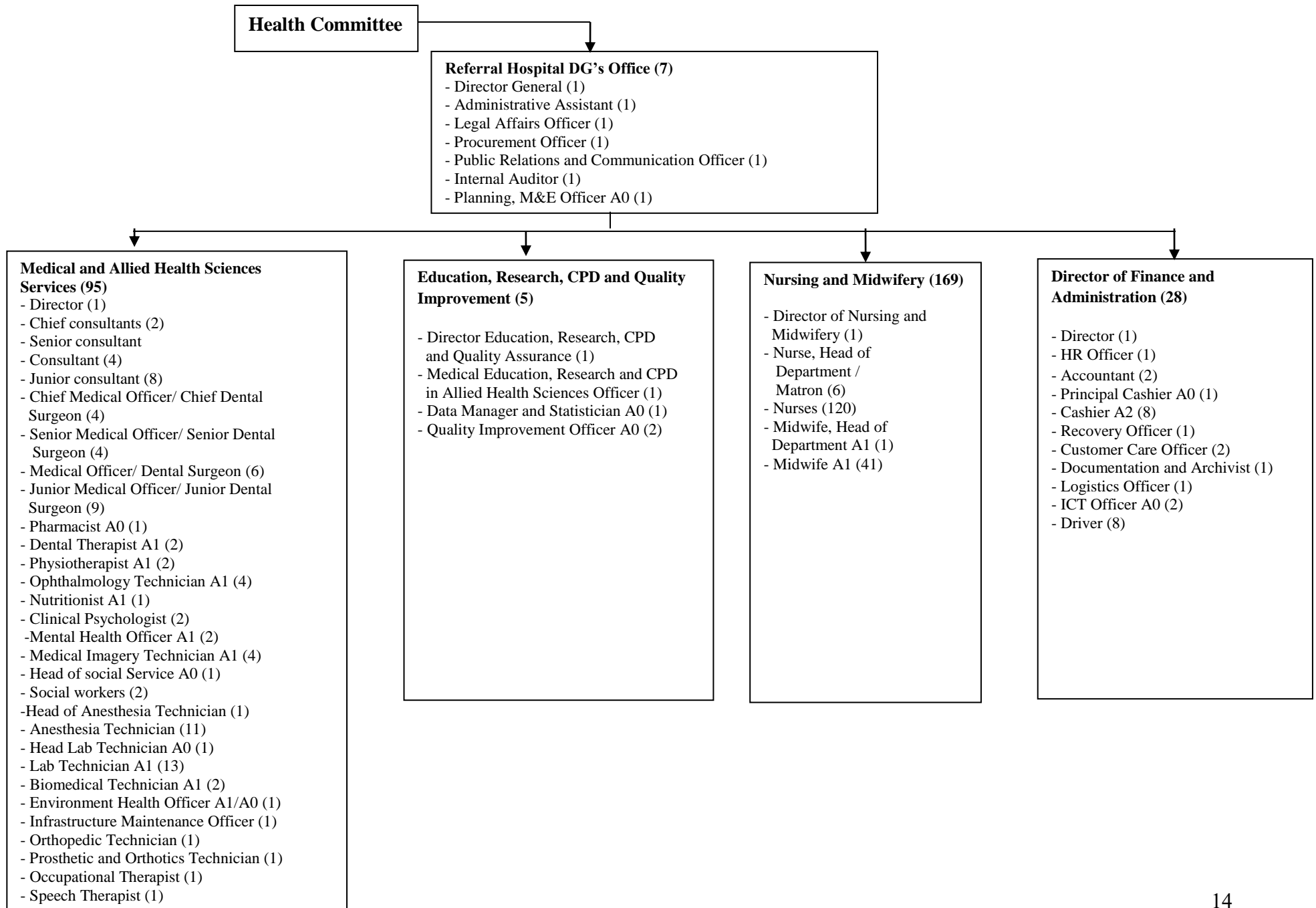
Minisitiri w'Ubutabera akaba n'Intumwa Nkuru ya Leta

Minister of Justice and Attorney General

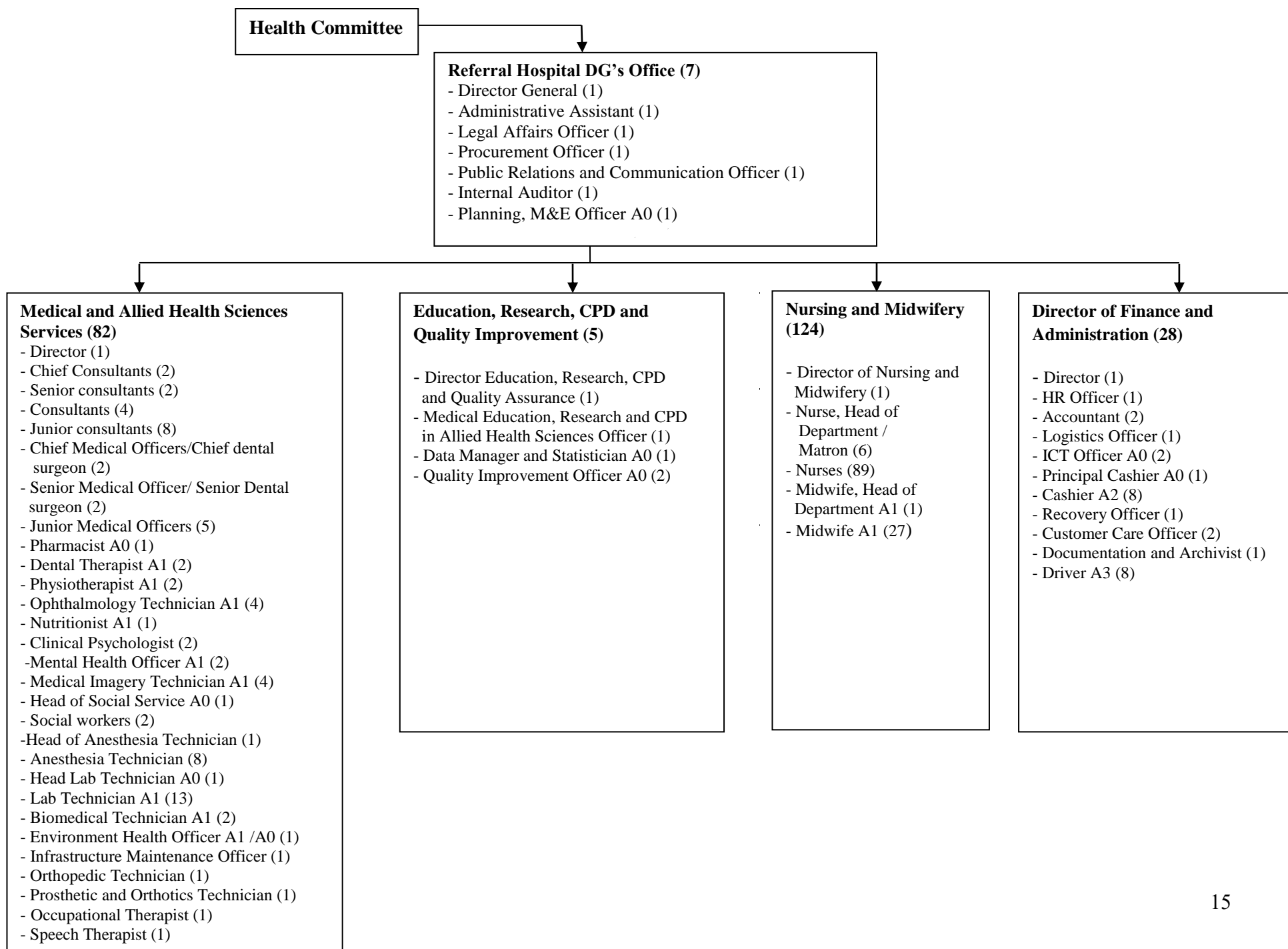
Ministre de la Justice et Garde des Sceaux

<p>UMUGEREKA WA I W'AMABWIRIZA YA MINISITIRI W'INTEBE N° 001/03 YO KU WA 01/09/2020 AGENA IMBONERAHAMWE Y'IMYANYA Y'IMIRIMO, IMISHAHARA N'IBINDI BIGENERWA ABAKOZI BO MU BITARO BIKURU, IBITARO BY'INTARA, IBITARO BY'UTURERE, IBITARO BYIHARIYE, IBIGO NDERABUZIMA BITANGA SERIVISI ZISUMBUYE KU RWEGO RWA DOGITERI N'IBIGO NDERABUZIMA</p>	<p>ANNEX I TO PRIME MINISTER'S INSTRUCTIONS N° 001/03 OF 01/09/2020 DETERMINING ORGANISATIONAL STRUCTURE, SALARIES AND FRINGE BENEFITS FOR EMPLOYEES OF REFERRAL HOSPITALS, PROVINCIAL HOSPITALS, DISTRICT HOSPITALS, SPECIALISED HOSPITALS, MEDICALISED HEATH CENTRES AND HEALTH CENTRES</p>	<p>ANNEX I AUX INSTRUCTIONS DU PREMIER MINISTRE N° 001/03 DU 01/09/2020 DÉTERMINANT LA STRUCTURE ORGANISATIONNELLE, SALAIRES ET AVANTAGES ALLOUÉS AU PERSONNEL DES HÔPITAUX DE RÉFÉRENCE, HÔPITAUX DE PROVINCES, HÔPITAUX DE DISTRICTS, HÔPITAUX SPÉCIALISÉS, ÉTABLISSEMENTS SANITAIRES MÉDICALISÉS ET CENTRES DE SANTÉ</p>
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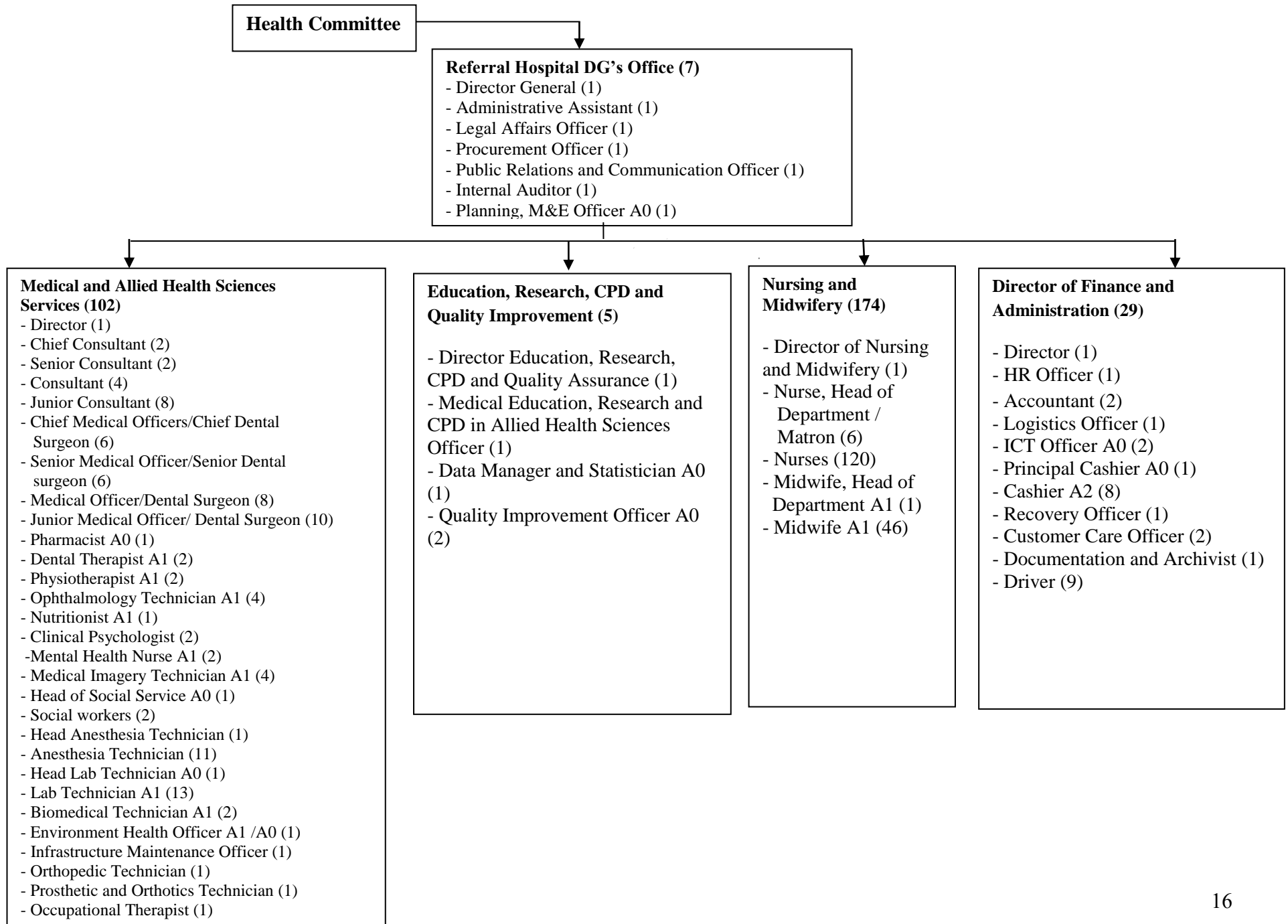
KIBUNGO REFERRAL HOSPITAL ORGANISATIONAL STRUCTURE (304)



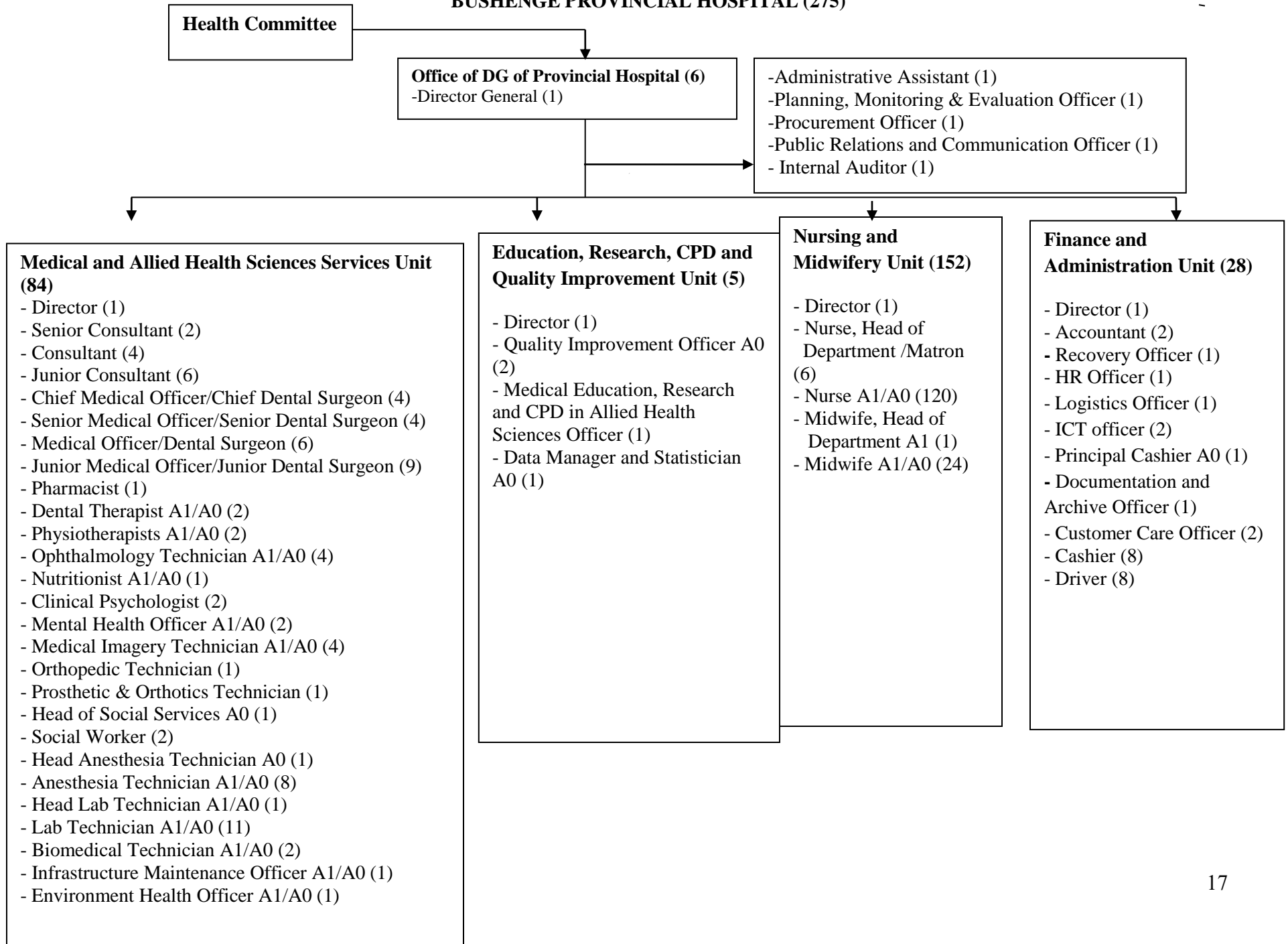
KIBUYE REFERRAL HOSPITAL ORGANISATIONAL STRUCTURE (246)



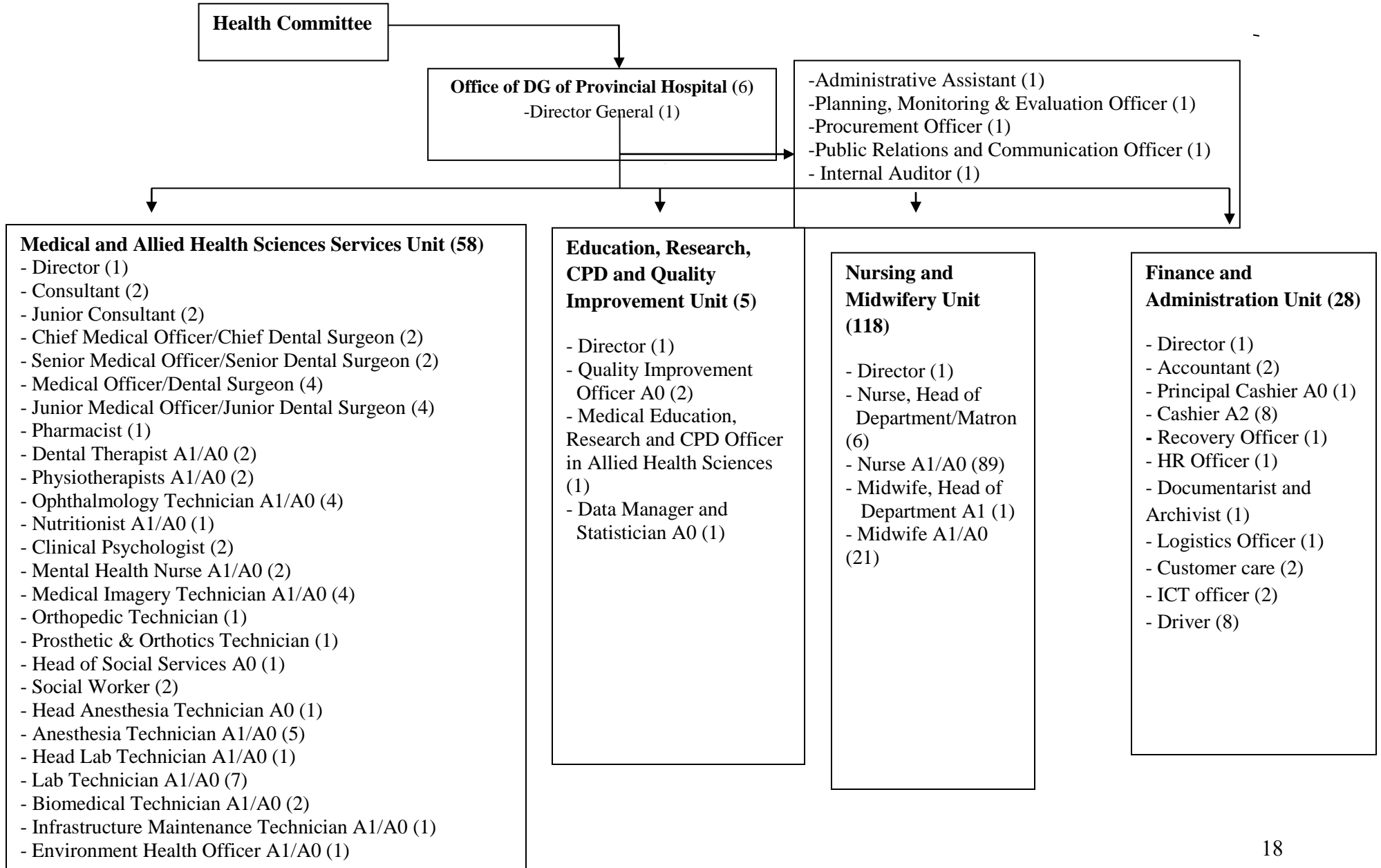
RUHENGERI REFERRAL HOSPITAL ORGANIZATIONAL STRUCTURE (317)



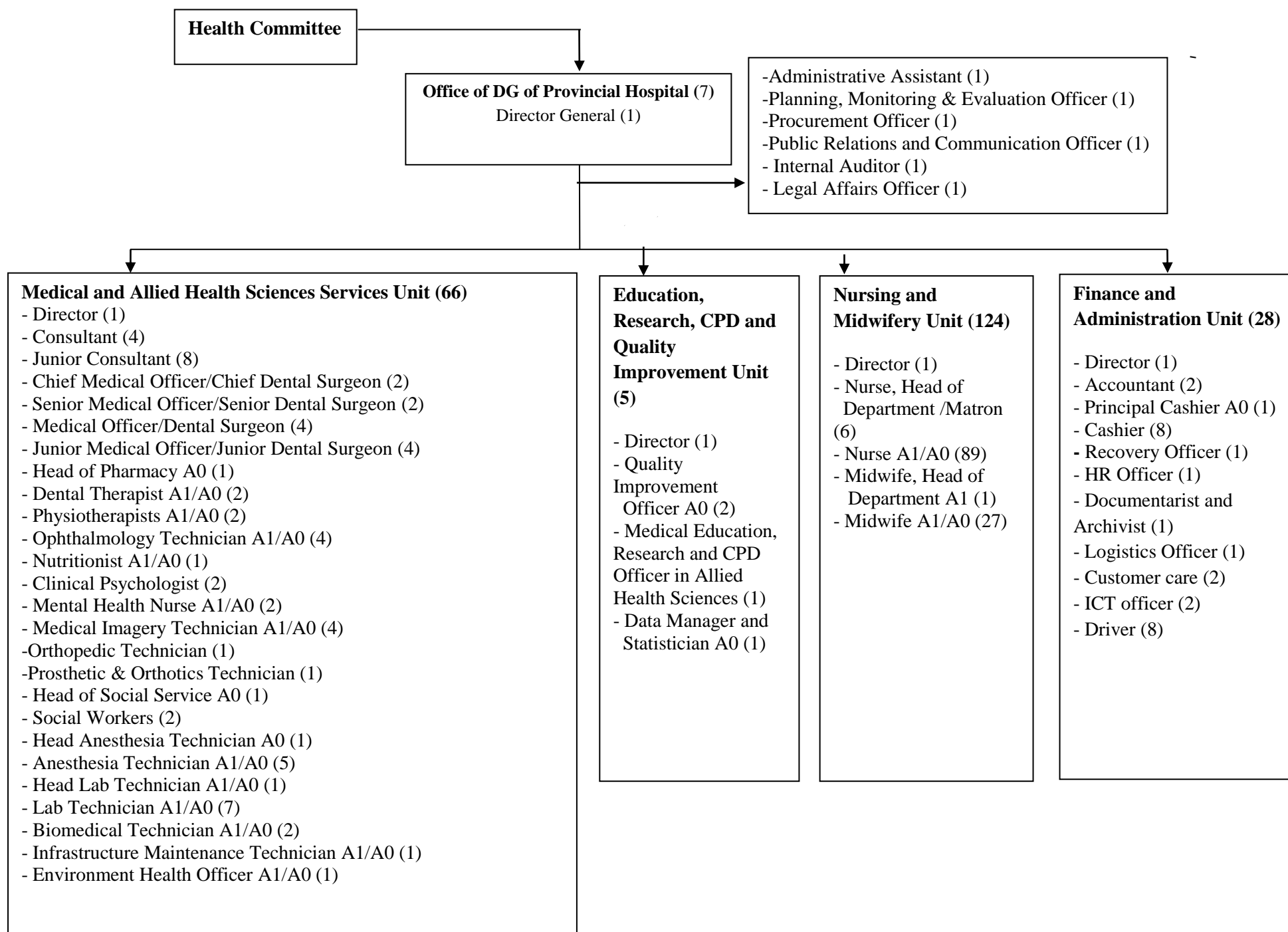
BUSHENGE PROVINCIAL HOSPITAL (275)



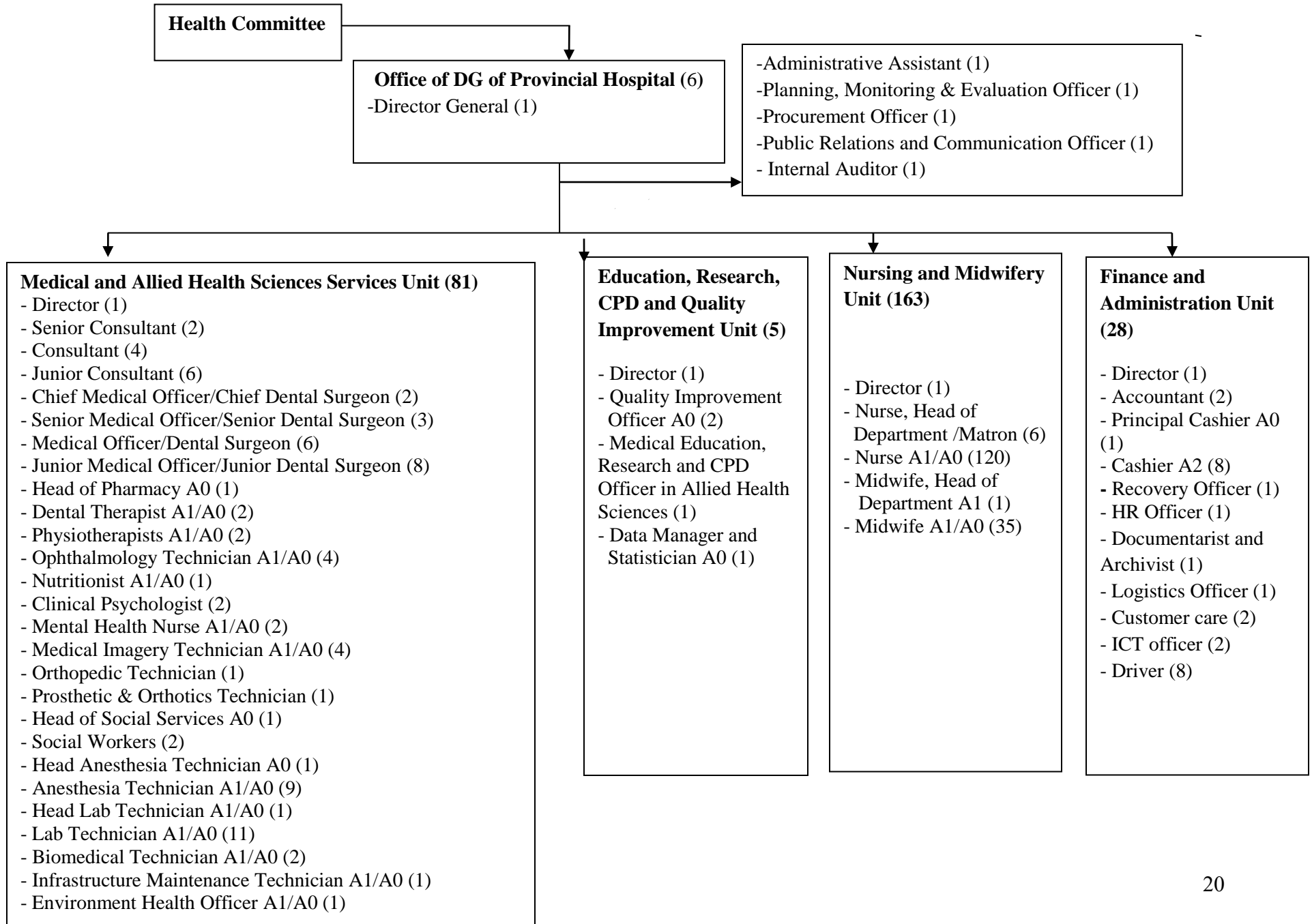
KINIHIRA PROVINCIAL HOSPITAL (215)



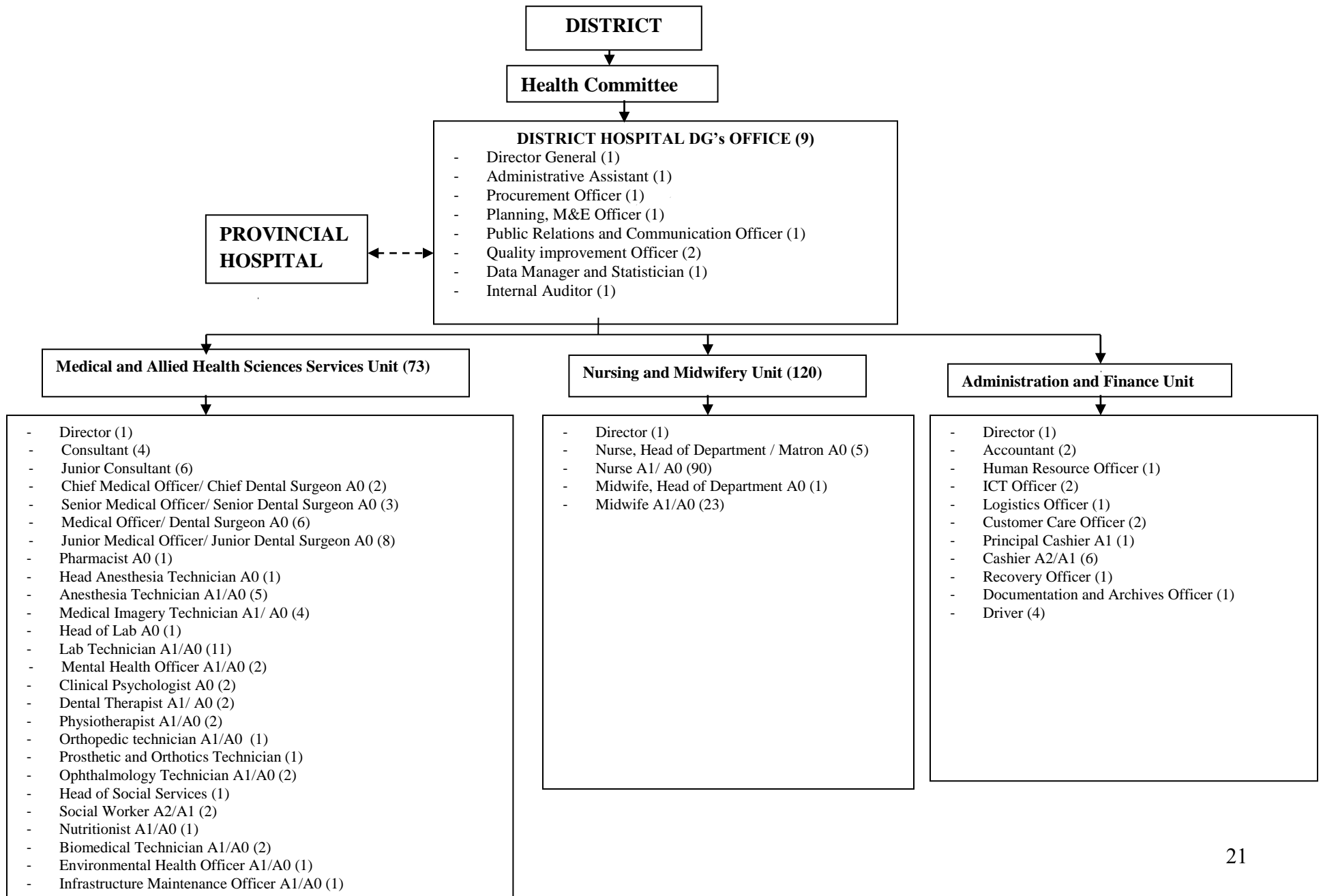
RUHANGO PROVINCIAL HOSPITAL ORGANISATIONAL STRUCTURE (230)



RWAMAGANA PROVINCIAL HOSPITAL ORGANISATIONAL STRUCTURE (283)



BUTARO DISTRICT HOSPITAL WITH SPECIALIZED SERVICE CHART (224)



HVP GATAGARA SPECIALIZED ORGANIZATIONAL CHART (105)

Office of Director General (4)

- Director General (1)
- Administrative Assistant (1)
- Procurement Officer (1)
- Planning, M&E Officer (1)

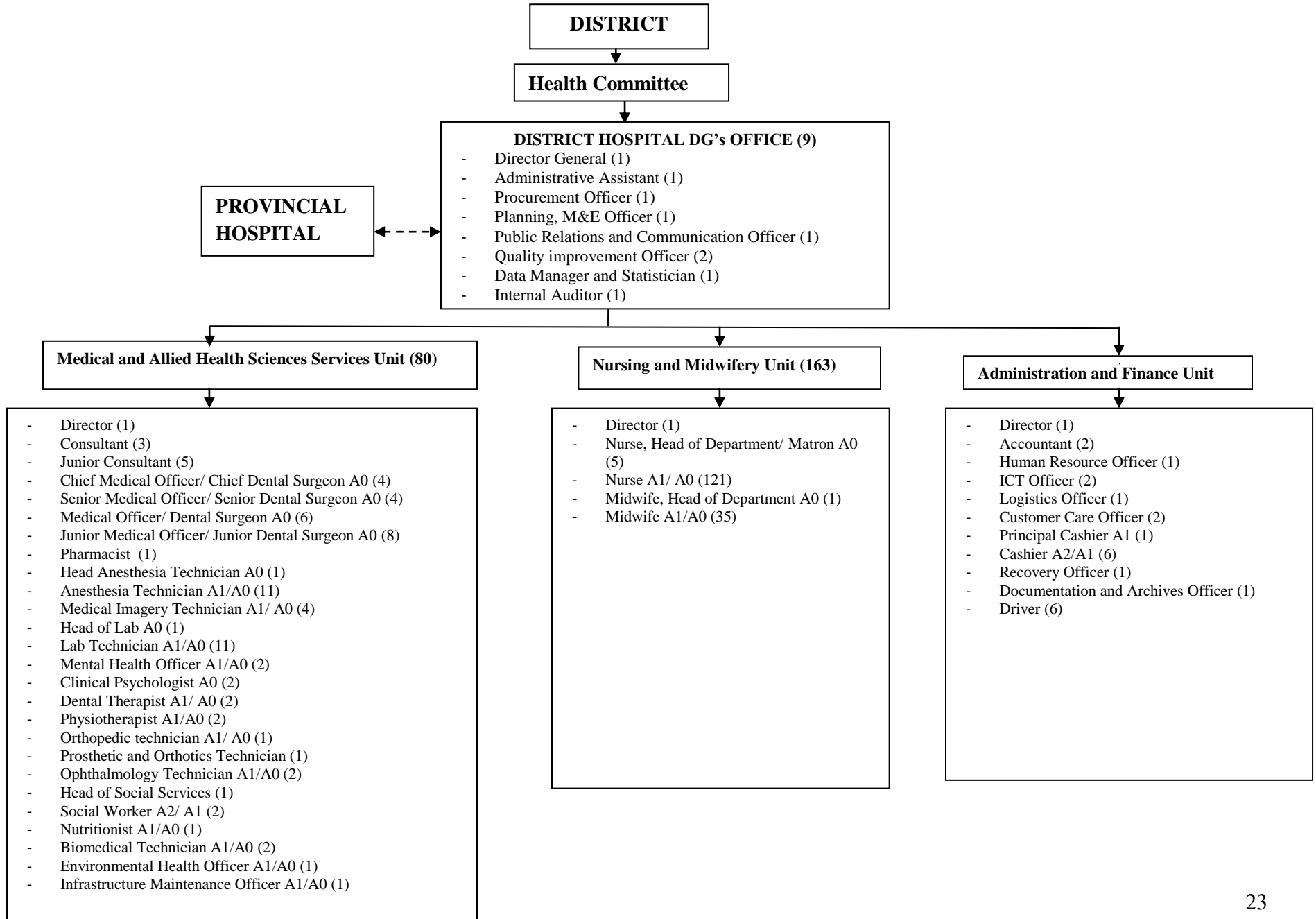
Administration & Finance Unit (15)

- Director (1)
- Accountant A1 (1)
- Quality Improvement Officer (1)
- Human Resources Officer (1)
- Data Management & Statistics Officer (1)
- ICT Officer (1)
- Principal Cashier (1)
- Cashier A2 (2)
- Documentation & Archives (1)
- Customer Care Officer (2)
- Recovery Officer (1)
- Driver (2)

Medical and Allied Health Sciences Services Unit (86)

- Director (1)
- Junior Consultant (1)
- Chief Medical Officer/Chief dental surgeon (2)
- Senior Medical Officer/senior dental surgeon (4)
- Medical Officer/dental surgeonA0 (5)
- Junior Medical Officer/junior dental surgeon (7)
- Nurse Head of Department (1)
- Nurse A1/A0 (42)
- Anesthesia Technician A1 (4)
- Physiotherapist A1/A0 (2)
- Medical Imagery Technician A1/ A0 (2)
- Orthopedic technician (2)
- Prosthetic and Orthotics Technician (2)
- Occupational Therapist (2)
- Pharmacist (1)
- Environmental Health Officer A1/A0 (1)
- Nutritionist (1)
- Biomedical Technician A1/A0 (2)
- Lab Technician (2)
- Social Workers A2 (2)

BYUMBA DISTRICT HOSPITAL ORGANIZATIONAL CHART (276)



INKURU NZIZA ORTHOPEDIC SPECIALIZED HOSPITAL (63)

Office of Director General (4)

- Director General (1)
- AdministrativeAssistant (1)
- Procurement Officer (1)
- Planning, M&E Officer (1)

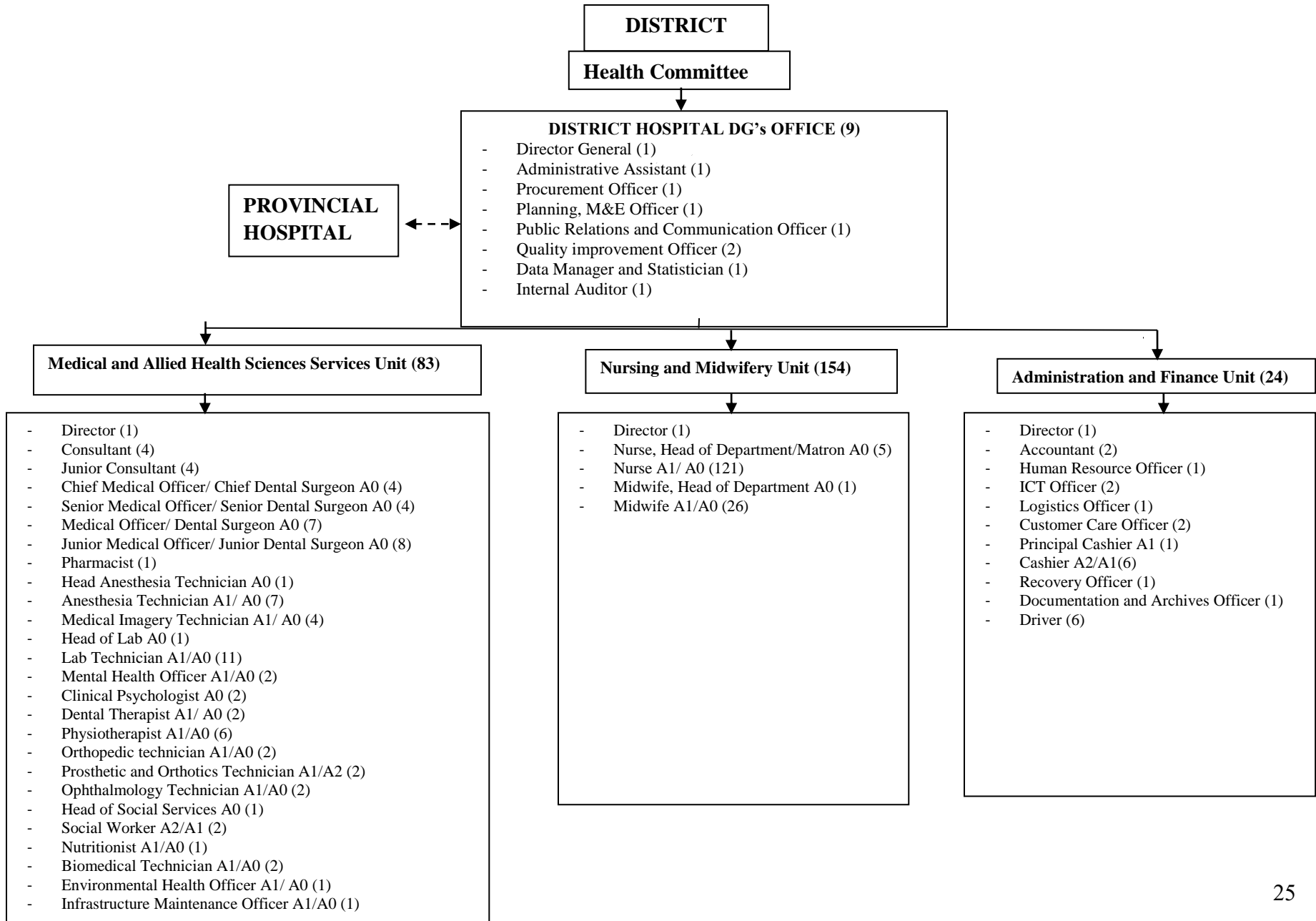
Administration & Finance Unit (15)

- Director (1)
- Accountant A1 (1)
- Procurement Officer (1)
- Planning, M&E Officer (1)
- Quality Improvement Officer (1)
- Human Resources Officer (1)
- Data Management & Statistics Officer (1)
- ICT Officer (1)
- Principal Cashier (1)
- Cashier A2 (2)
- Documentation & Archiivist (1)
- Customer Care Officer (2)
- Recovery Officer (1)
- Driver (2)

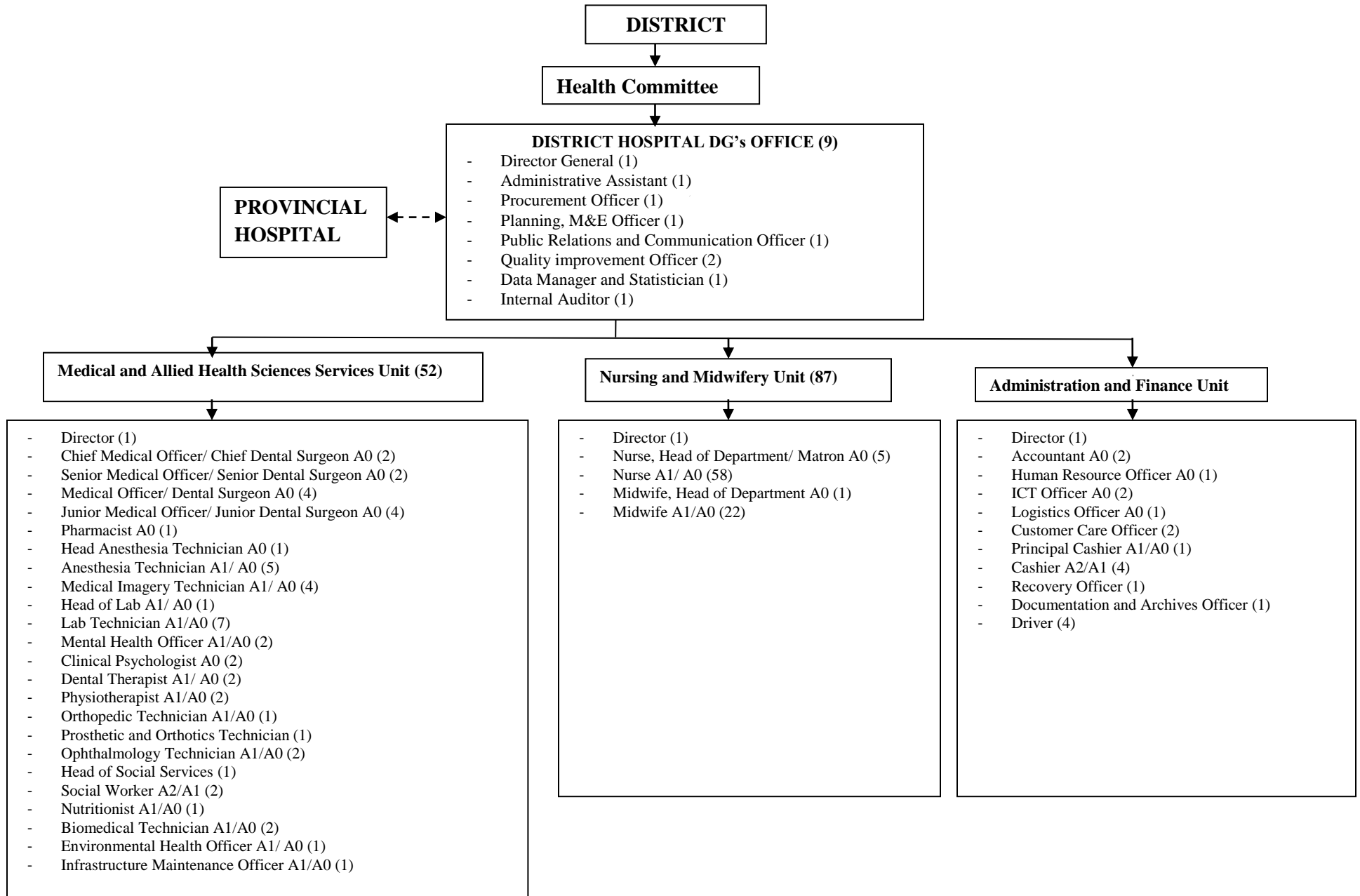
Medical and Allied Health Sciences Services Unit (44)

- Director (1)
- Junior Consultant (2)
- Medical Officer/Dental Surgeon A0 (2)
- Junior medical Officer/Junior Dental Surgeon (2)
- Nurse Head of Department (1)
- Nurse A1/A0 (14)
- Anesthesia Technician A1 (3)
- Physiotherapist A1/A0 (2)
- Medical Imagery Technician A1/ A0 (2)
- Orthopedic Technician (2)
- Prosthetic and Orthotics Technician (2)
- Occupational Therapist (2)
- Pharmacist (1)
- Environmental Health Officer A1/A0(1)
- Nutritionist (1)
- Biomedical Technician A1/A0 (2)
- Lab Technician (2)
- Social Worker A2 (2)

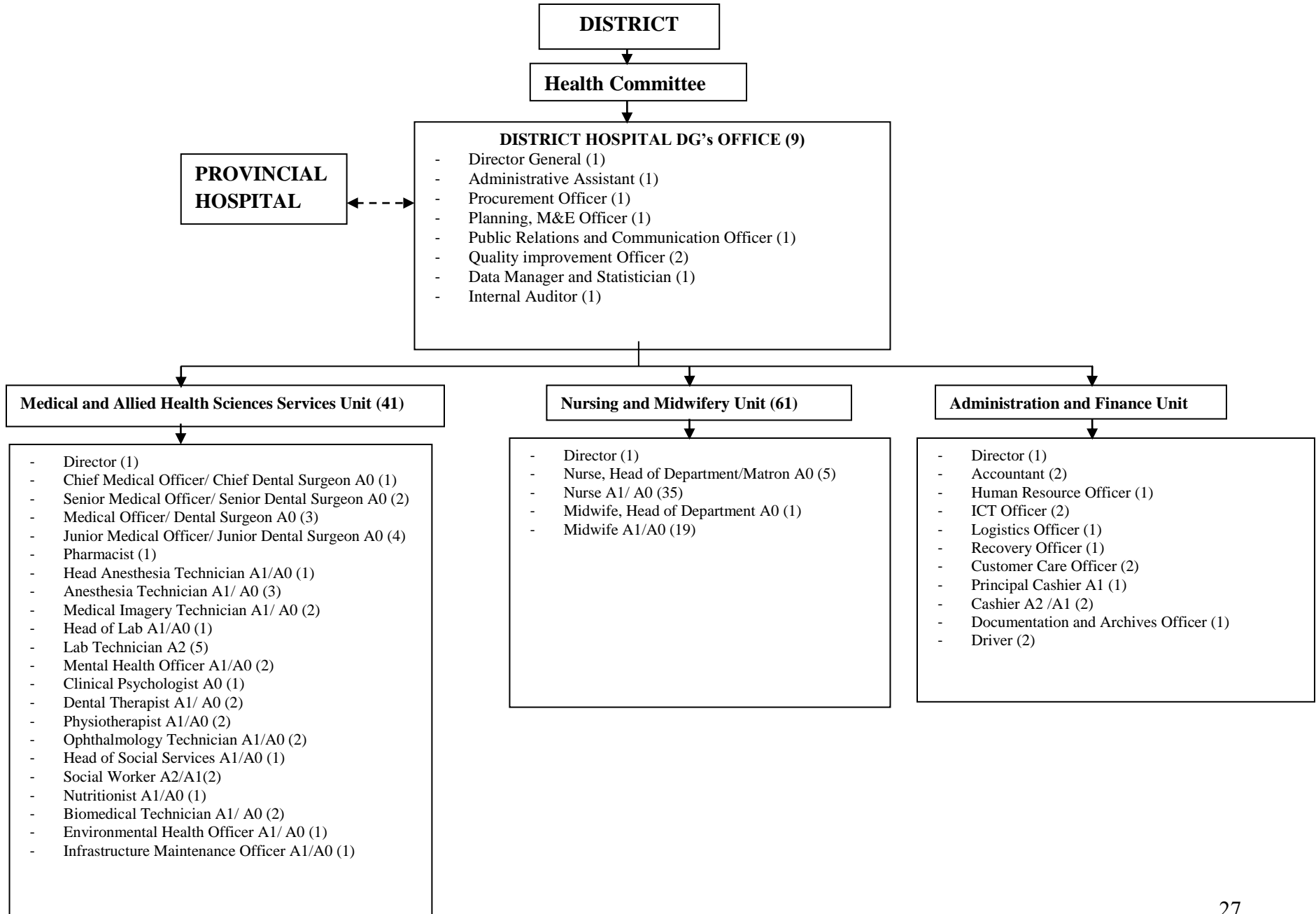
GAHINI DISTRICT HOSPITAL WITH SPECIALIZED SERVICE ORGANIZATIONAL CHART (270)



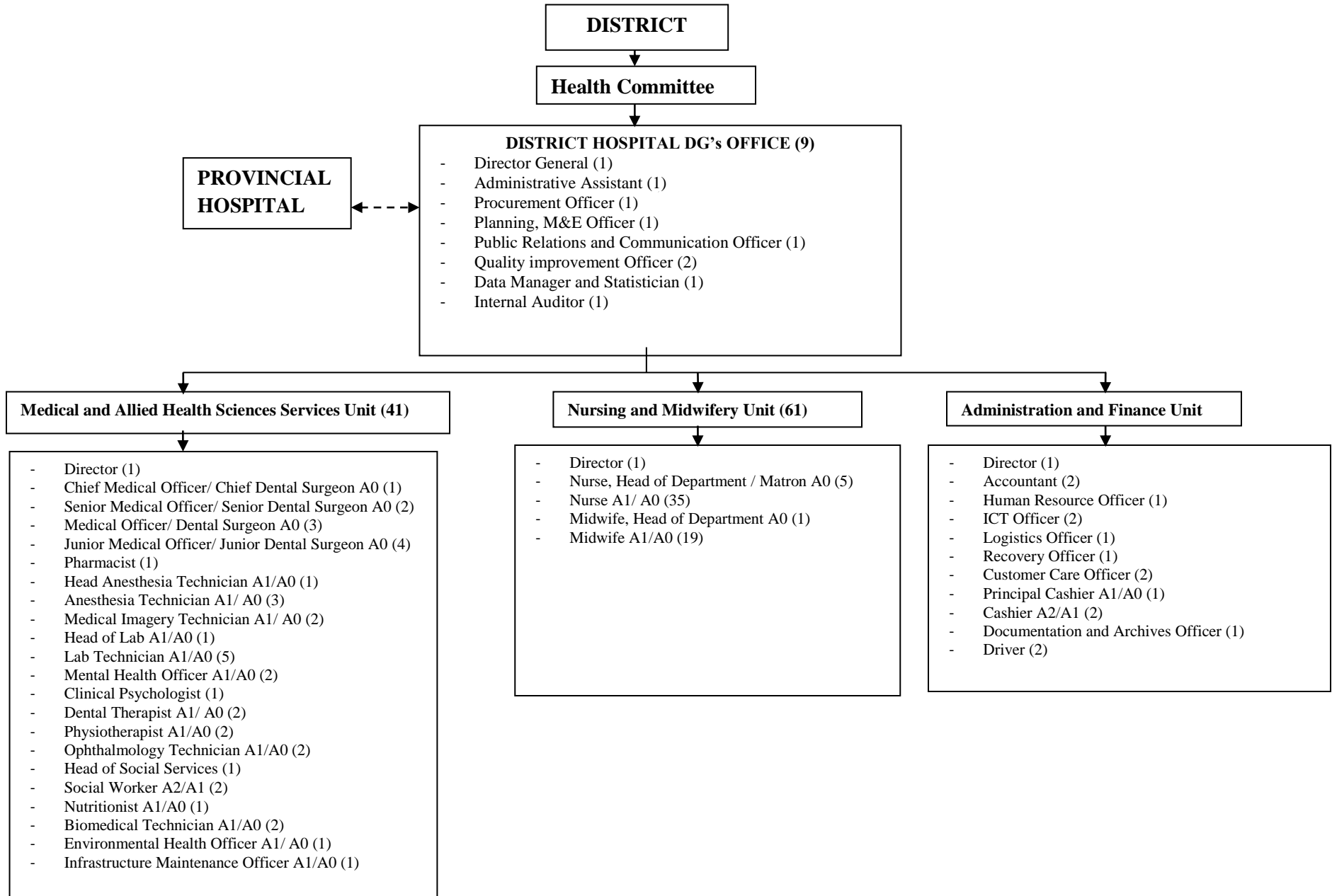
GAKOMA DISTRICT HOSPITAL ORGANIZATIONAL CHART 2020 (168)



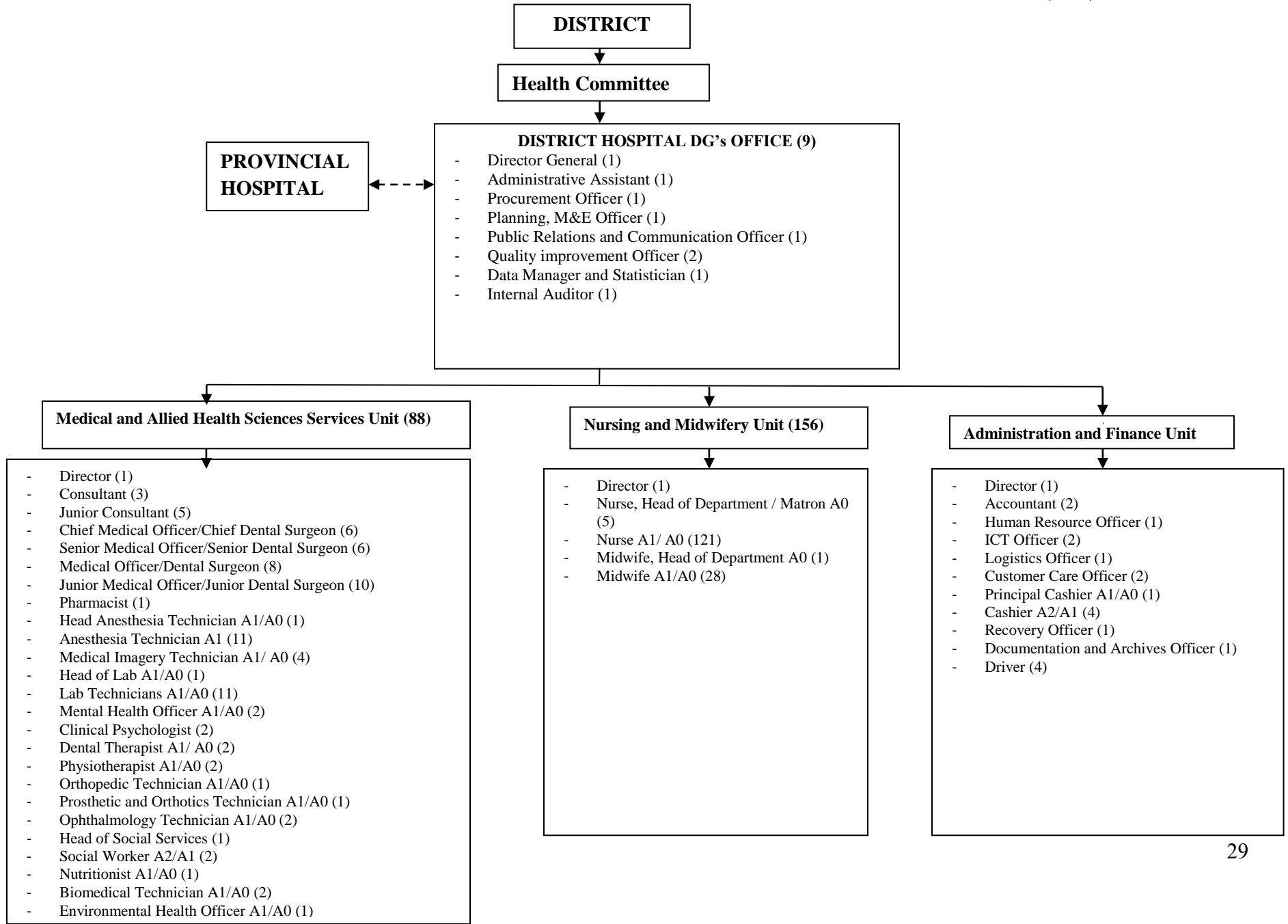
GATONDE DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (127)



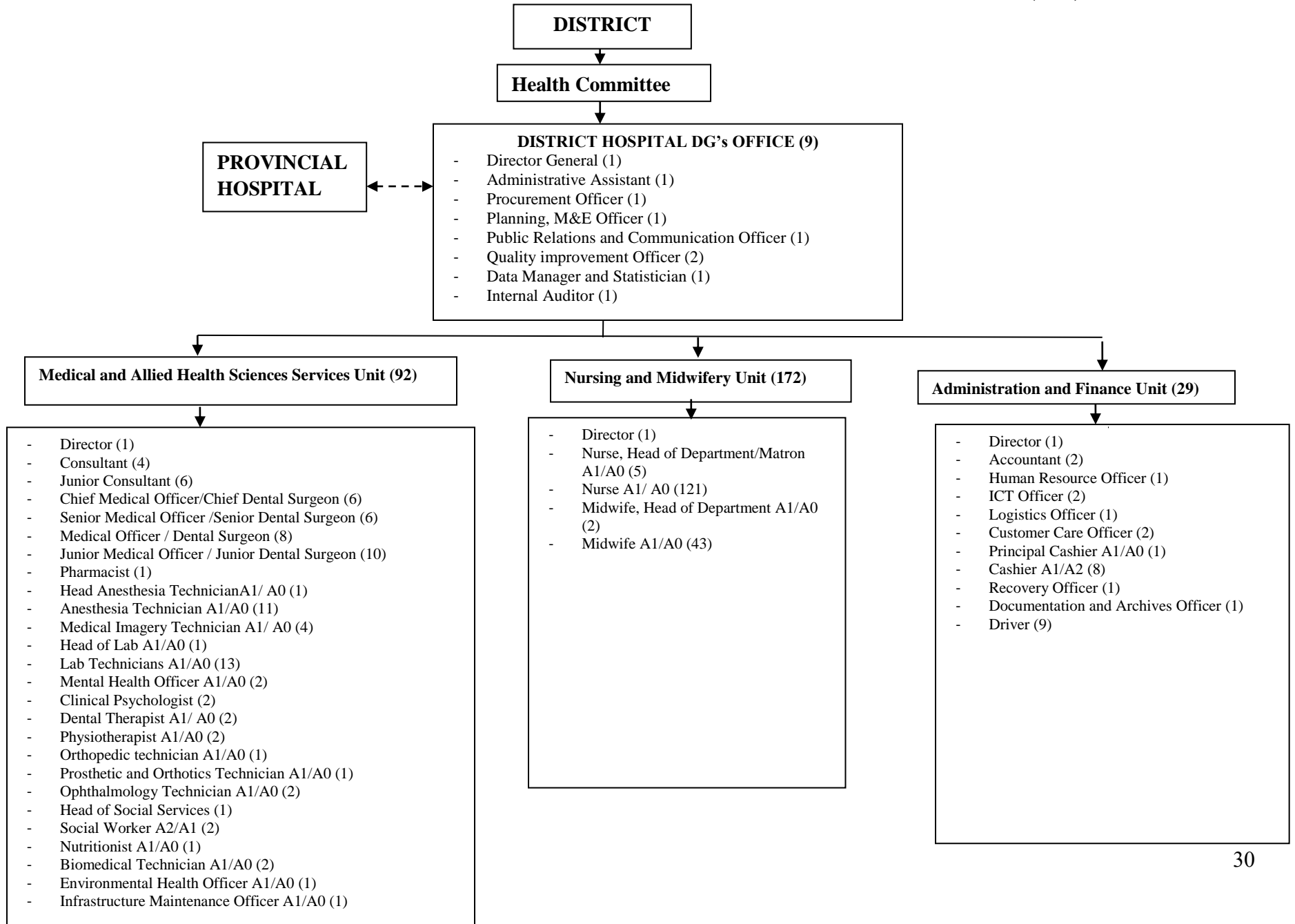
GATUNDA DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (127)



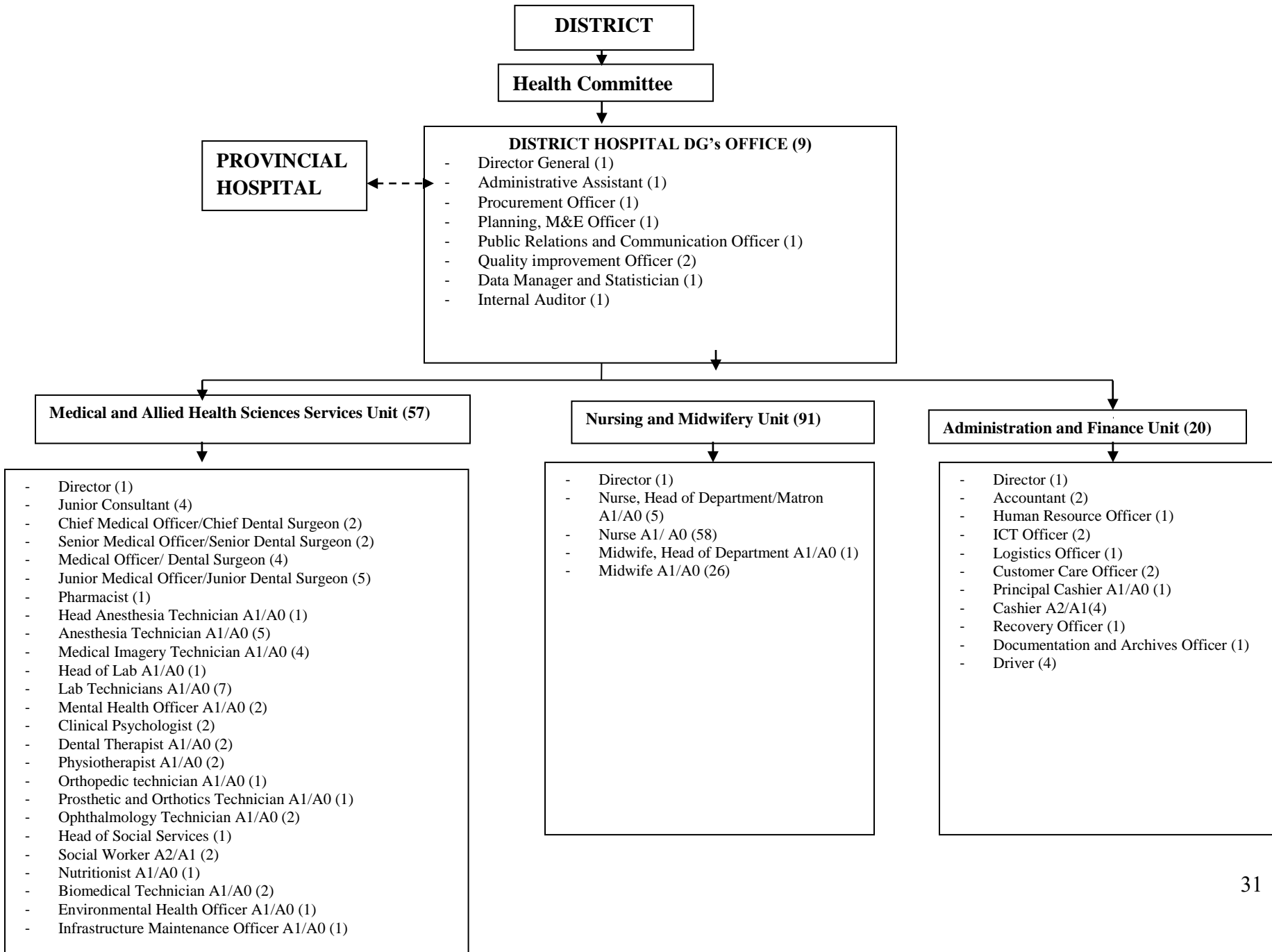
GIHUNDWE DISTRICT HOSPITAL ORGANIZATIONAL CHART 2020 (273)



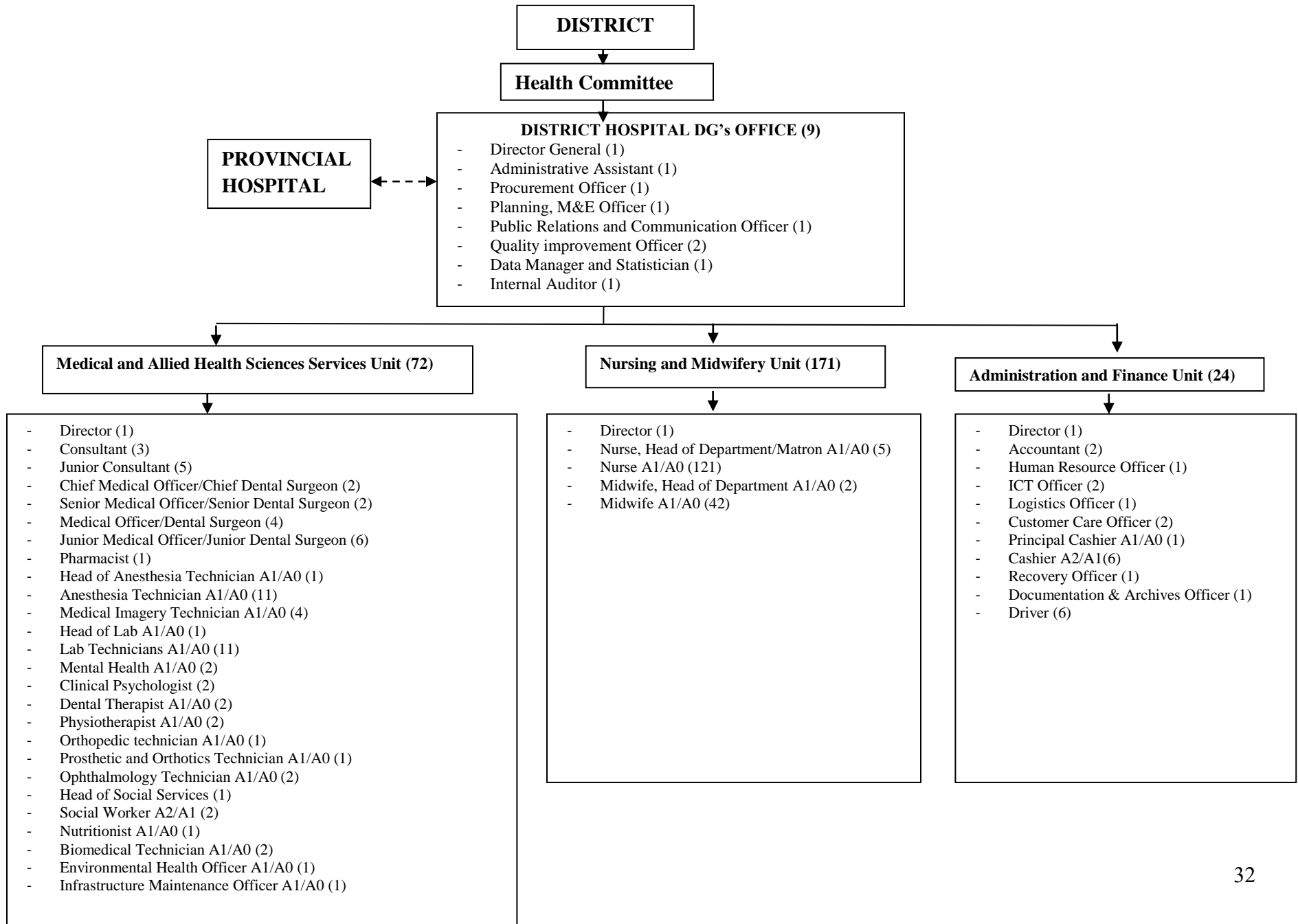
GISENYI DISTRICT HOSPITAL ORGANIZATIONAL CHART 2020 (302)



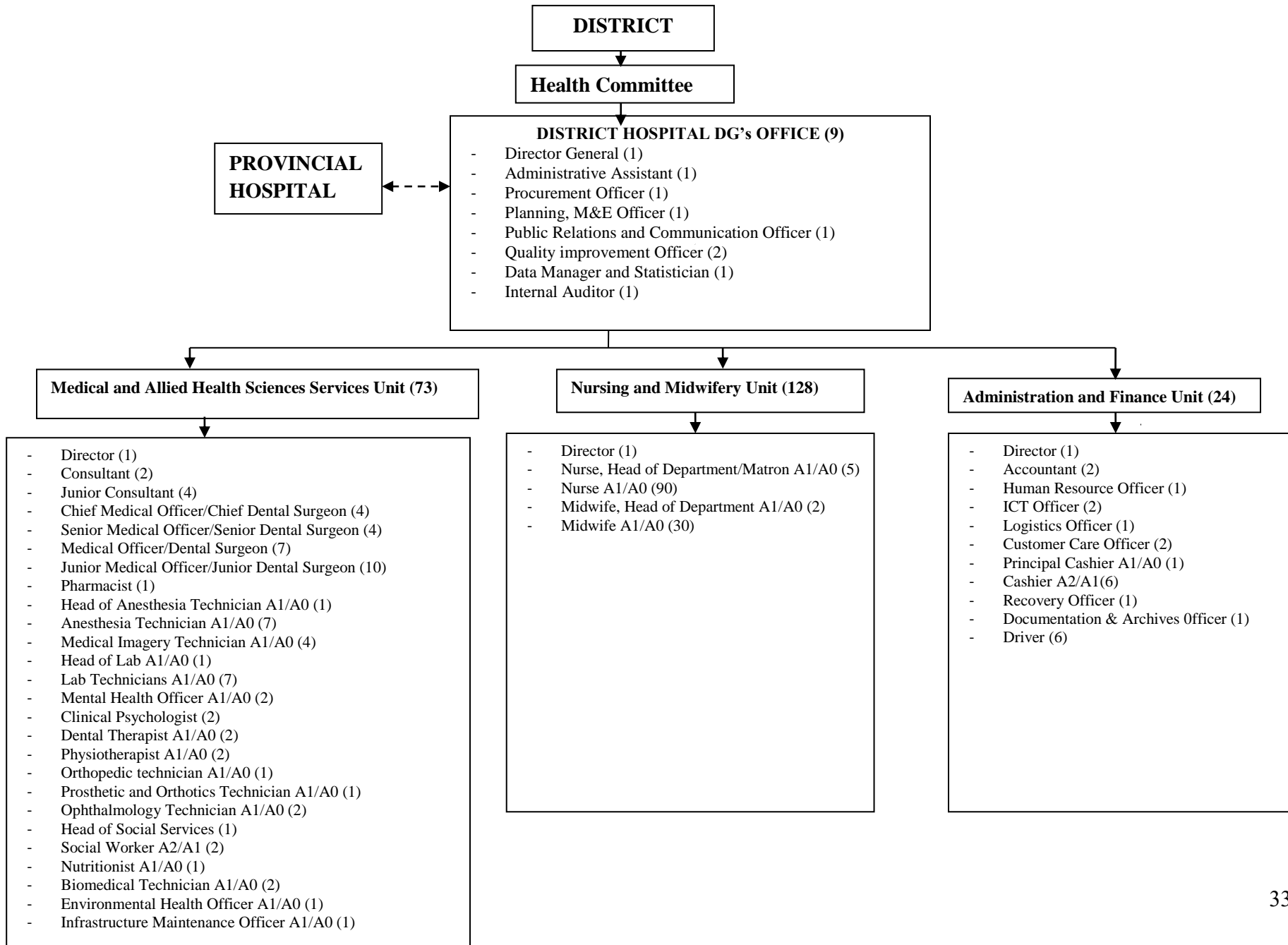
GITWE DISTRICT HOSPITAL ORGANIZATIONAL CHART 2020 (177)



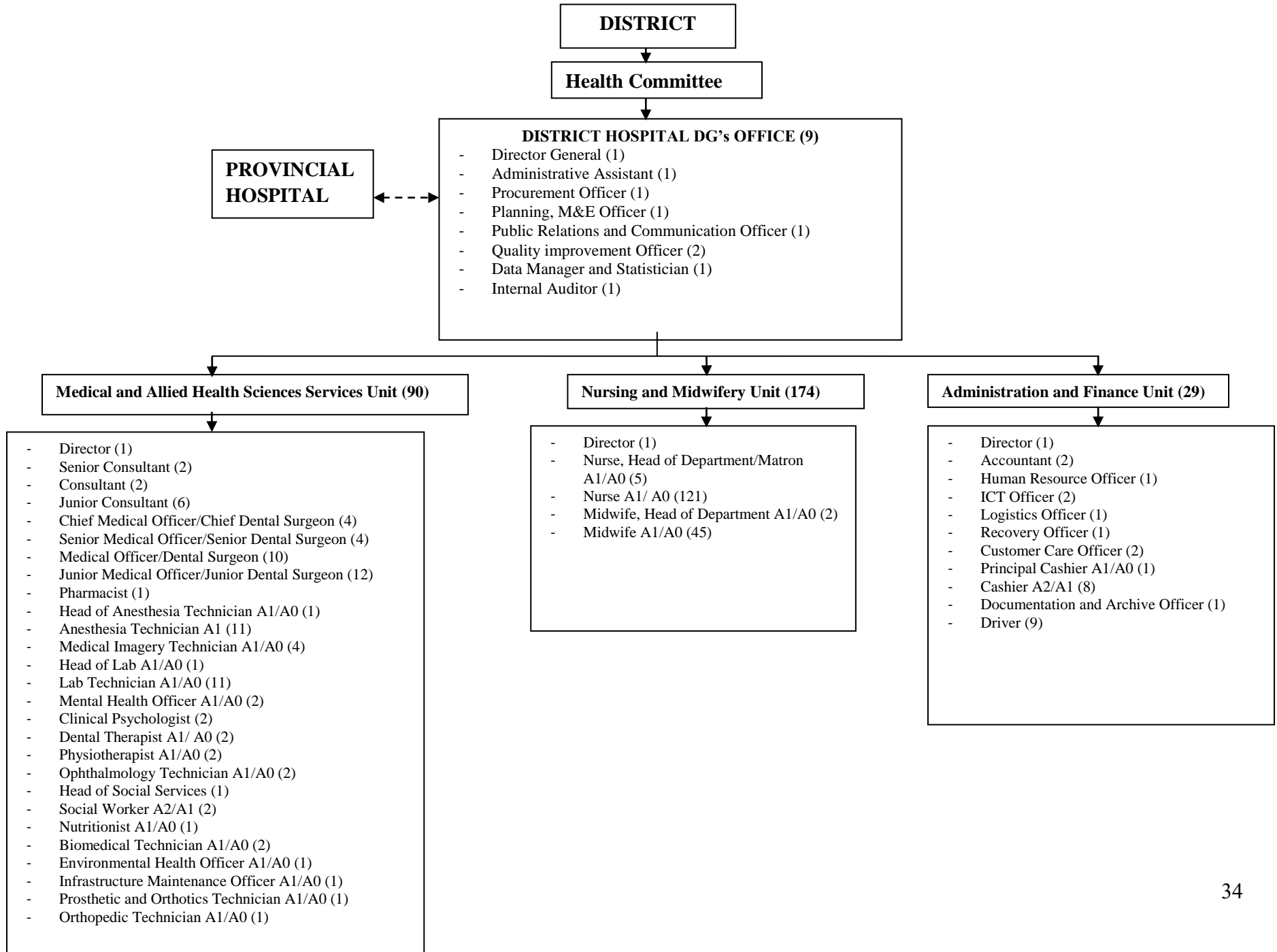
KIREHE DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE 2020 (276)



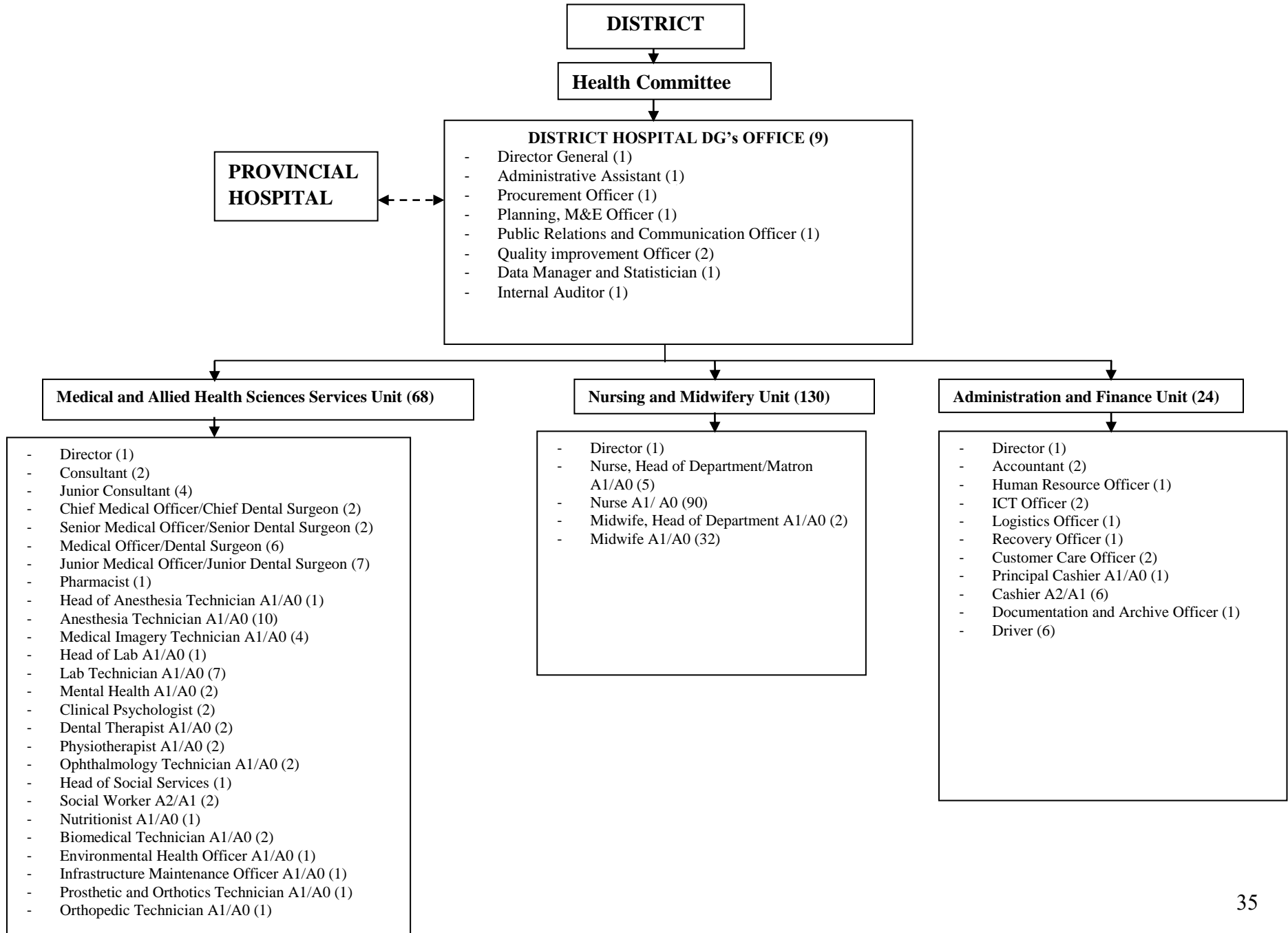
KIZIGURO DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE 2020 (234)



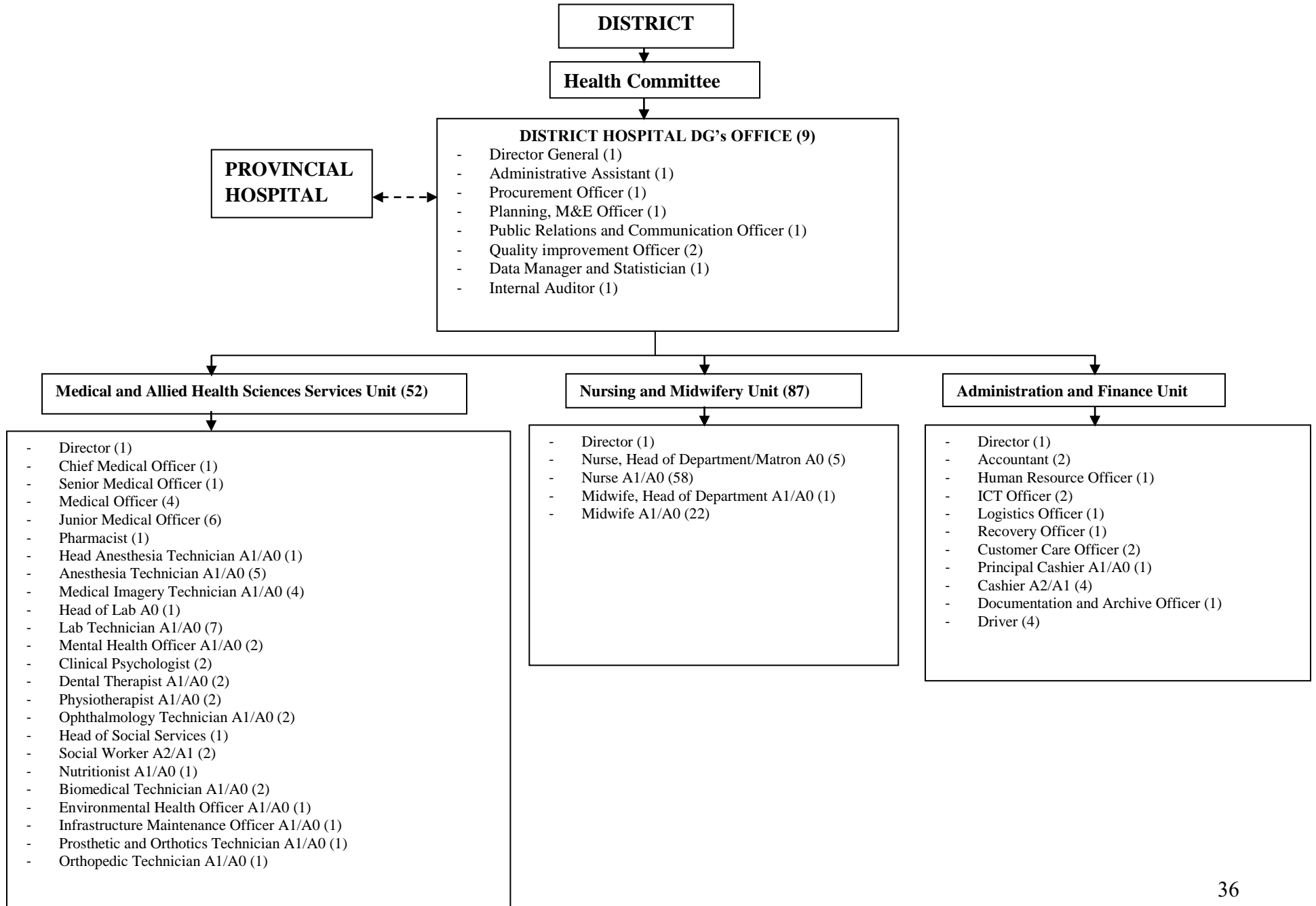
MASAKA DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (302)



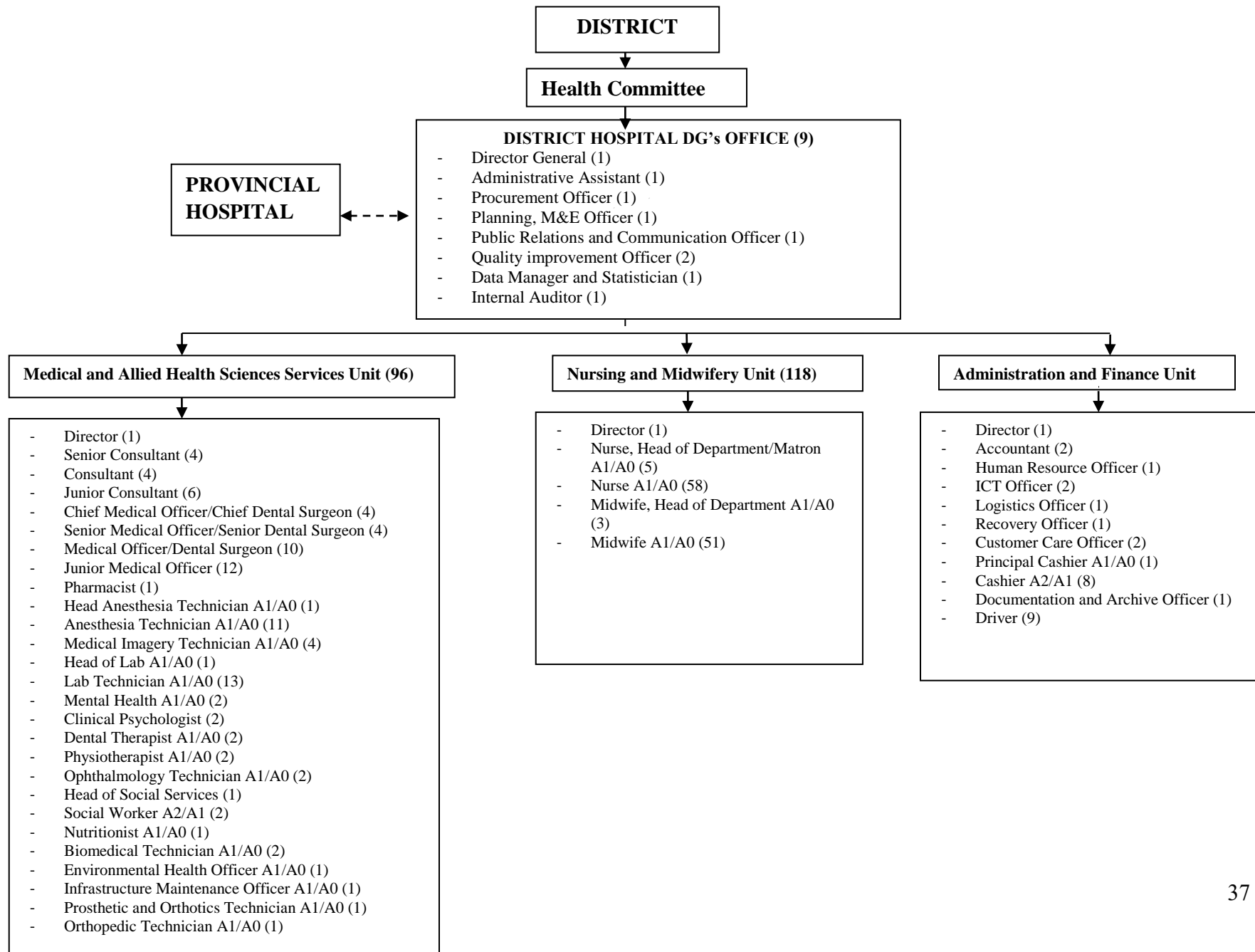
MIBILIZI DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (231)



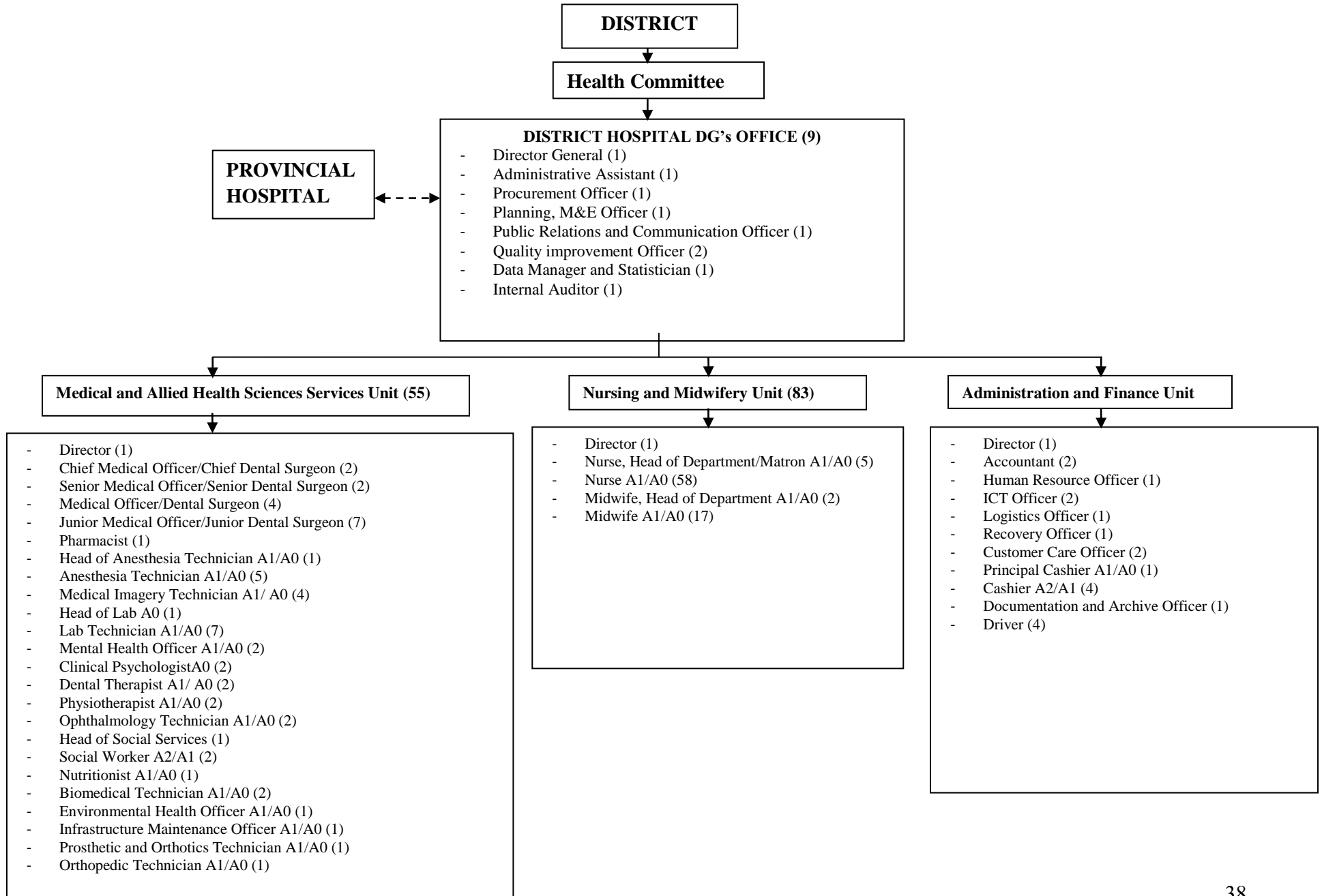
MUHORORO DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (168)



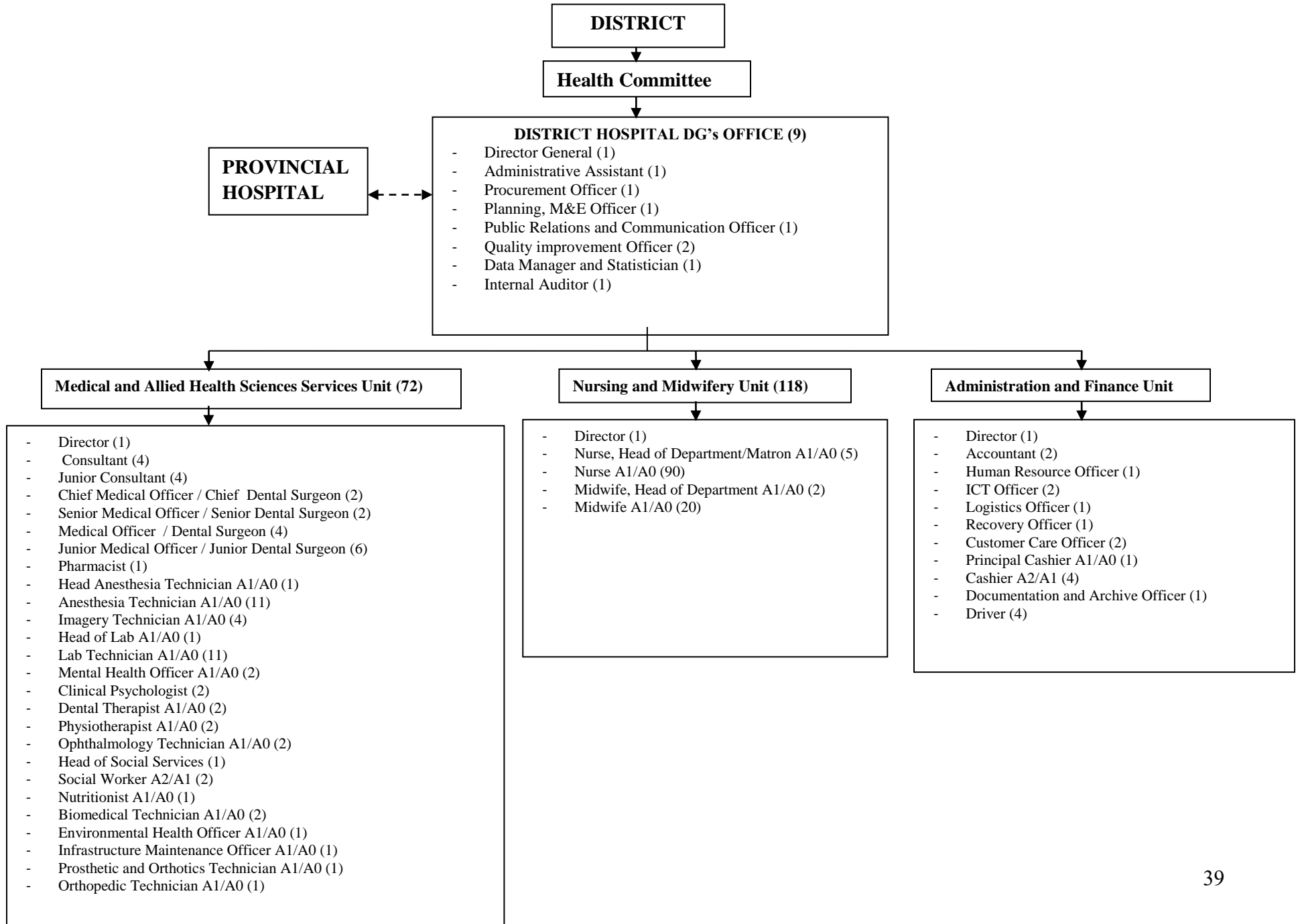
MUHIMA DISTRICT HOSPITAL WITH SPECIALIZED SERVICE ORGANIZATIONAL STRUCTURE (252)



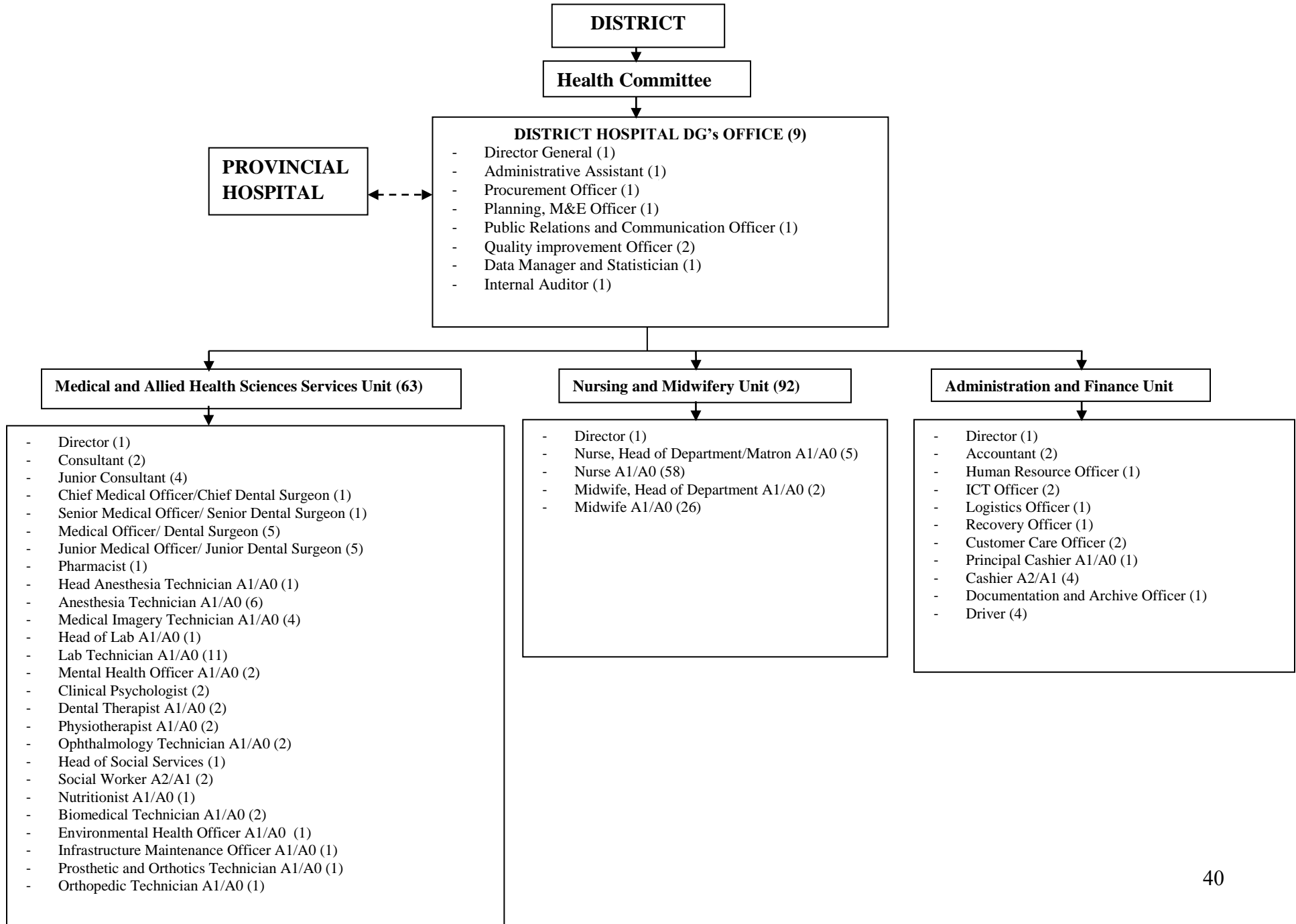
MUGONERO DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (167)



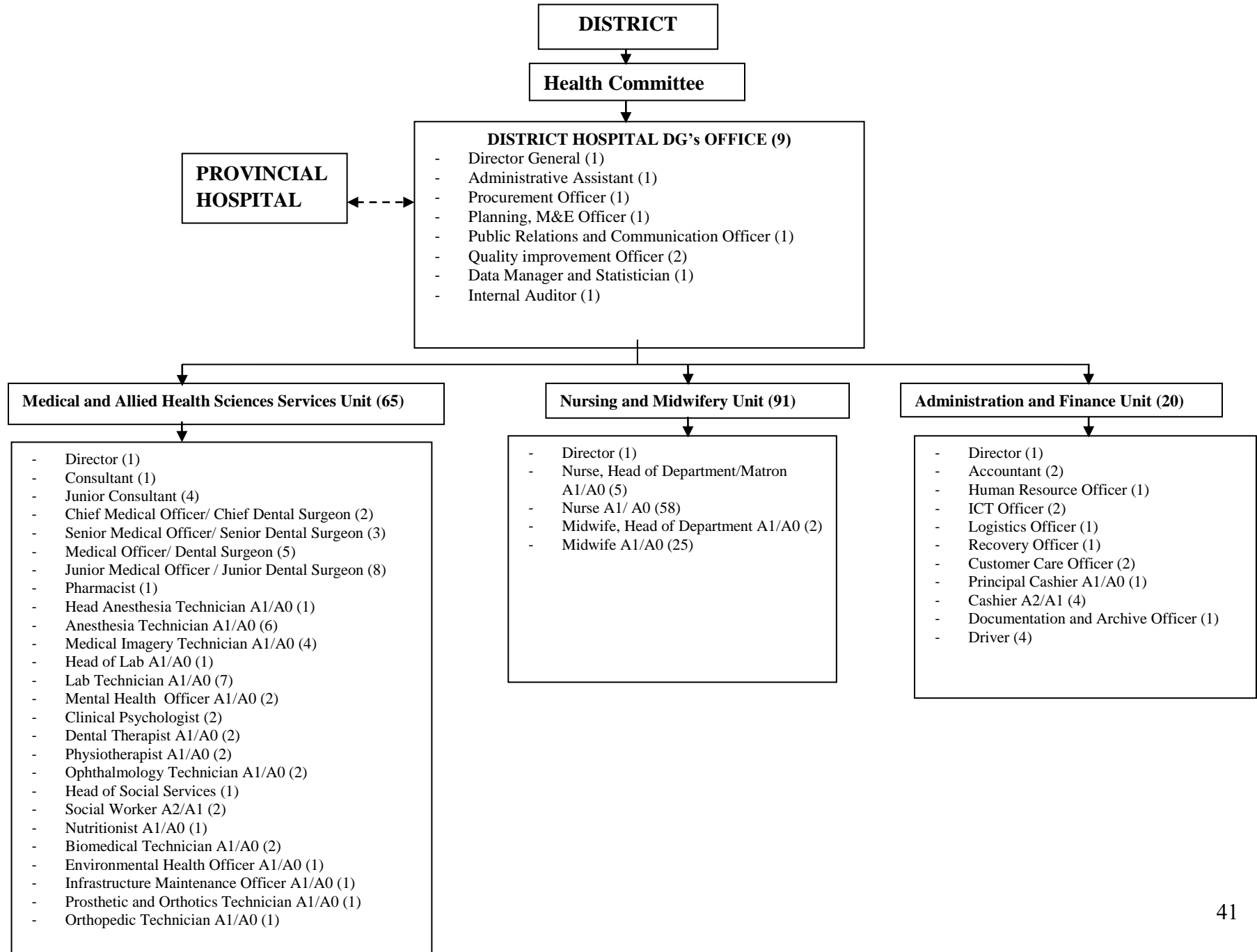
MUNINI DISTRICT HOSPITAL ORGANIATIONAL STRUCTURE (219)



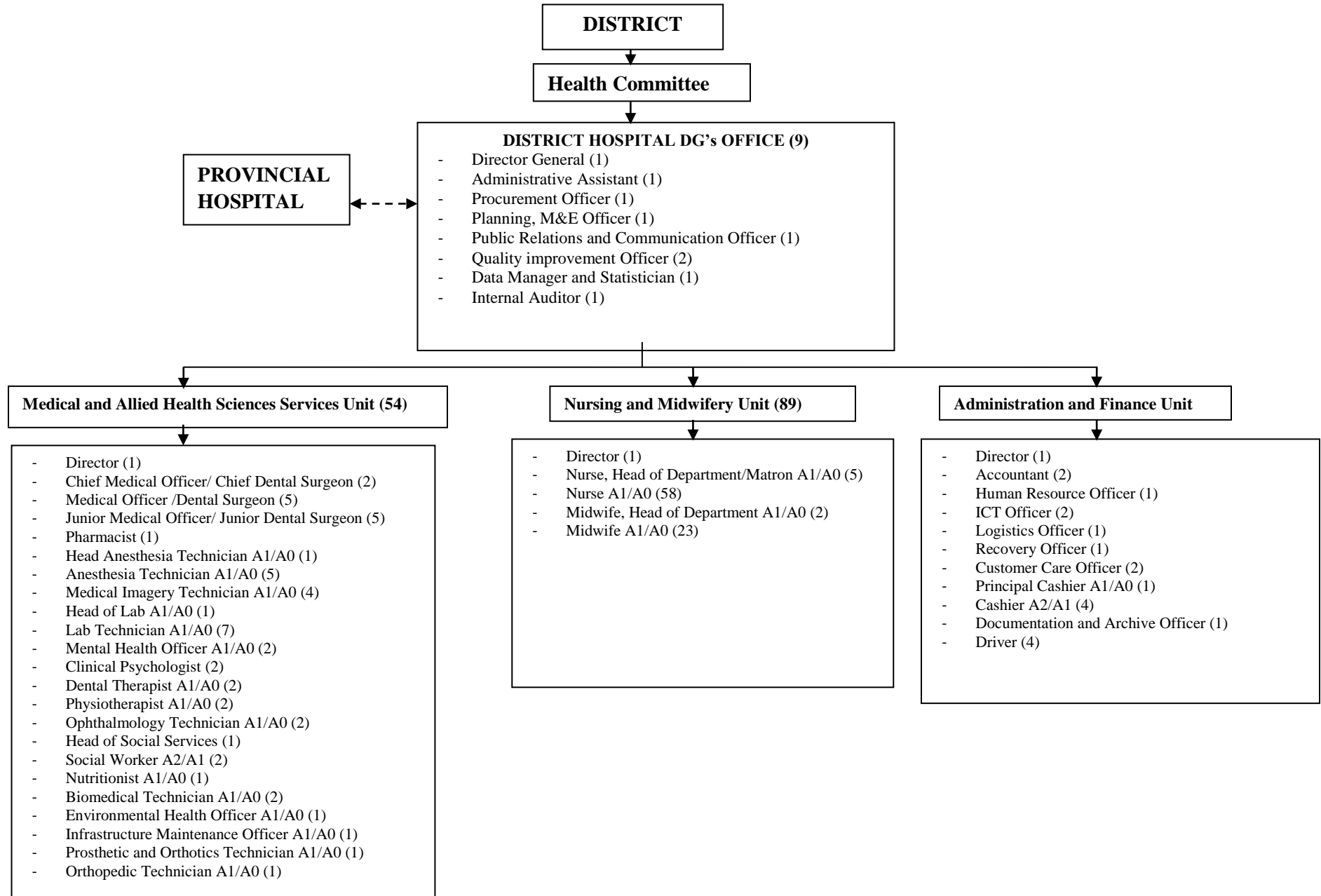
MURUNDA DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (184)



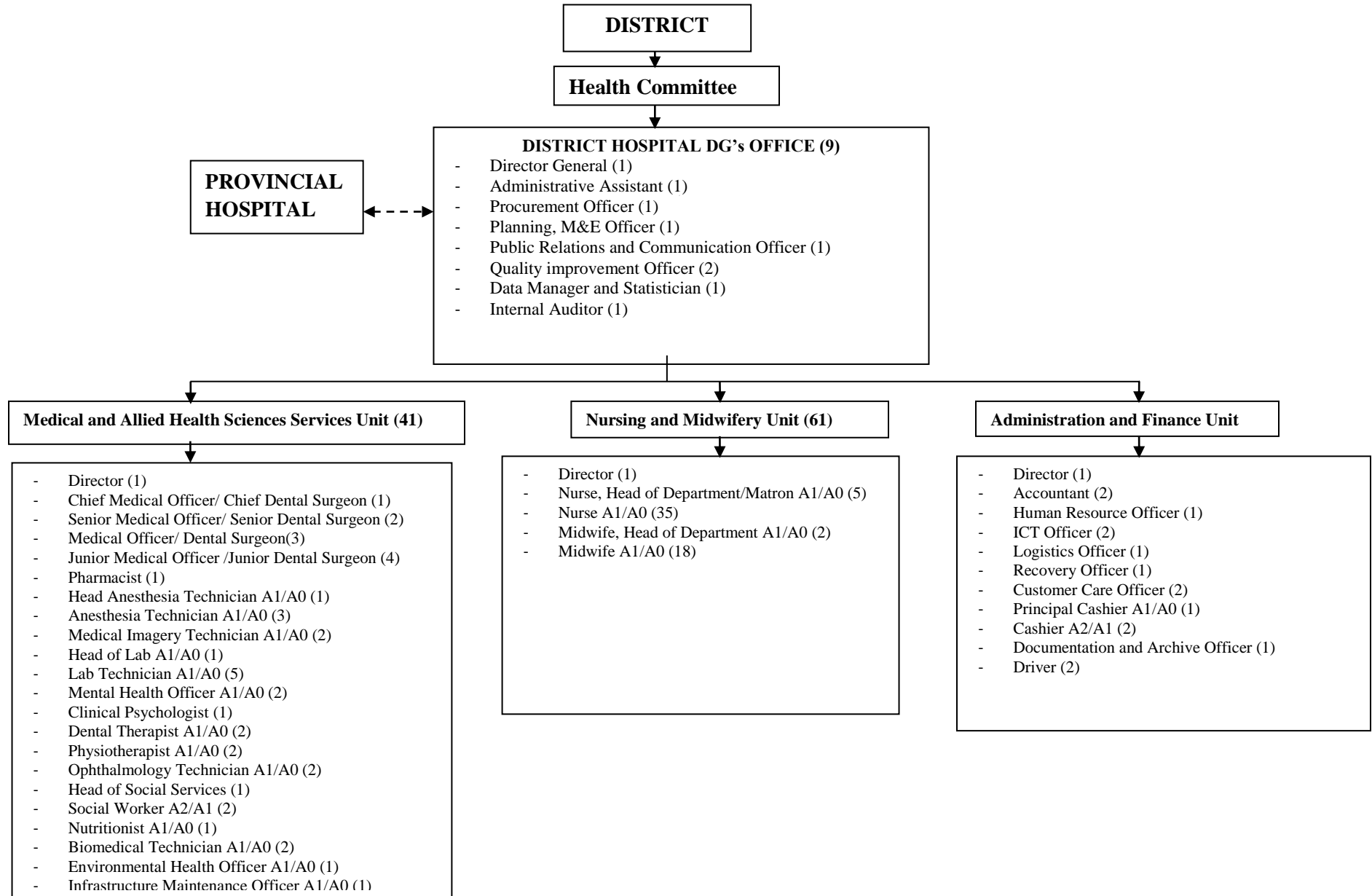
NEMBA DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (185)



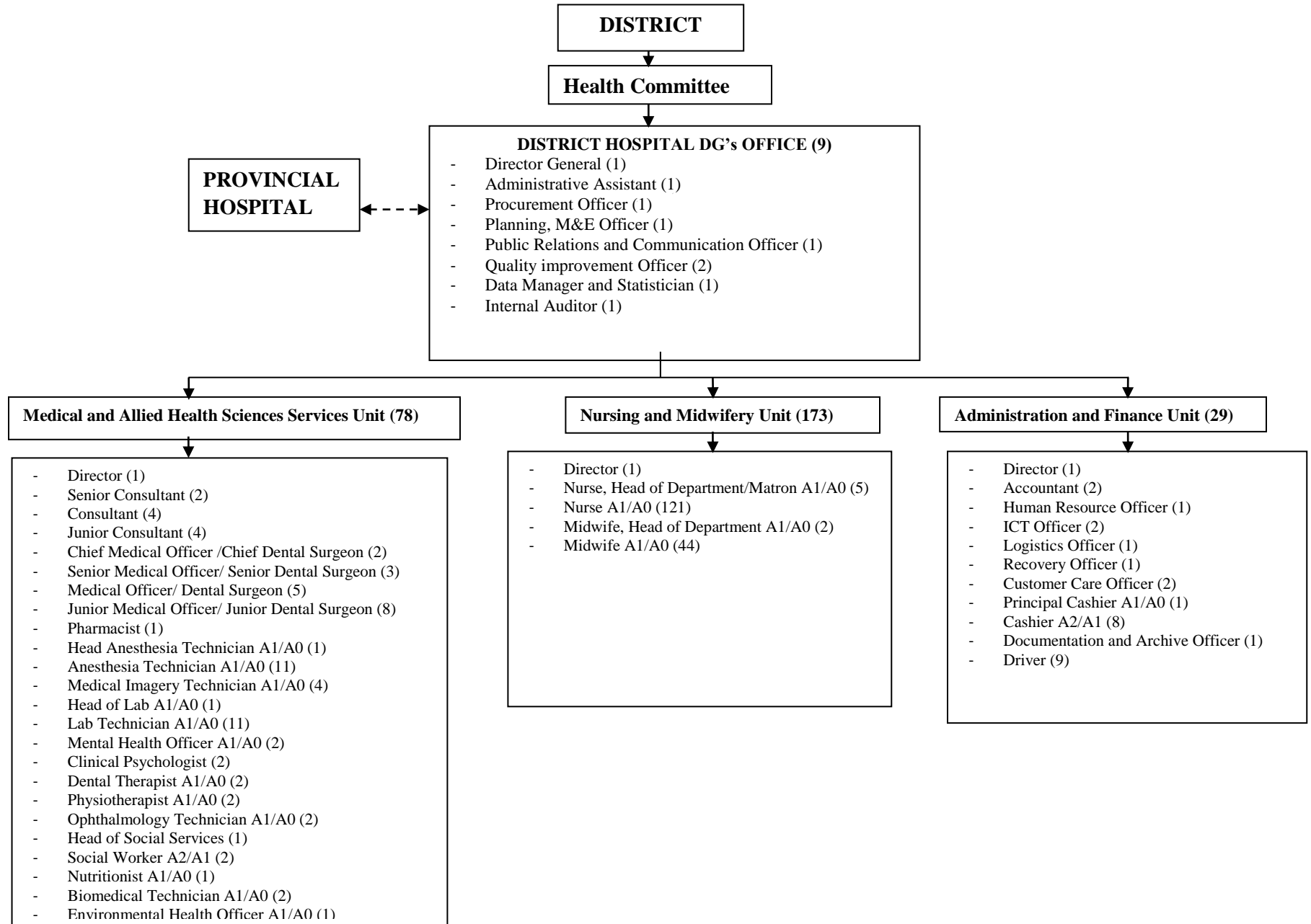
NGARAMA DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (172)



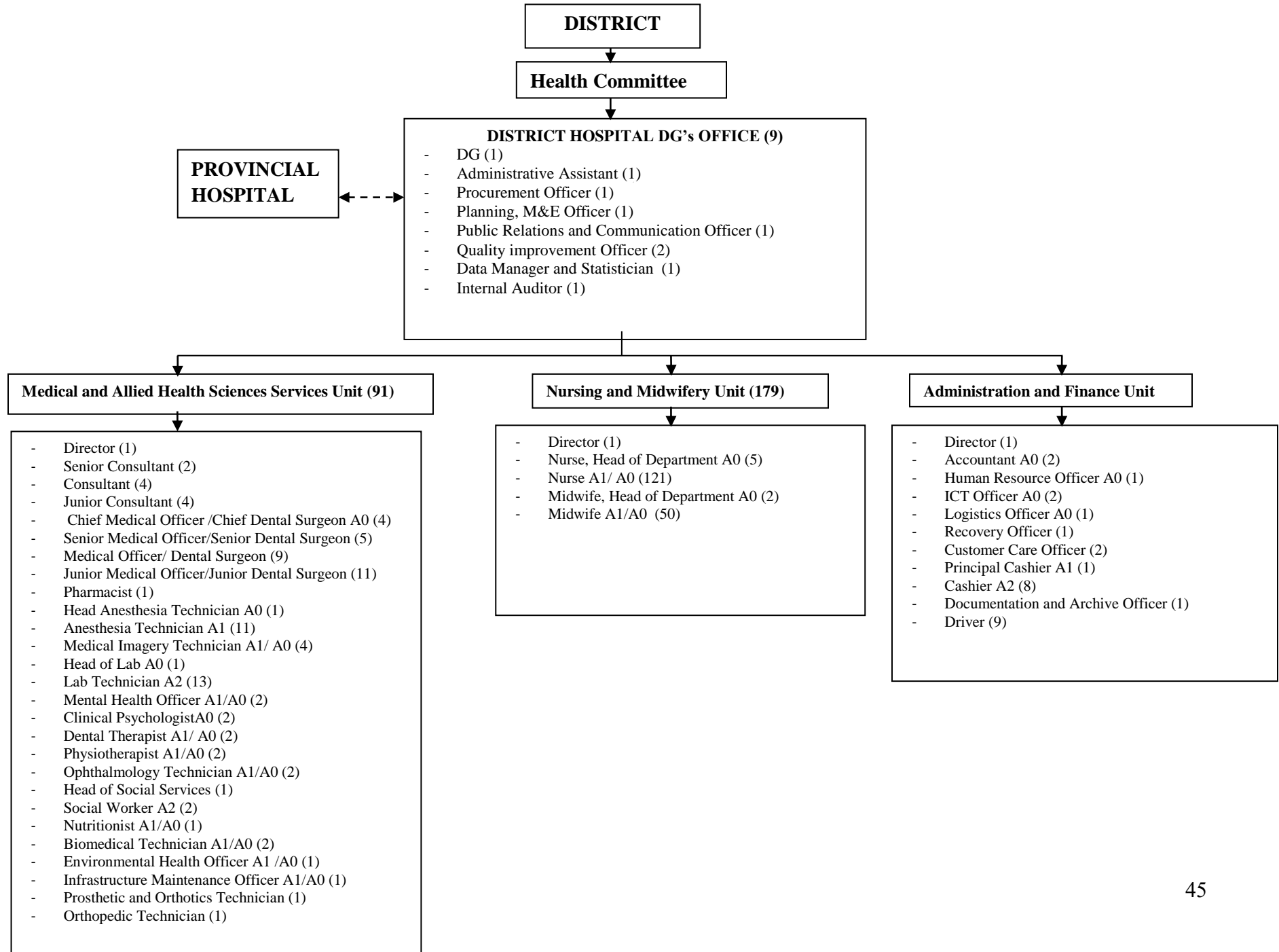
NYABIKENKE DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (127)



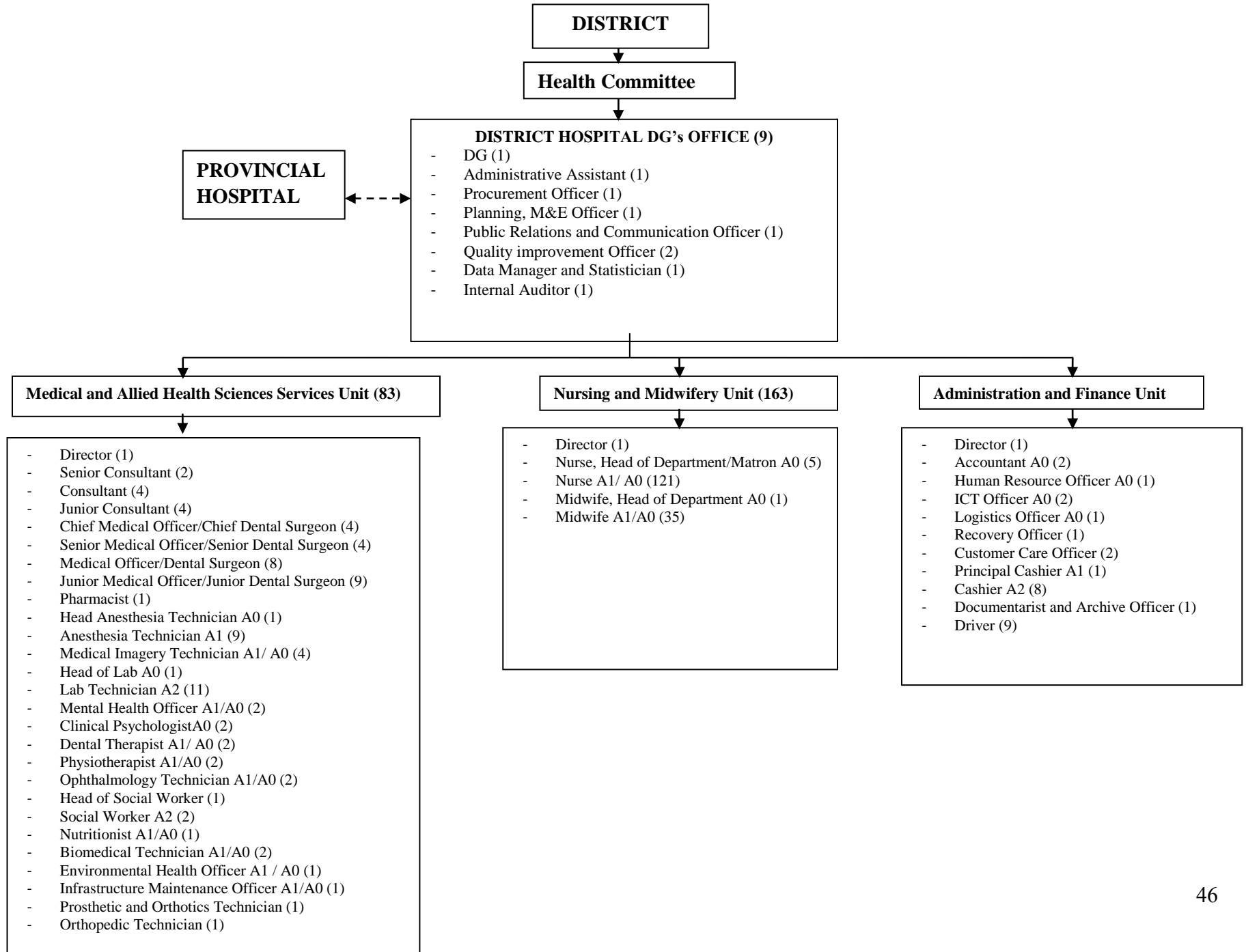
NYAGATARE DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (289)



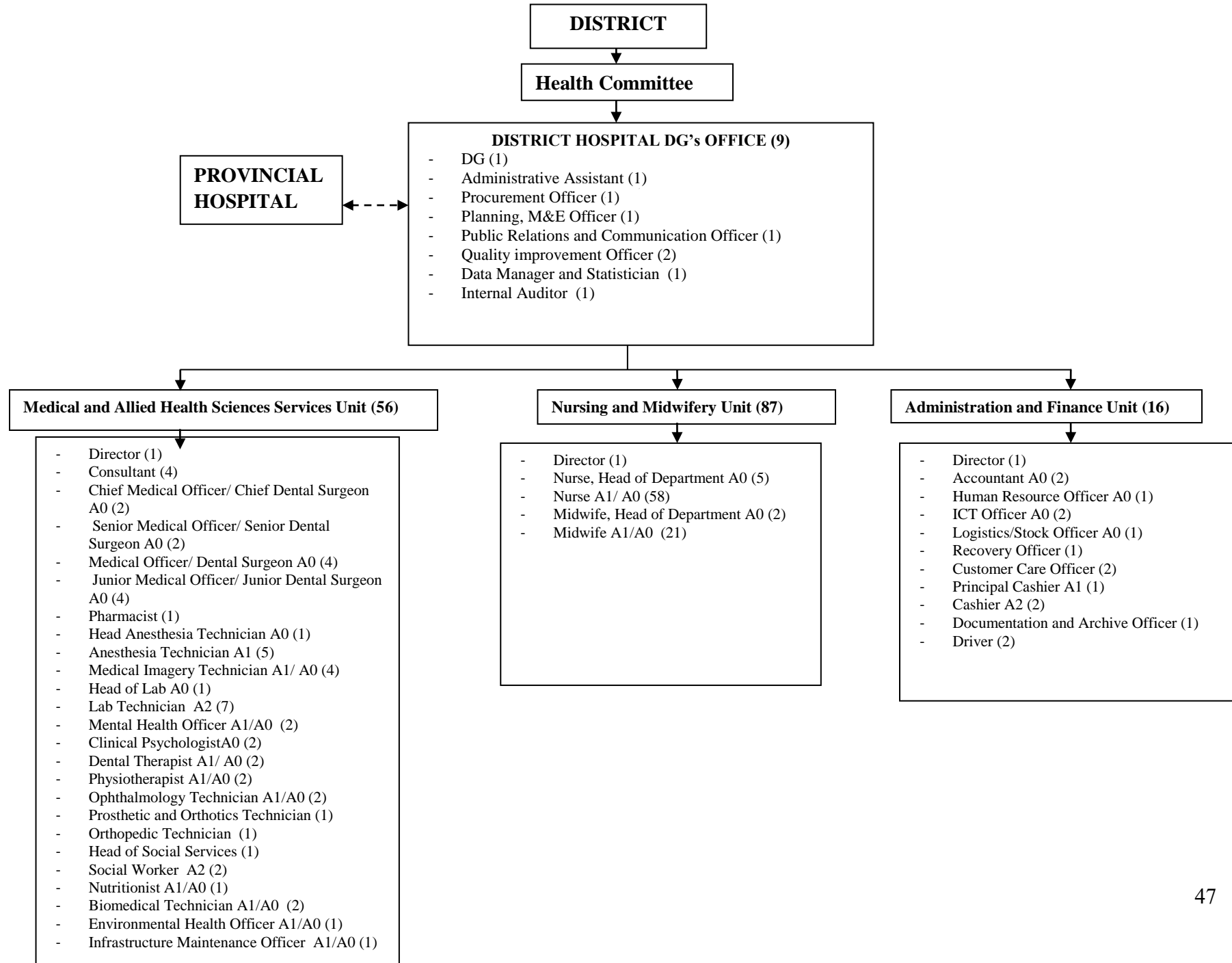
NYAMATA DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (308)



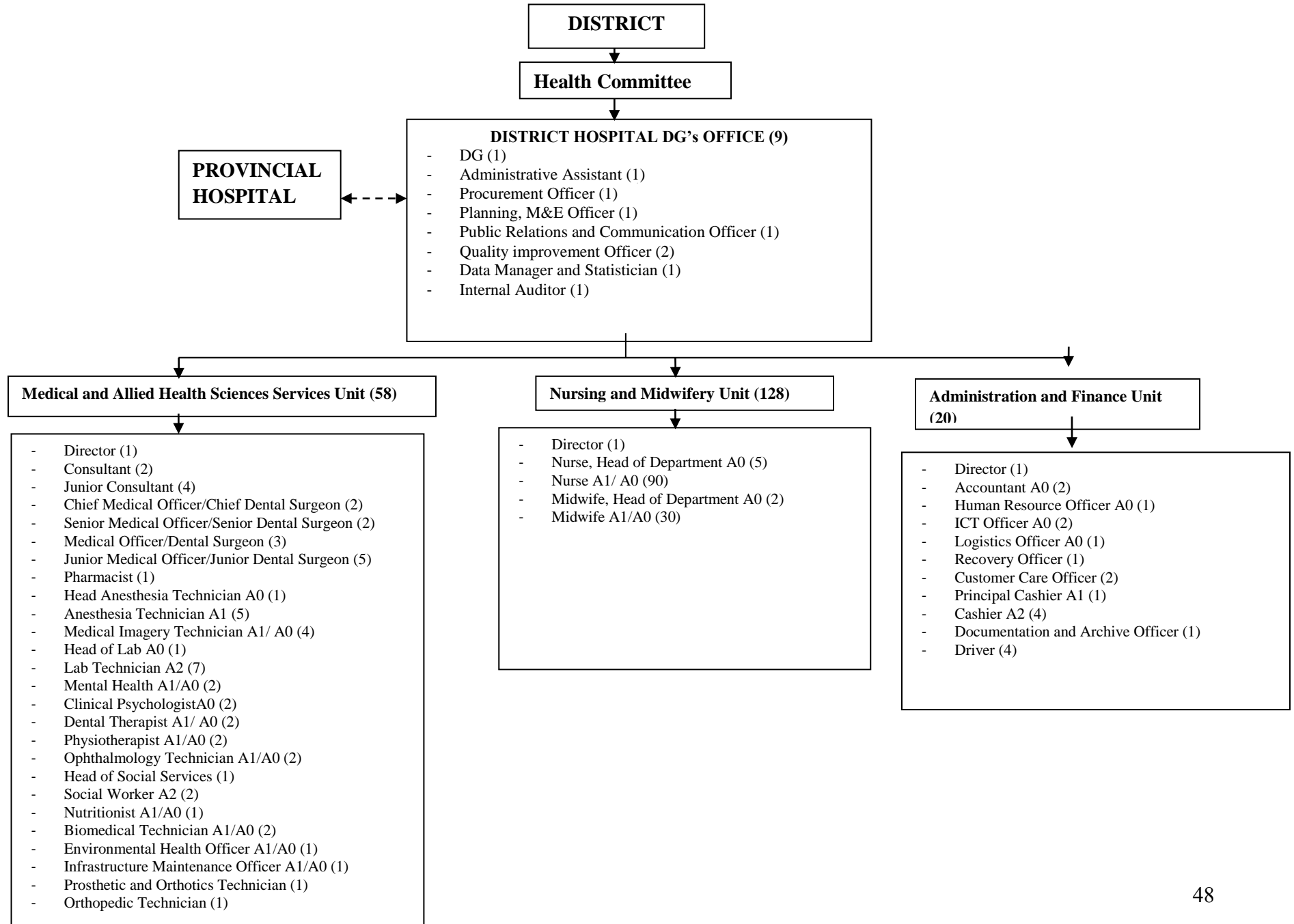
NYANZA DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (284)



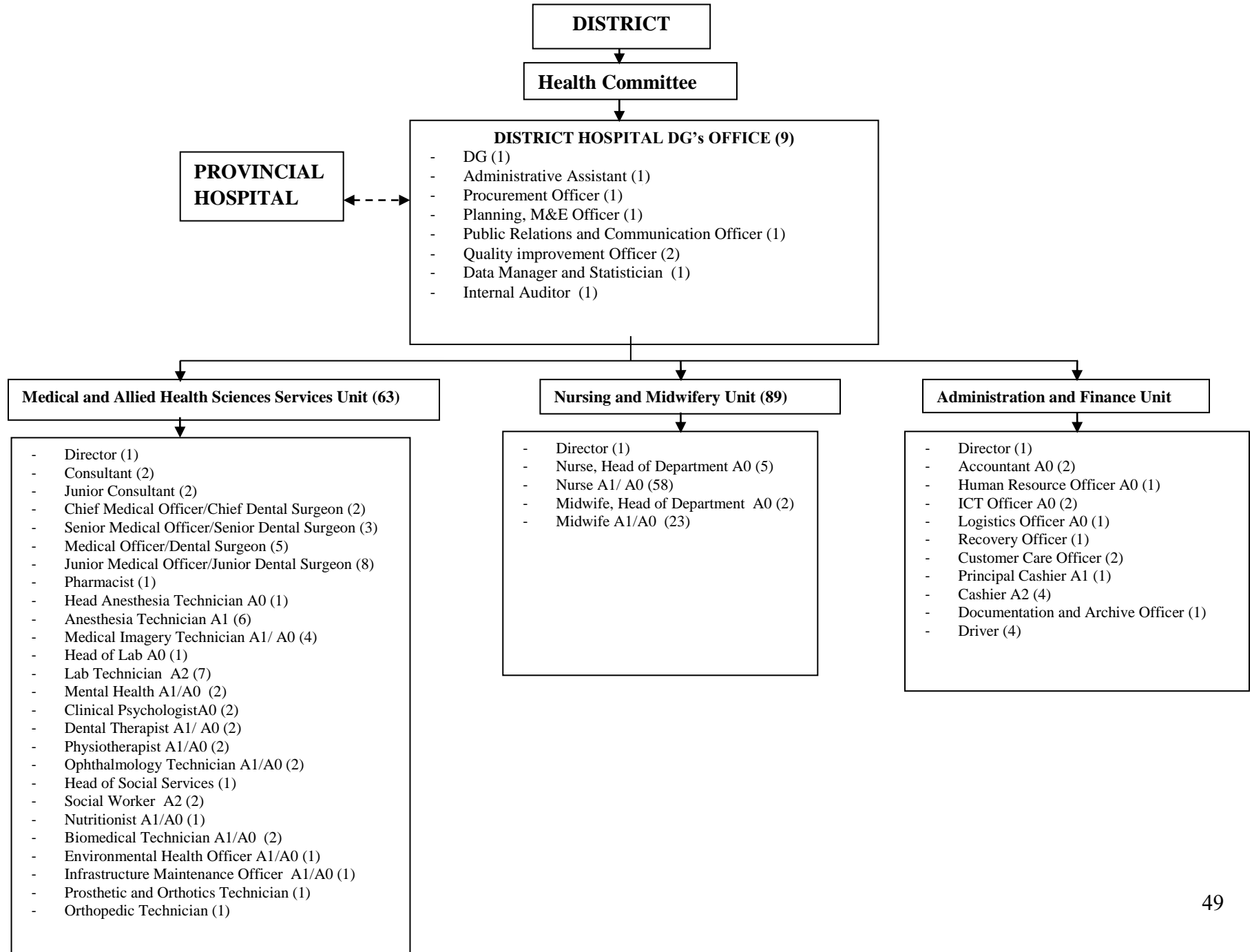
NYARUGENGE DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (168)



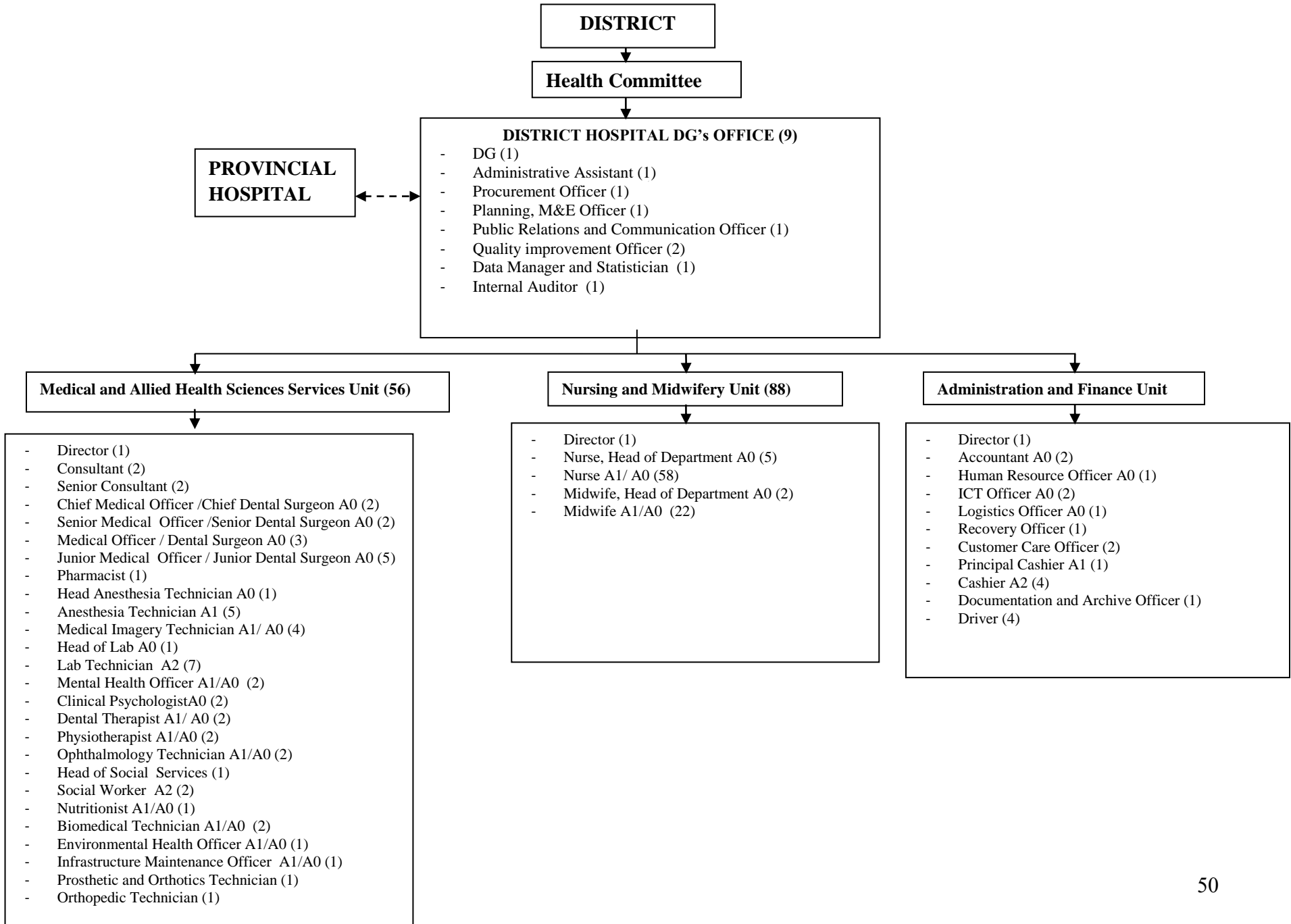
REMERA RUKOMA DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (215)



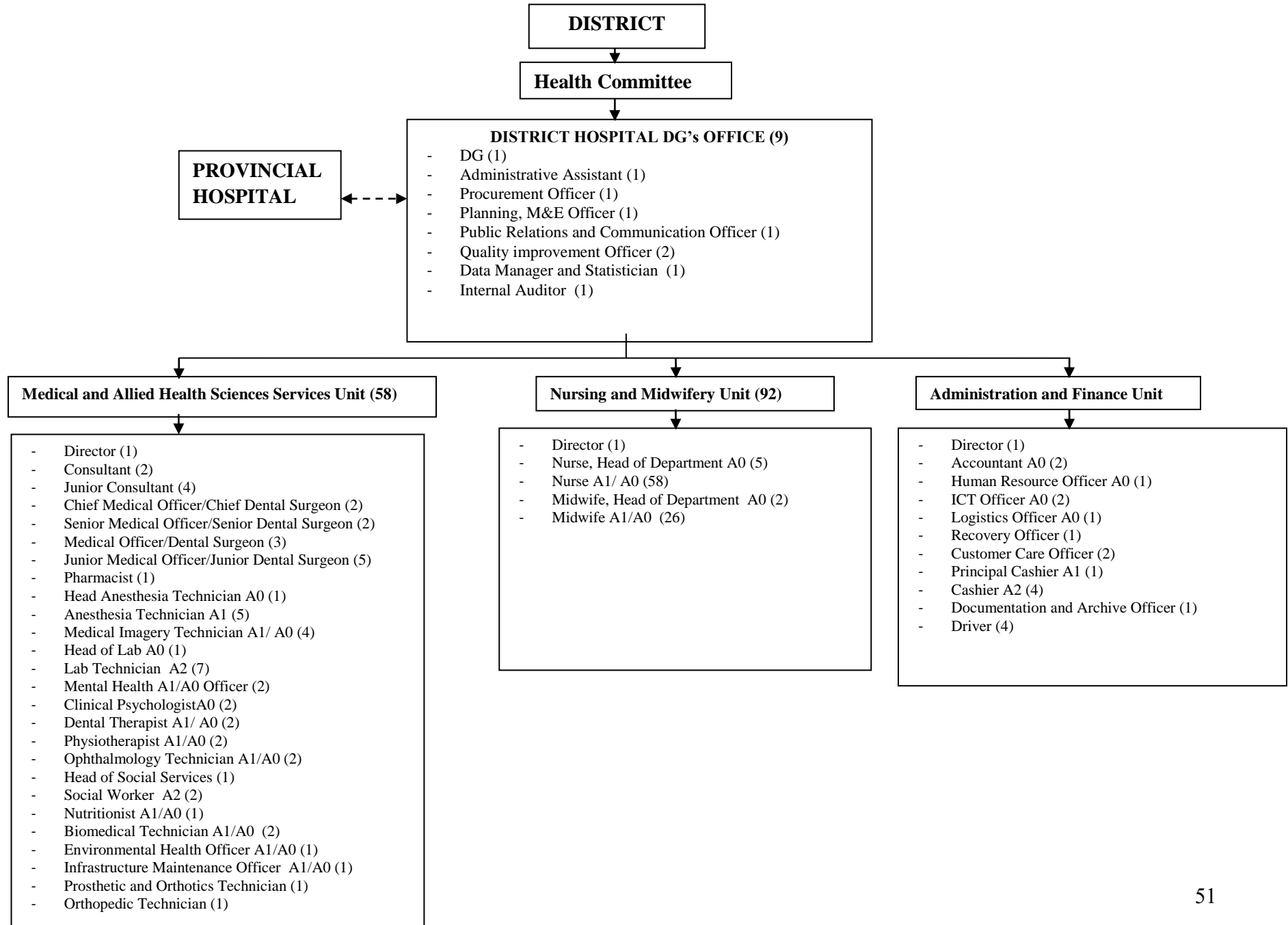
RULI DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (181)



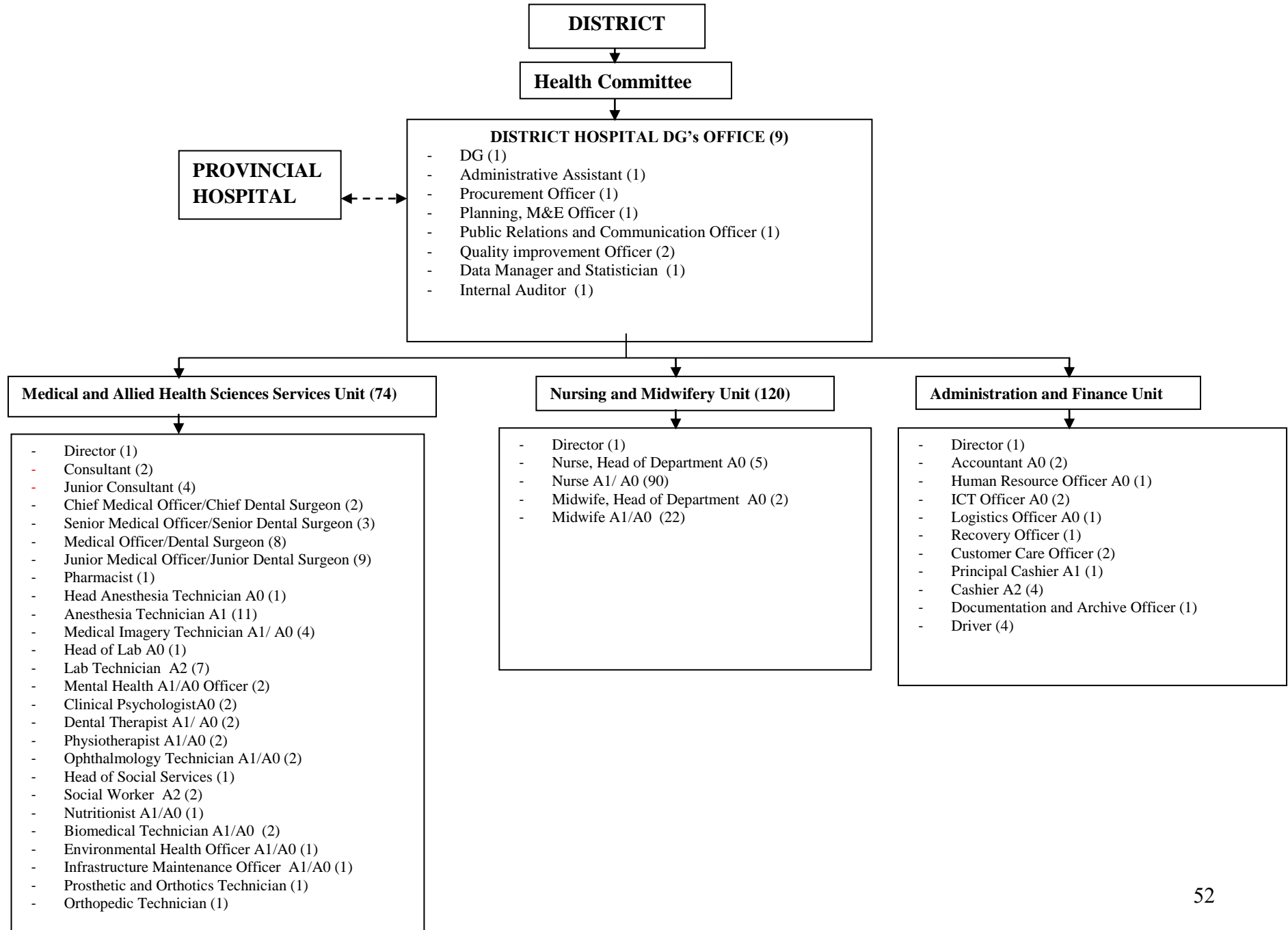
RUTONGO DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (173)



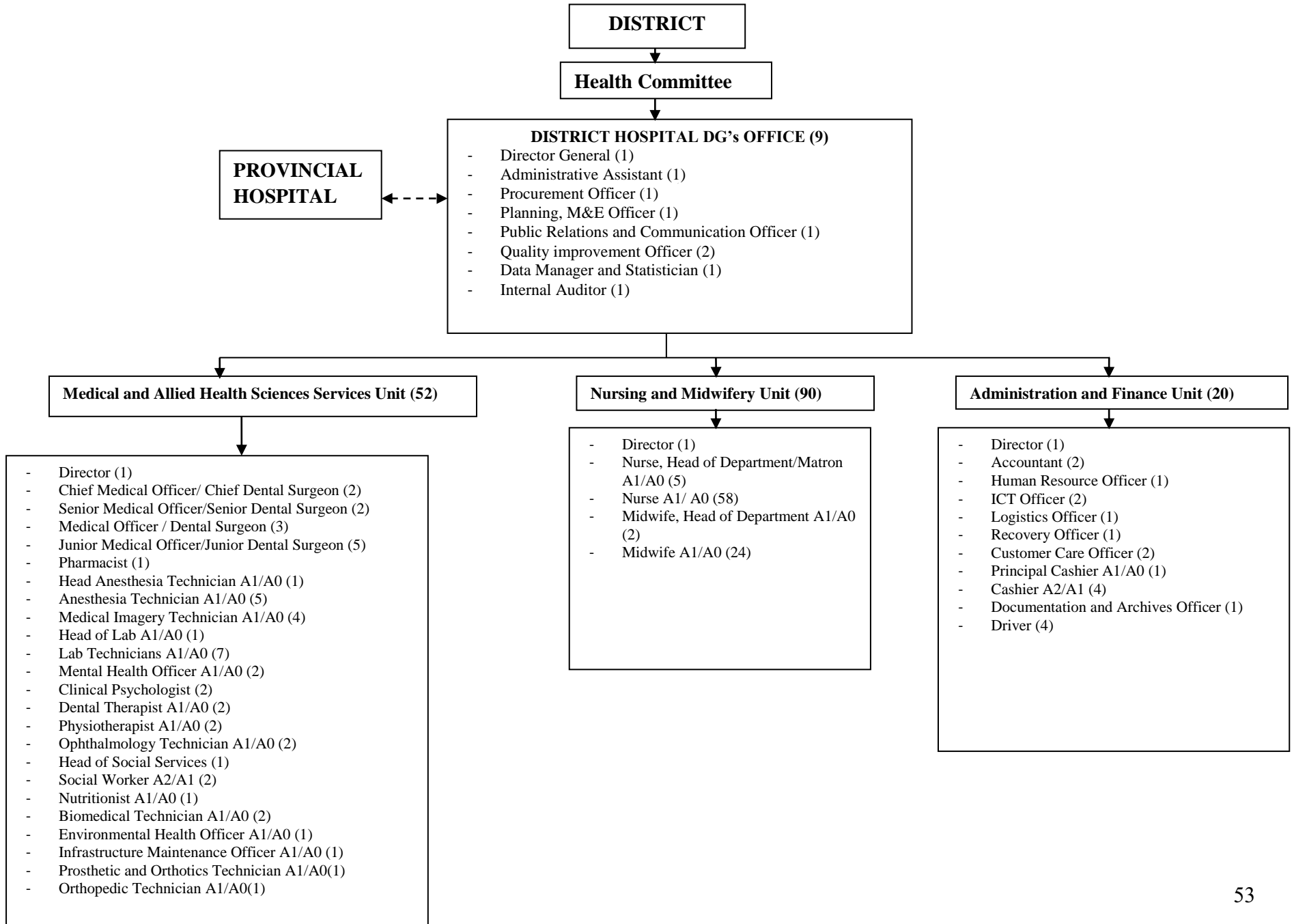
RWINKWAVU DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (179)



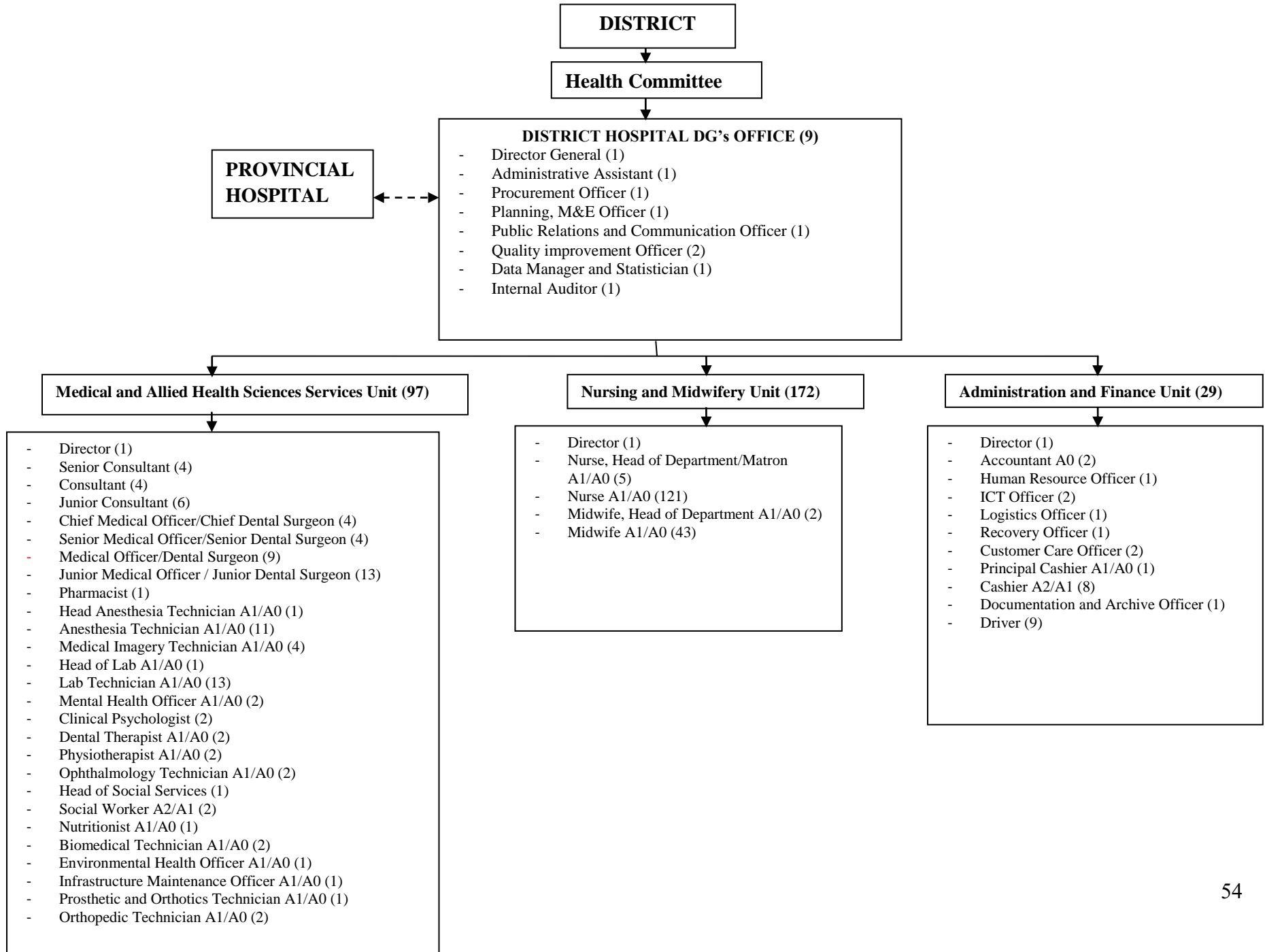
SHYIRA DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (223)



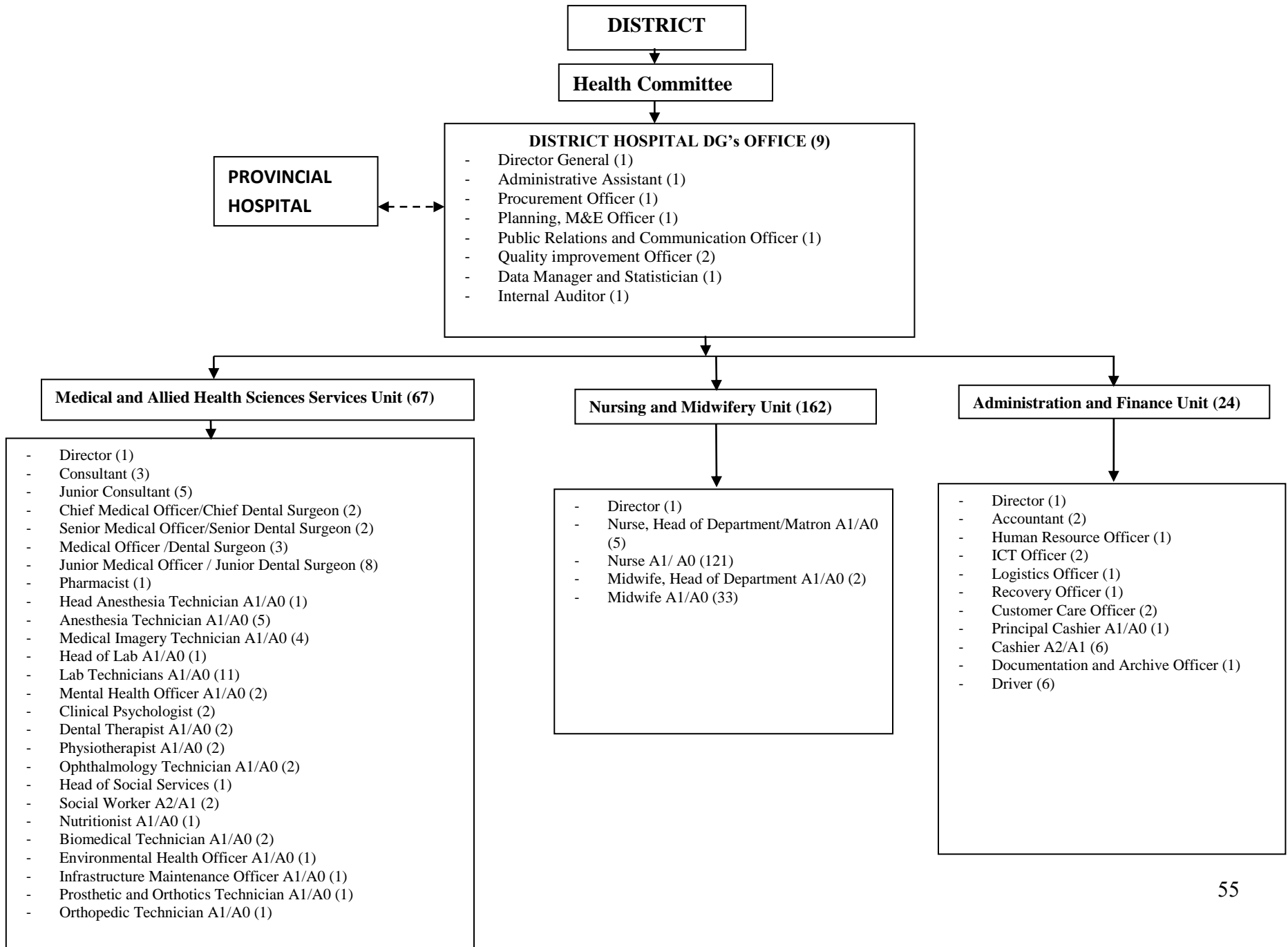
KABAYA DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (171)



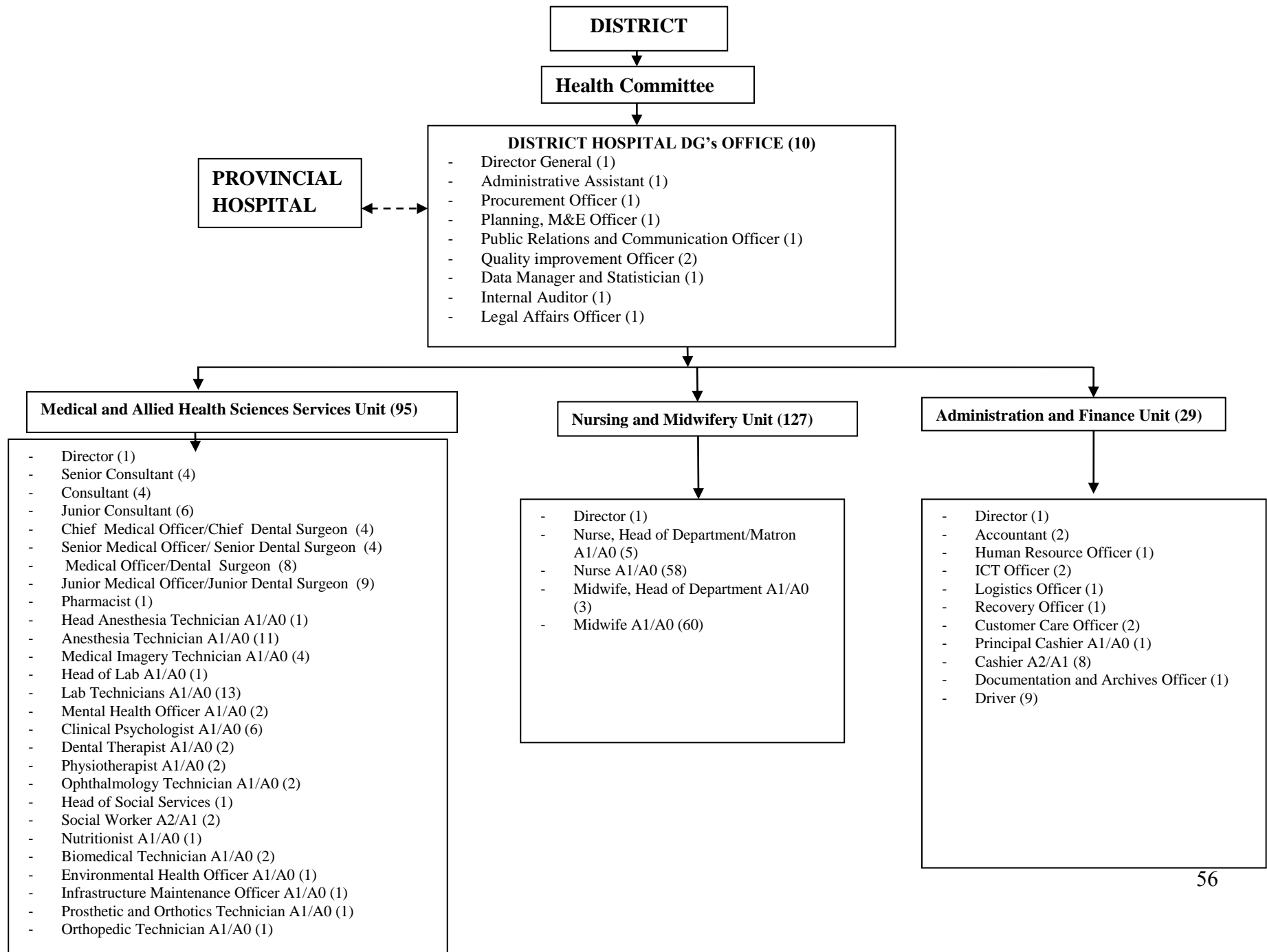
KABGAYI DISTRICT HOSPITAL WITH SPECIALIZED SERVICE ORGANIZATIONAL STRUCTURE (307)



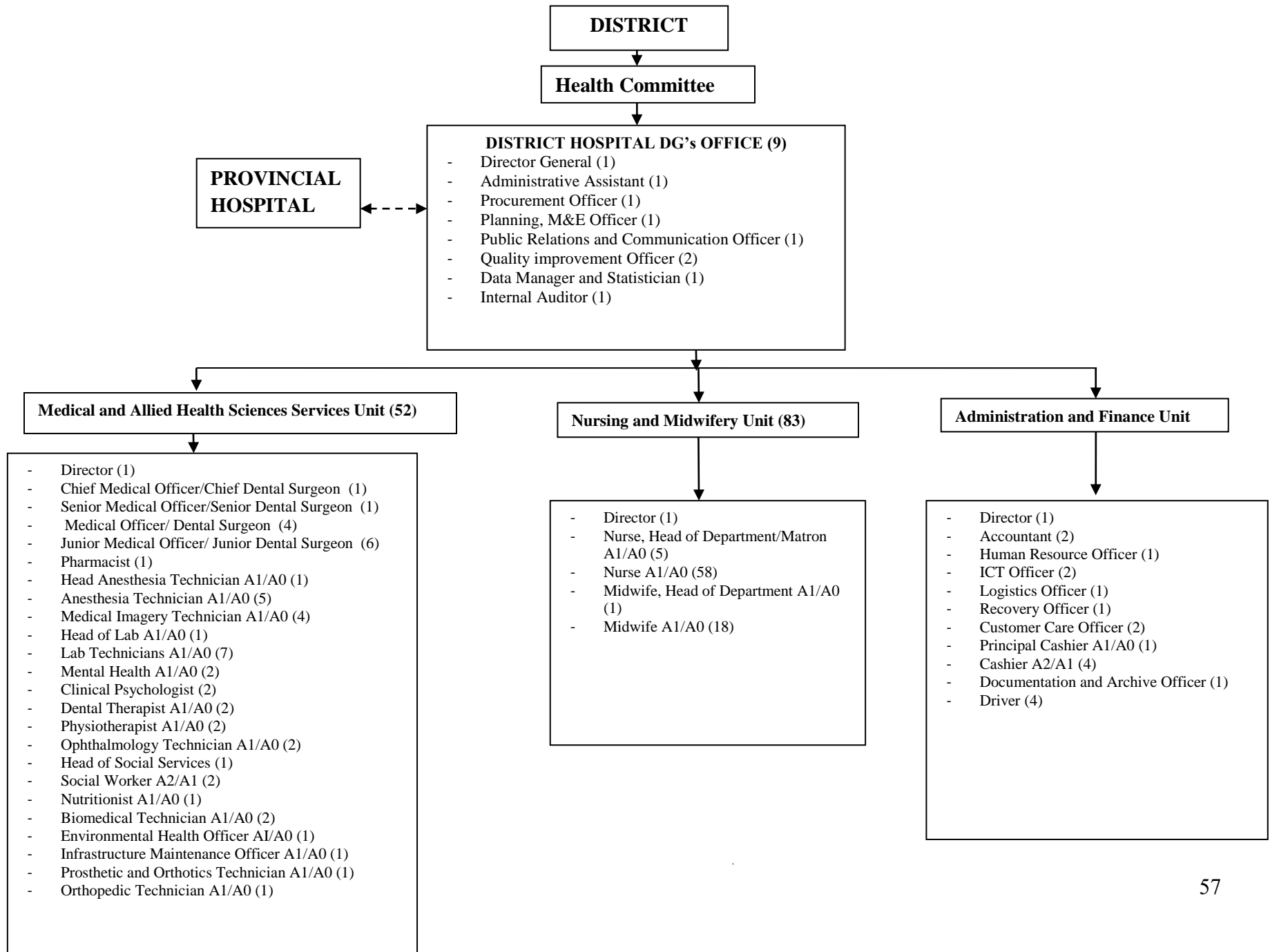
KABUTARE DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (262)



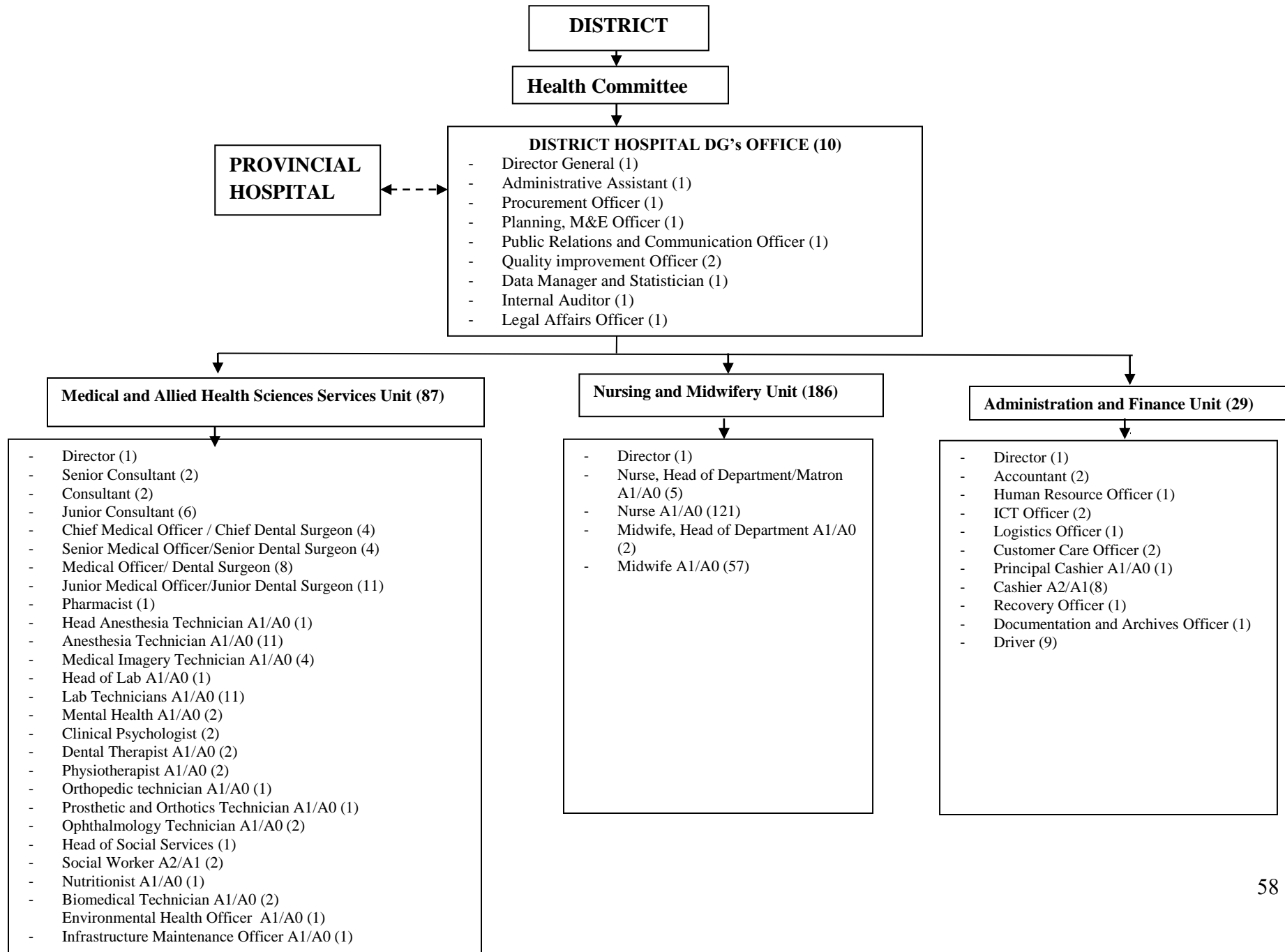
KACYIRU DISTRICT HOSPITAL WITH SPECIALIZED SERVICE STRUCTURE (261)



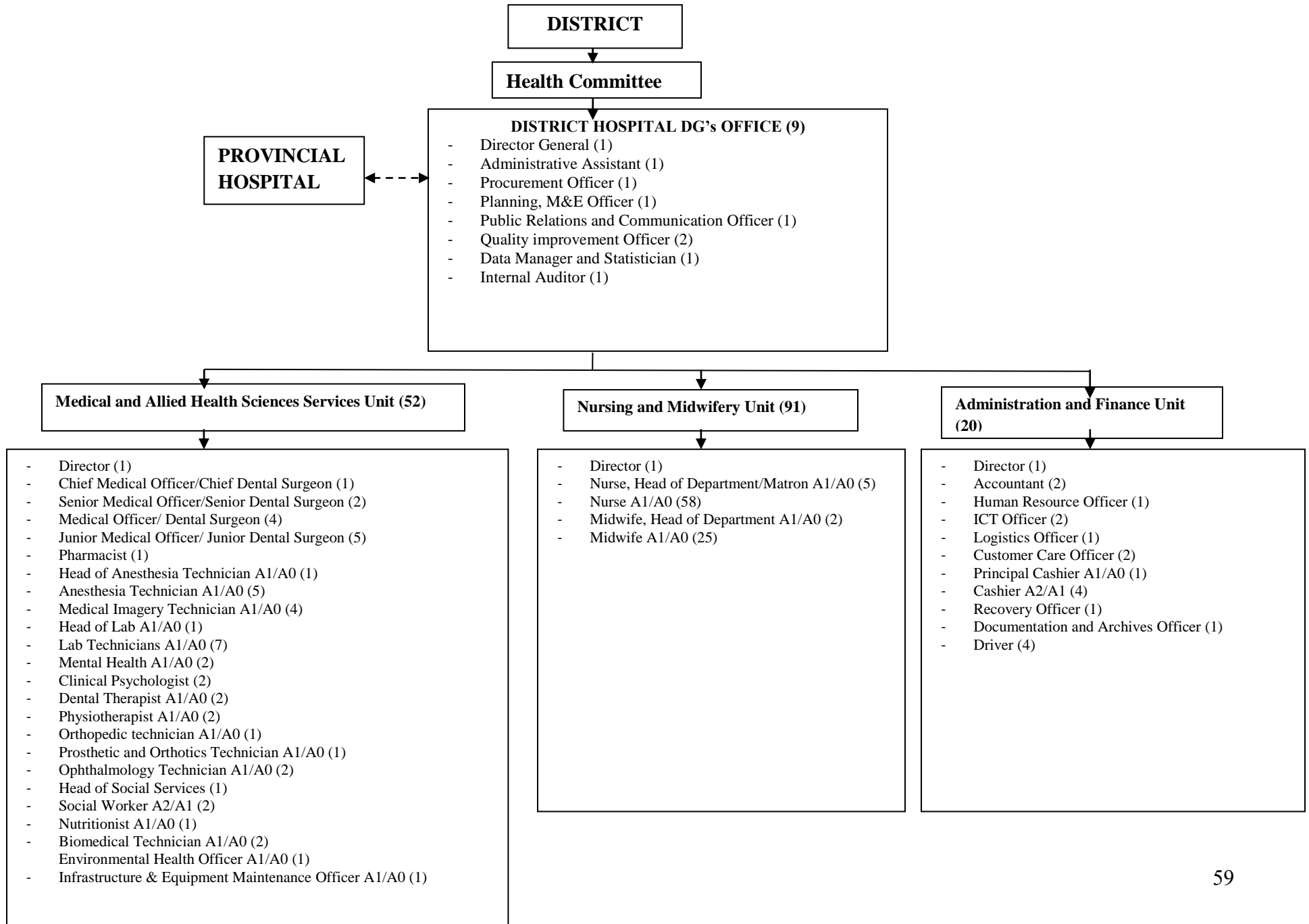
KADUHA DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (164)



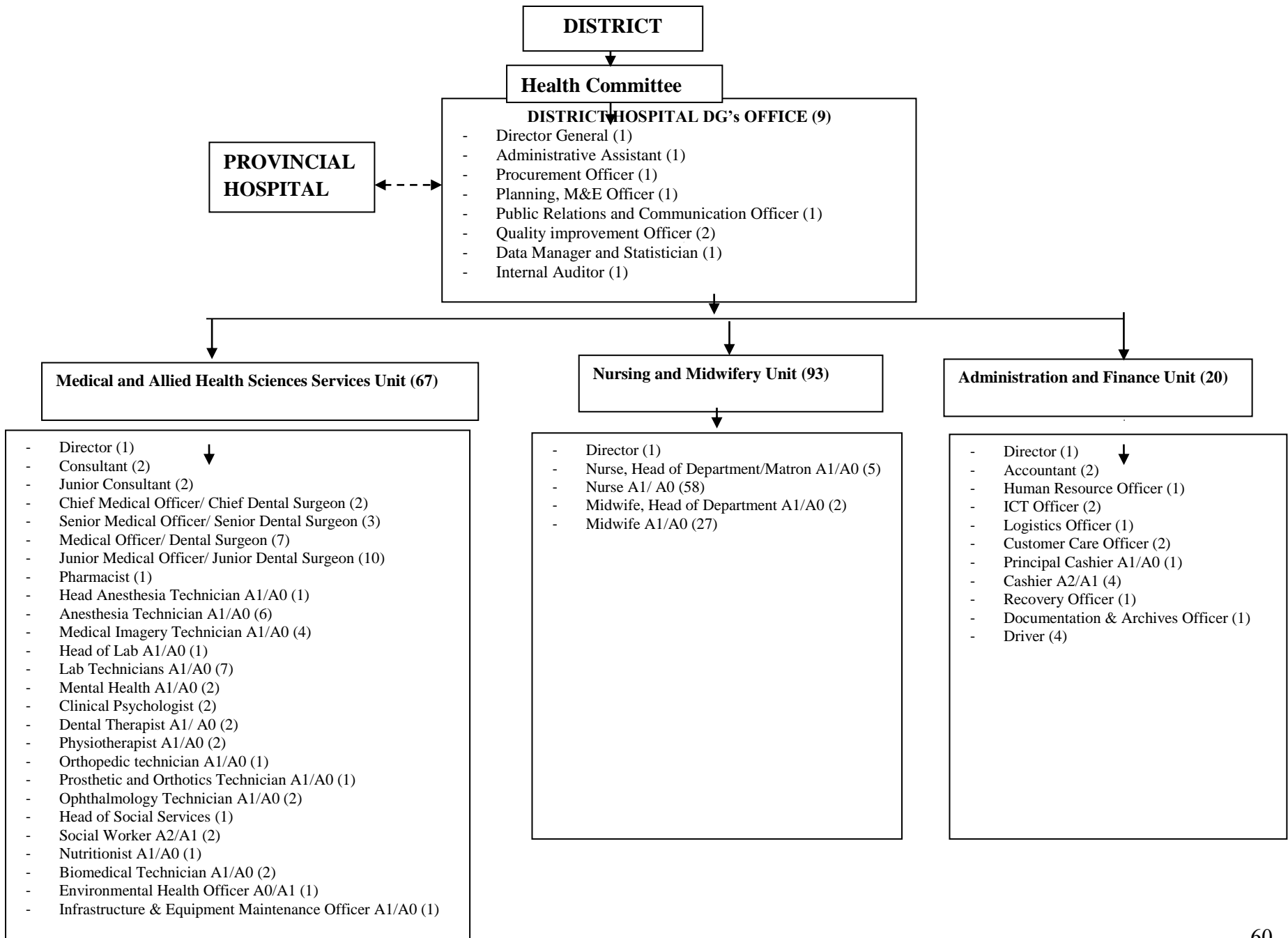
KIBAGABAGA DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE 2020 (312)



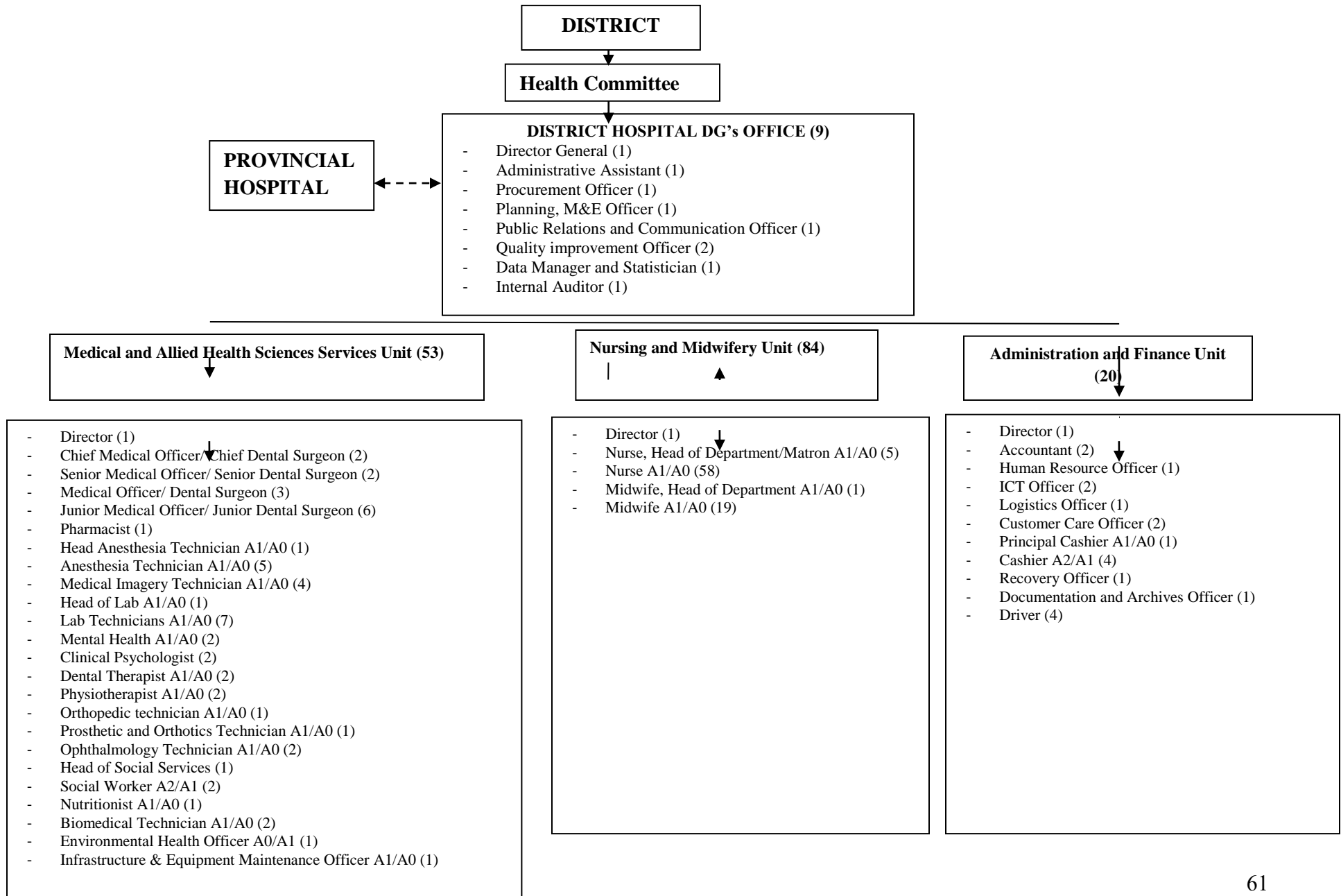
KIBILIZI DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE 2020 (172)



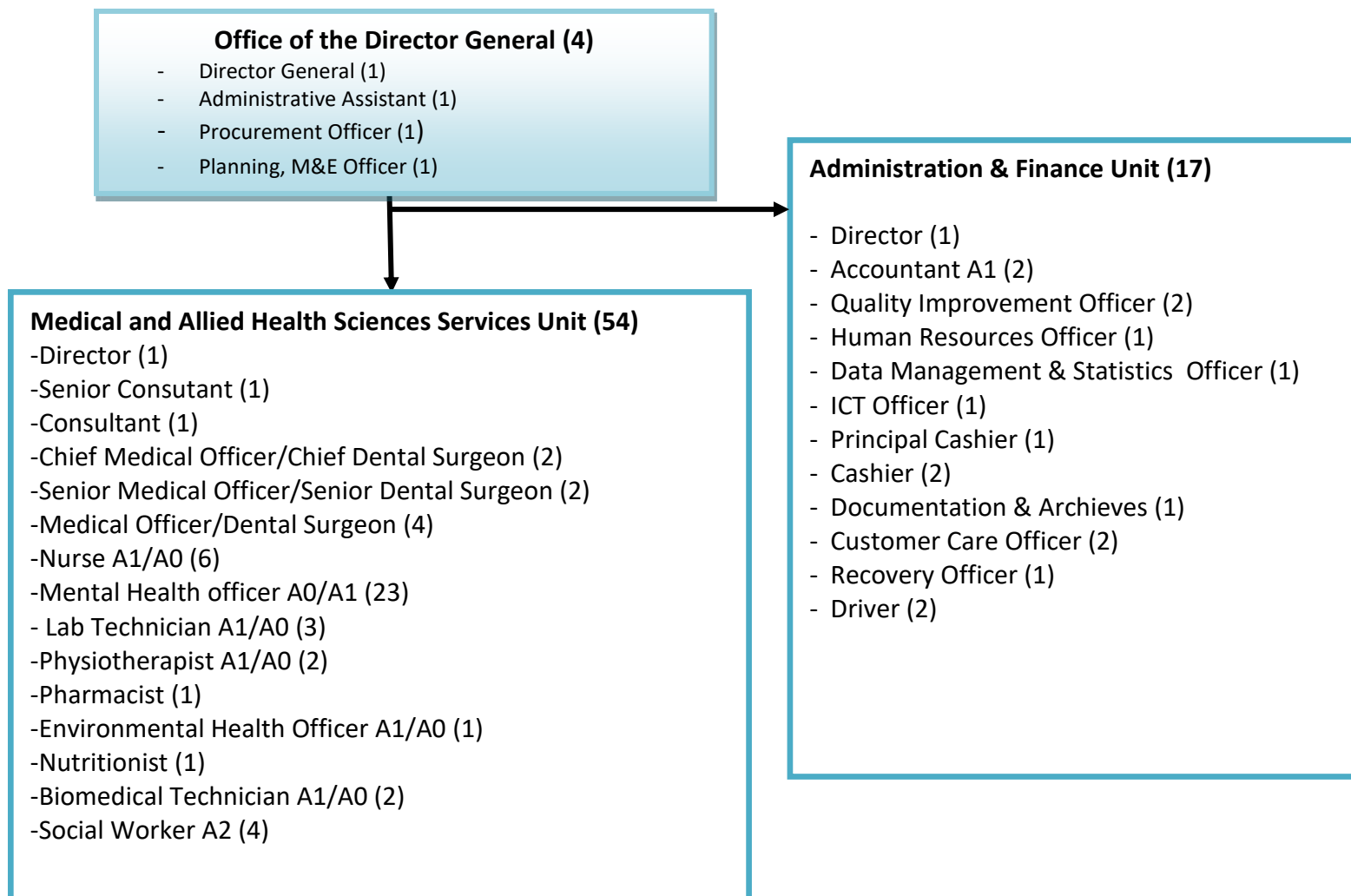
KIGEME DISTRICT HOSPITAL ORGANIZATIONAL CHART 2020 (189)



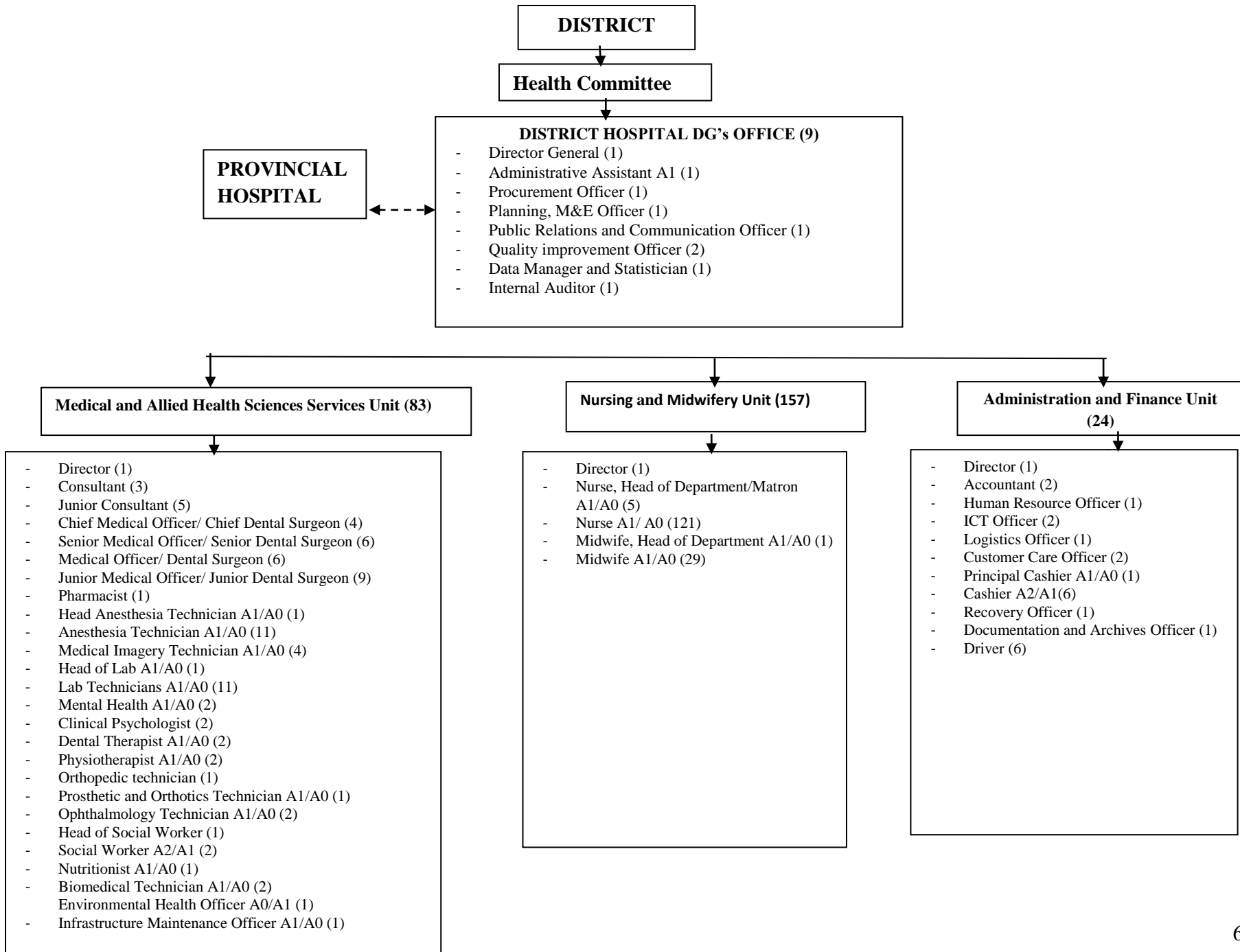
KIRINDA DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE 2020 (166)



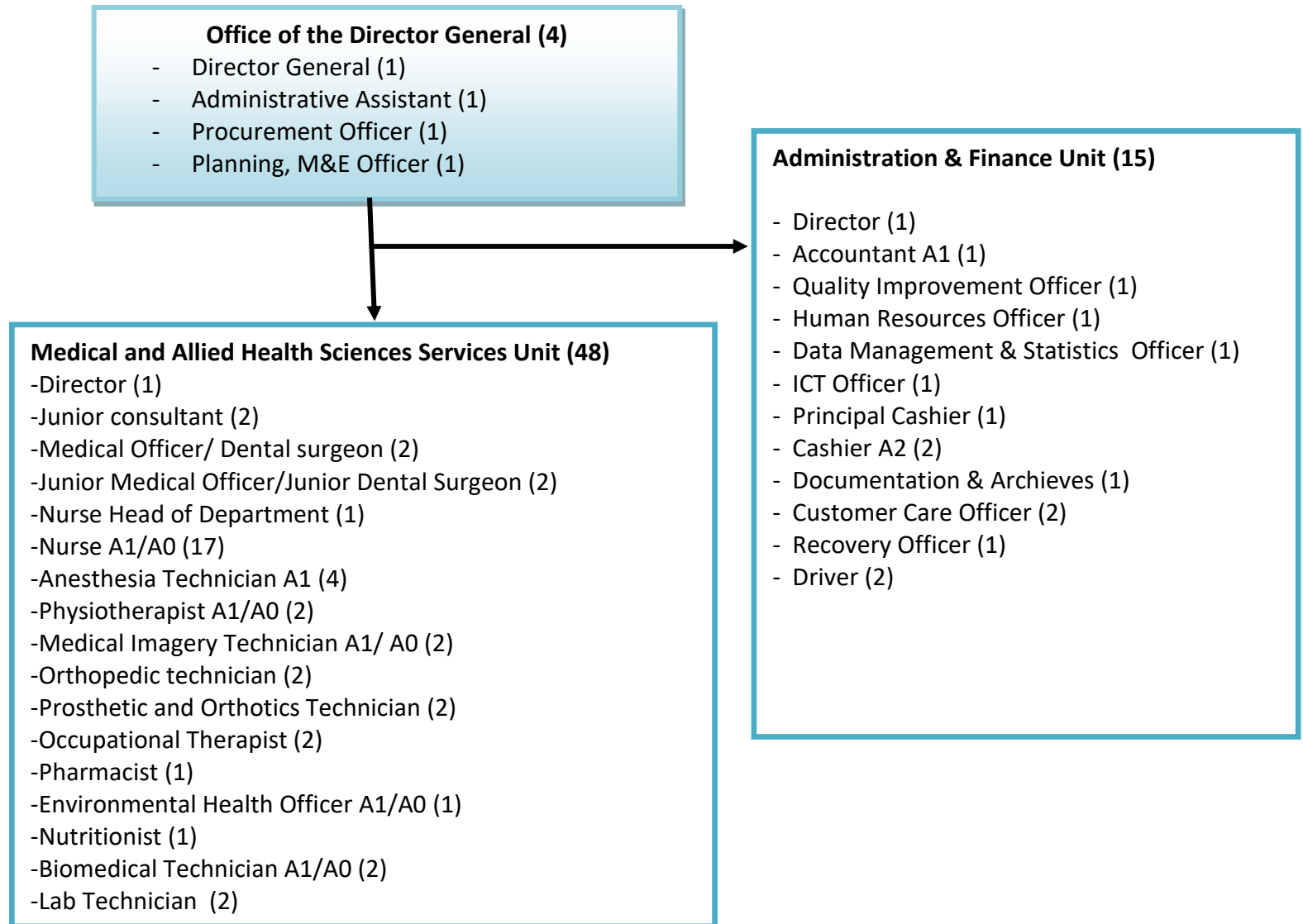
HUYE ISANGE REHABILITATION CENTER ORGANIZATIONAL CHART (75)



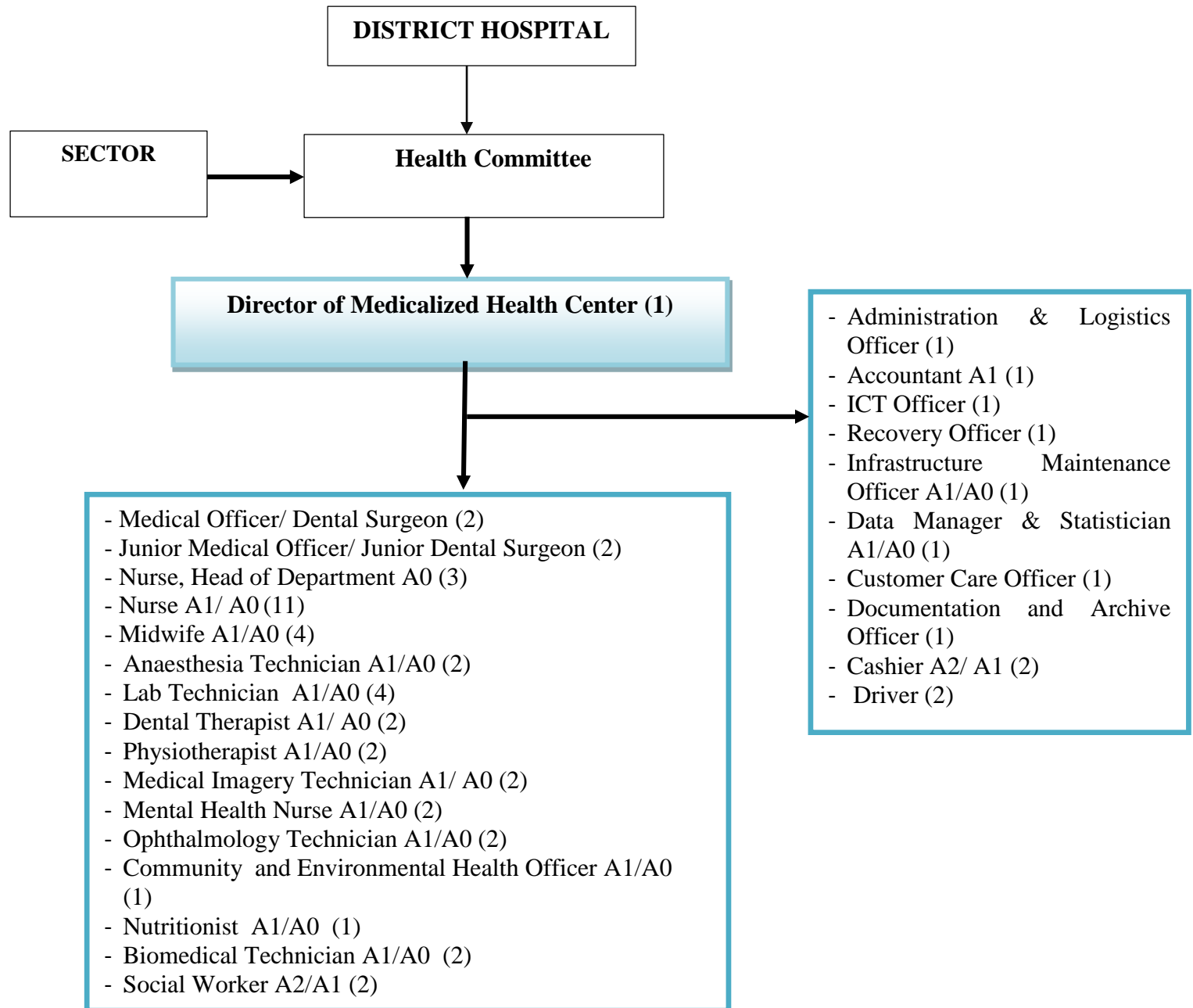
KIBOGORA DISTRICT HOSPITAL ORGANIZATIONAL STRUCTURE (273)



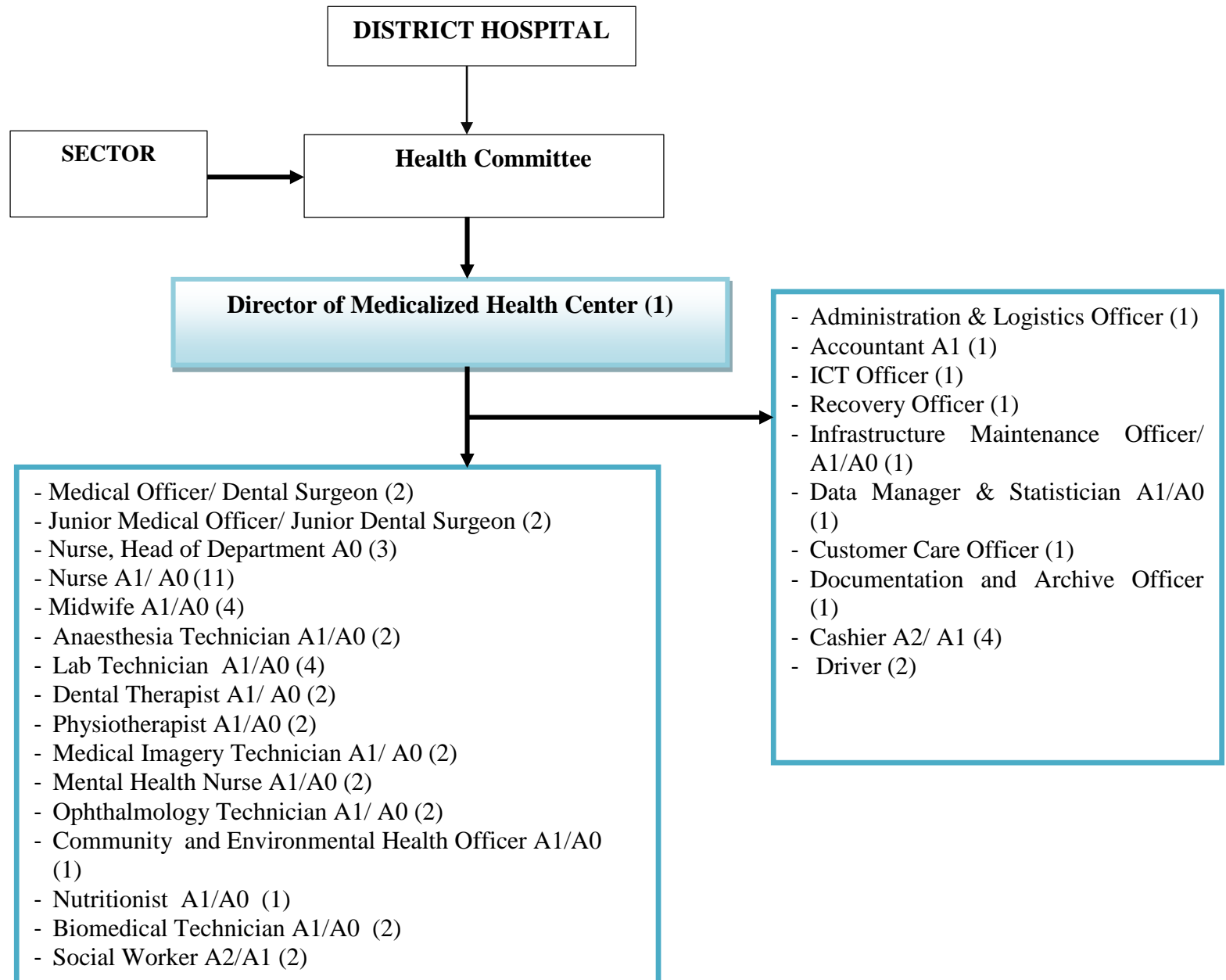
RILIMA ORTHOPEDIC CENTER CHART (67)



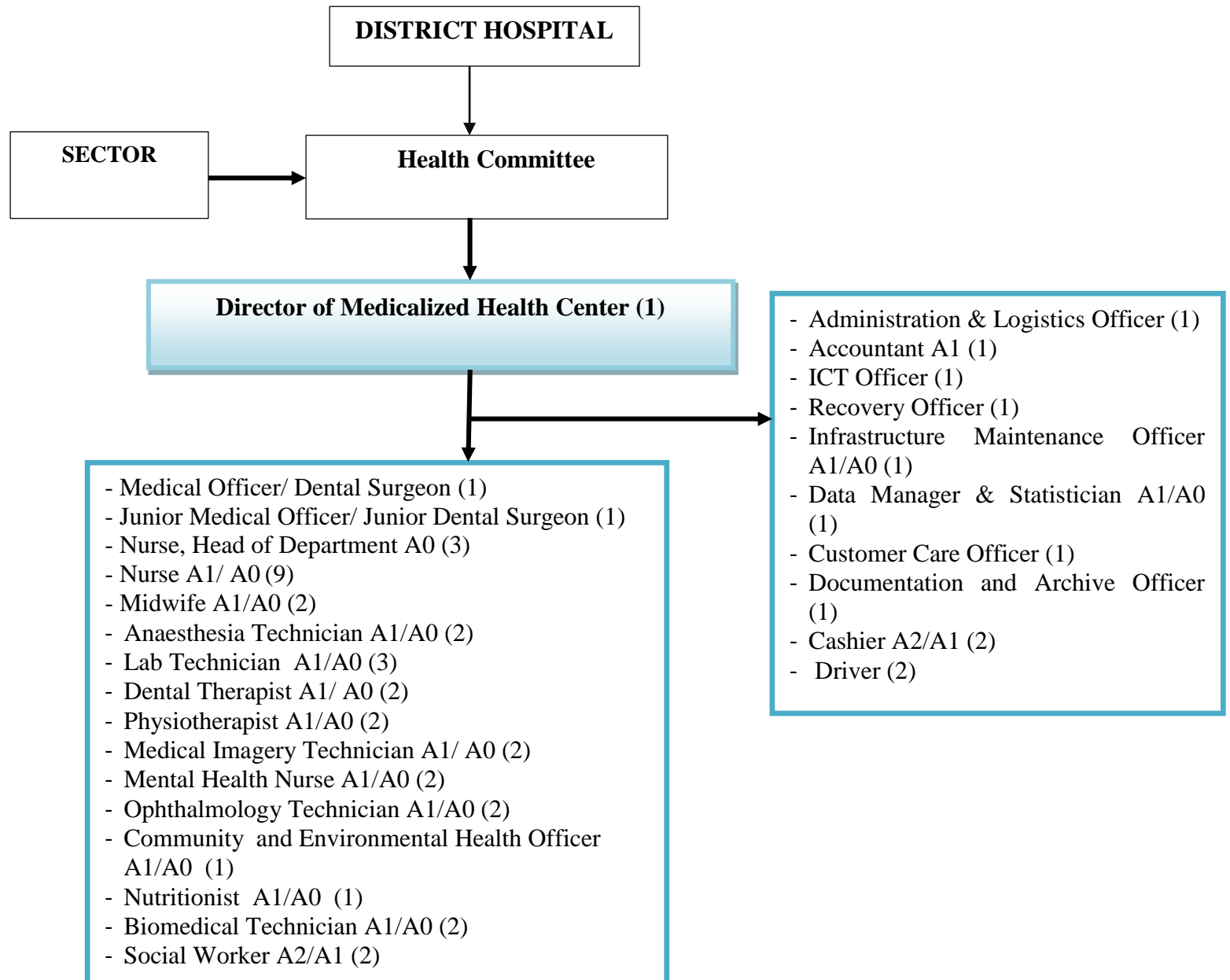
REMERA MEDICALIZED HEALTH CENTER ORGANIZATIONAL STRUCTURE (57)



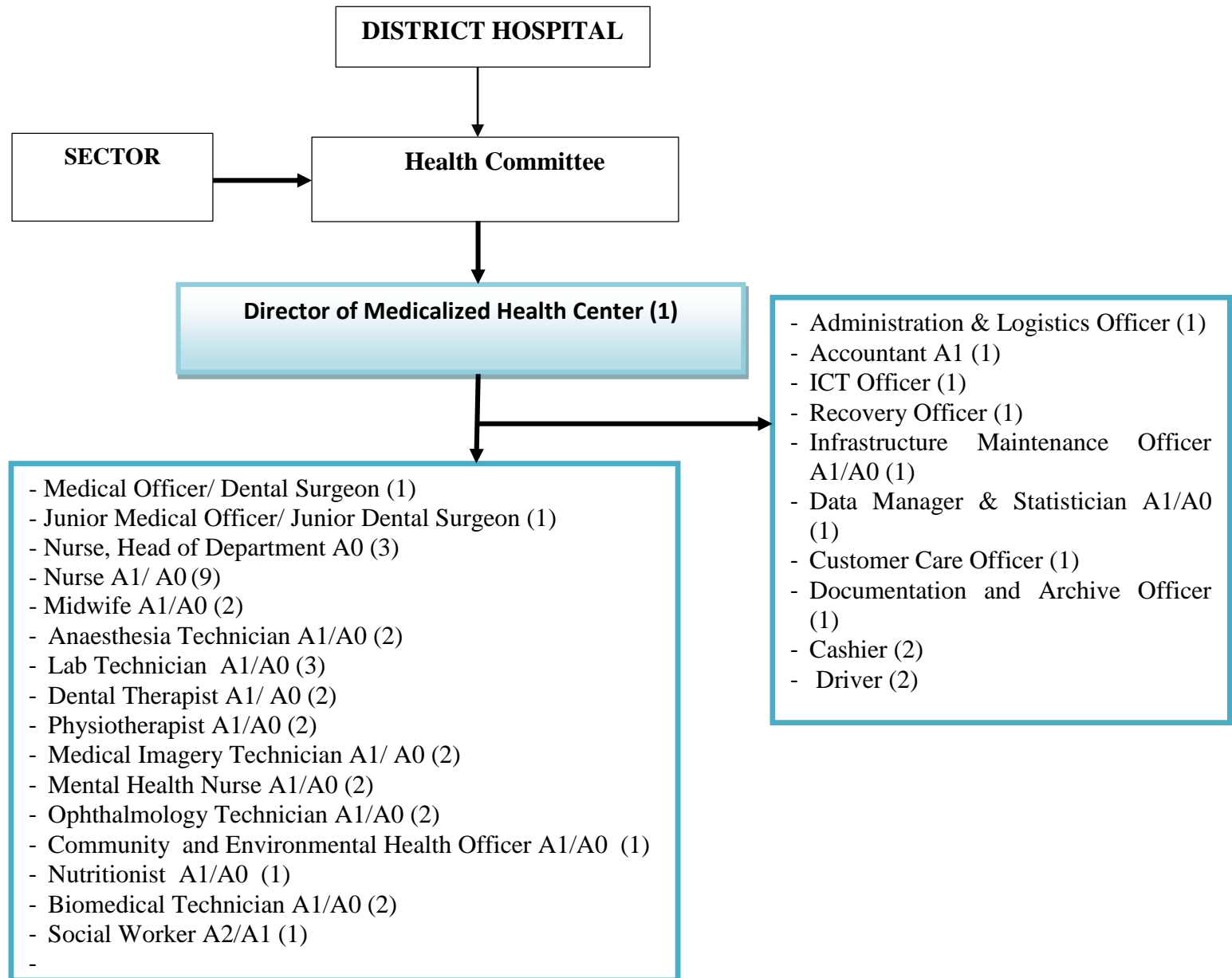
RUTARE MEDICALIZED HEALTH CENTER ORGANIZATIONAL STRUCTURE (59)



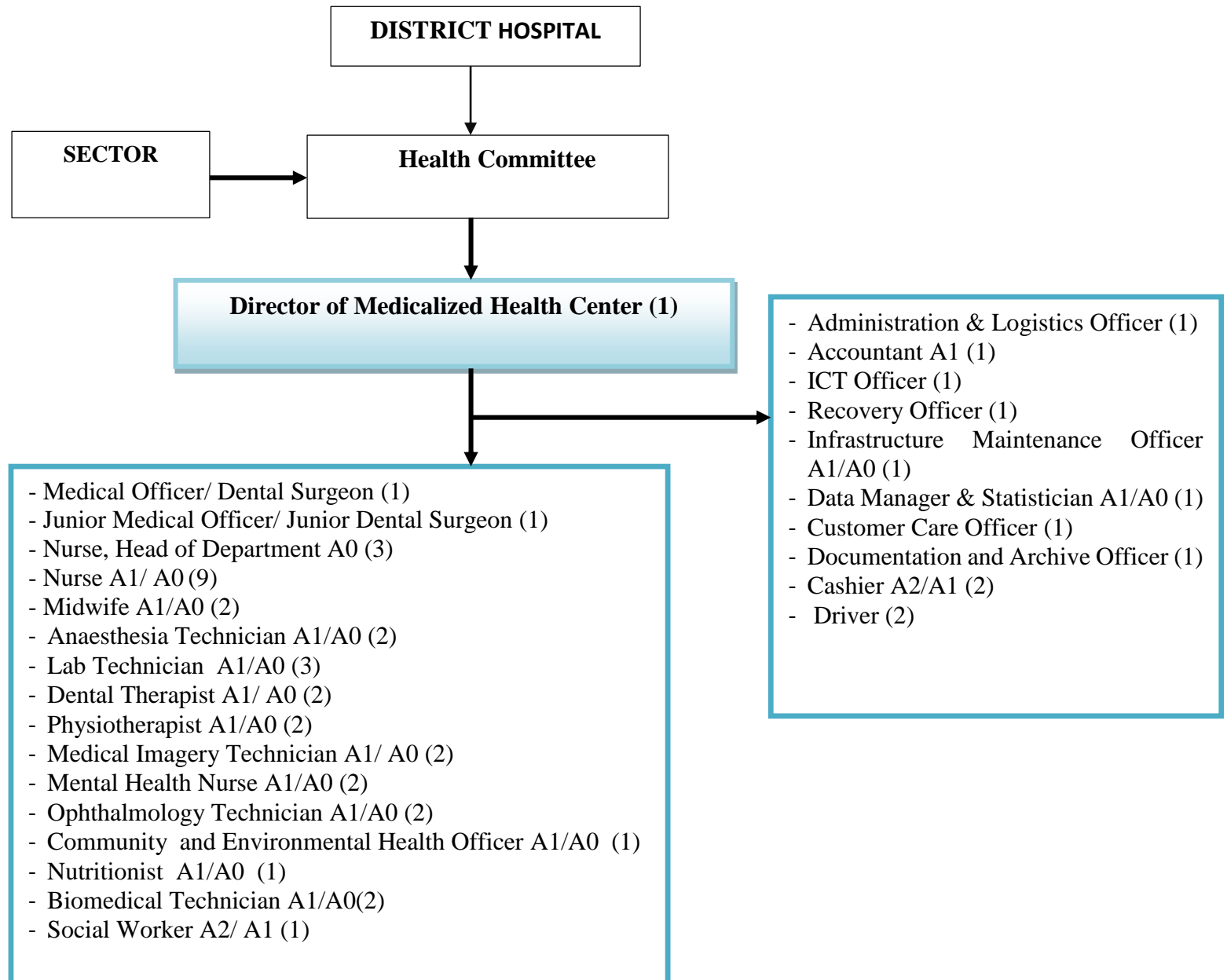
NYARURENZI MEDICALIZED HEALTH CENTER ORGANIZATIONAL STRUCTURE (50)



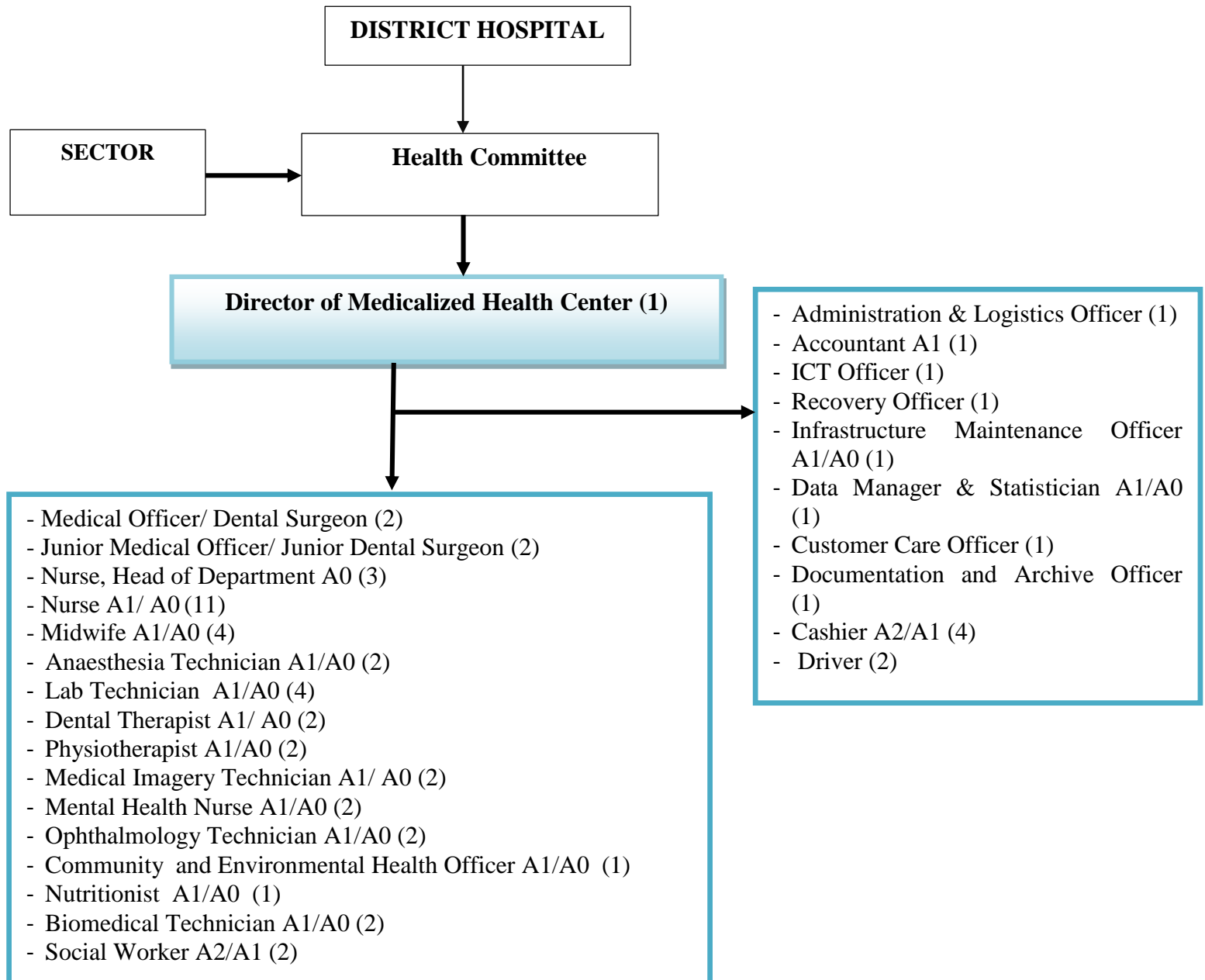
KANYINYA MEDICALIZED HEALTH CENTER ORGANIZATIONAL STRUCTURE (50)



GATENGA MEDICALIZED HEALTH CENTER ORGANIZATIONAL STRUCTURE (50)



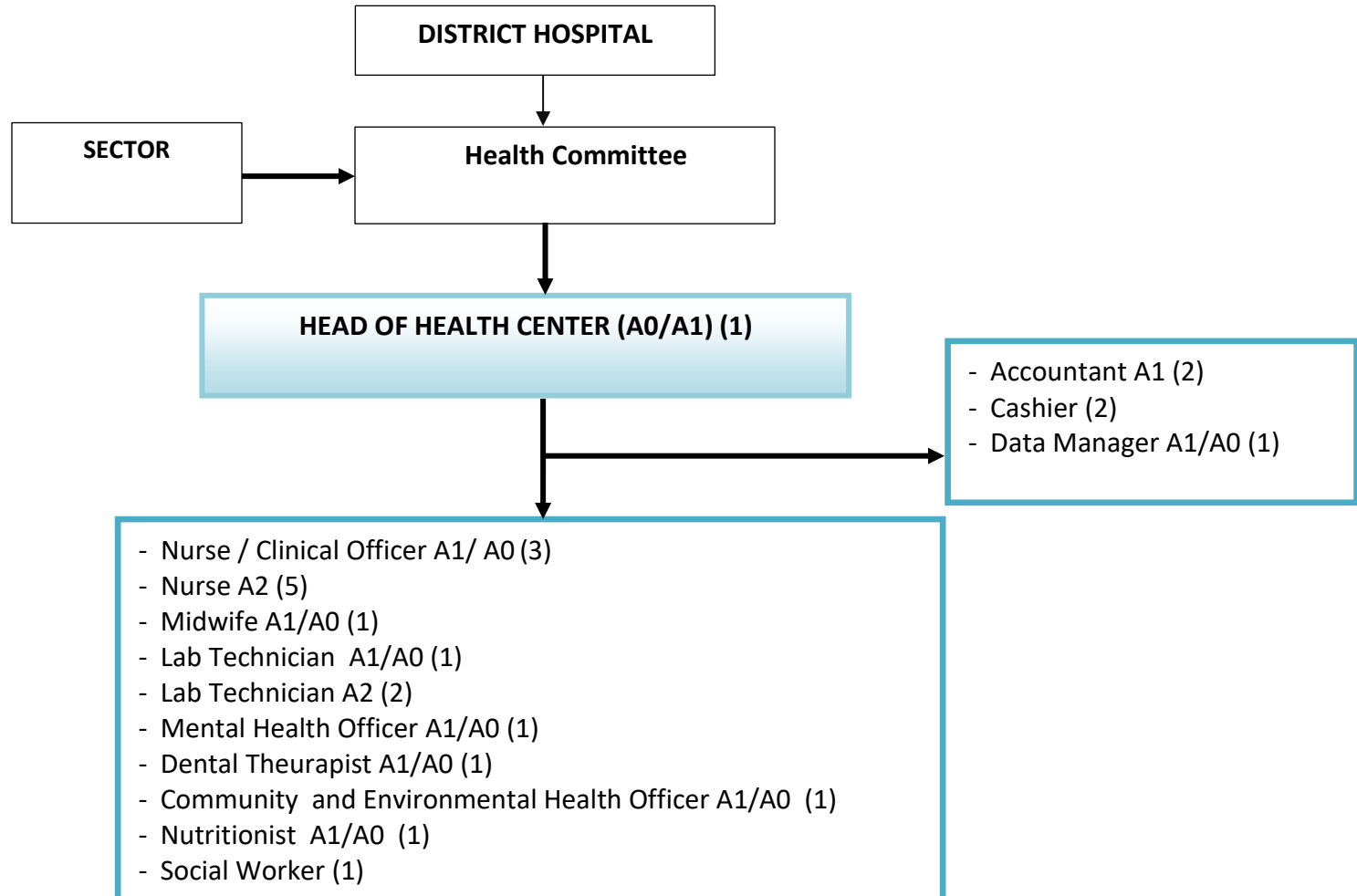
BIGOGWE MEDICALIZED HEALTH CENTER ORGANIZATIONAL STRUCTURE (59)



ORGANIZATIONAL STRUCTURES FOR 311 HEALTH CENTERS (23 Staff)

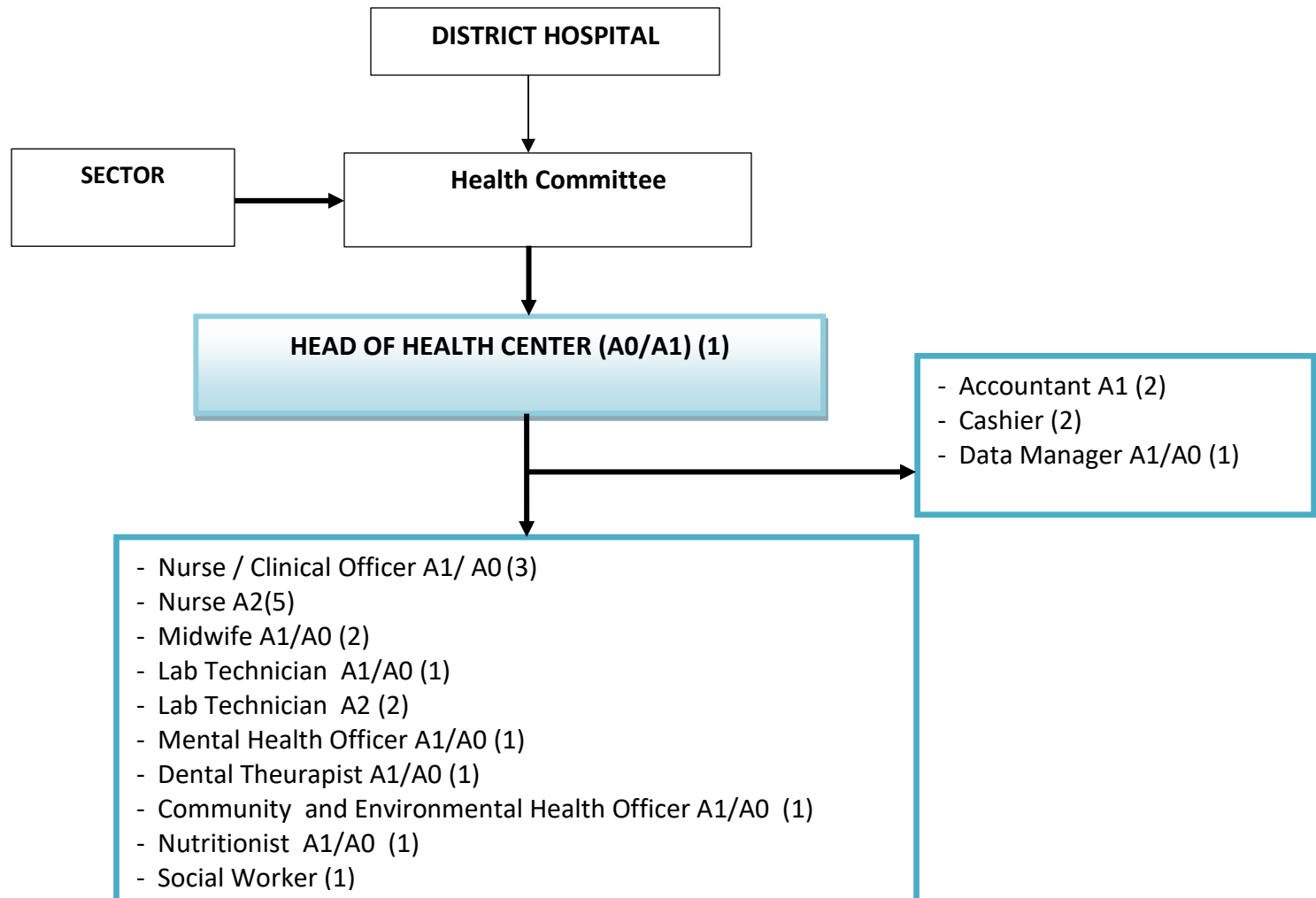
Agahabwa, Arusha, Avega Kigali, Avega Rwamagana, Bethsaida, Bigugu, Biguhu, Birambo, Birembo, Biruyi, Bisate, Bisesero (karongi), Bitenga, Bubangu, Bubazi, Bugarura, Bugeshi, Buhabwa, Bukora, Bumbogo (ex-Gikomero I), Buramba, Burega, Buruhukiro, Busengo, Bushara, Bushoka, Busigari, Busoro-gishamvu, Butamwa, Buyoga, Bweyeye, Bwisige, Byumba, Coko (ruli), Coko, CUSP Butare, Cyabingo, Cyanika (nyamagabe), Cyaratsi, Cyarubare, Cyeru, Cyimbili, Cyivugiza (Nyamasheke), Cyondo, Cyumba, Gahengeri, Gahunga, Gakamba, Gasange, Gasetza, Gashaki, Gashanda, Gashongora, Gashonyi, Gashubi, Gasiza (musanze), Gasovu, Gatagara (Nyanza), atare (twumba), Gatebe, Gatsata, Gatsibo, Gihara, Giheke, Gihinga, Gikomero (Kabgayi) , Gishweru, Gisiza, Gisovu, Gitare, Gitega (kibangu), Gitega (Nyarugenge), Giti, Gituku, Gituza, Gitwe, Hanika I (NYANZA), Humure, Iwawa, Jali, Janja, Jenda (nyamagabe), Jomba, Kabari (Rubavu), Kabarondo (kayonza), Kabatwa, Kabere, Kabilizi, Kabona, Kabuga (karama Nyagatare), Kabuga (ntamba Kamonyi), Kabuye (kirehe), Kaduha, Kageyo (gatsibo), Kageyo (Ngororero), Kageyo I (Kayonza Gahini), Kagitumba, Kamubuga, Kansi, Karama (huye), Karama (Kamonyi), Karama (kayonza), Karambi (nyamasheke), Karambo (gakenke), Karangara, Karangazi, Kareba, Karongi (gisunzu) Police, Karora, Karumbi, Karwasa, Katabagemu, Kayenzi, Kibilizi (nyanza), Kibingo (nyamasheke), Kibingo (rutsiro), Kibirizi (Nyamagabe), Kibondo, Kibumbwe, Kigeme Refugee Camp, Kigina, Kigufi, Kimonyi, Kinigi, KINHIRA (rutsiro), Kinini, Kinoni, Kintobo, Kinyababa, Kinyamakara, Kirambi, Kirambo (gitesi), Kirwa, Kisaro, Kitabi, Kivu, Kivumu (muhanga), Kivuye, Kiyanza, Kizibere, Mahama, Mahembe, Maraba (huye), Maraba (nyaruguru), Marembo, Masoro, Mata, Mataba, Matimba, Matyazo, Mbazi, Mbuga, Mimuri, Minazi, Miyove, Mont Cyangugu, Mpenbe, Mubuga, Mucaca, Mucubira, Mugano, Muganza, Mugeru, Mugombwa Refugee Camp, Mugonero, Muhambo, Muhondo (gakenke), Muhondo (kageyo), Muhororo, Mukarange (Gicumbi), Muko, Mukoma (nyamasheke), Mukono, Mukungu, Mukura (Huye), Mukura (Rutsiro), Mulindi (gicumbi), Mulindi (kirehe), Munanira, Munini (nyaruguru), Munyaga, Munyiginya, Munyinya, Munzanga, Murambi (rwamagana), Murambi, Murandi, Muremure, Musango, Musanze, Musasa, Musaza, Musebeya, Musenyi (gicumbi), Musha (rwamagana), Mushikiri, Mushishiro, Mushongi, Mushubati, Mututu, Muyange, Muyanza, Muyongwe, Muyunzwe, Mwendo (Gitwe), Mwendo (karongi), Mwendo (nyarugenge), Mweya, Mwiyanike Nasho, Ndego Ndongozi, Nduba, Ngange, Nganzo Ngara, Ngera, Nkanka, Nkombo, Nkungu, Ntaganzwa, Ntaruka (kinoni Burera), Ntaruka (nasho Kirehe), Ntobwe, Ntyazo, Nyabimata, Nyabinoni, Nyabinyenga, Nyabitare (kirehe), Nyagahanga, Nyagahita, Nyagihanga, Nyakabungo, Nyakaliro, Nyakarenzo, Nyakigando (Nyagatare), Nyakigezi, Nyakiliba, Nyakinama, Nyakiriba, Nyamiyaga (Nyanza), Nyamure, Nyange (Musanze), Nyange (ruli), Nyange A, Nyange Nyantanga, Nyarugenge, Nyarurama, Nyarurema, Nyarusange (muhanga), Nyarusange (nyanza), Nyarusiza, Nyarwungu, Nyundo (gakenke), Nzige, Rambura Rangiro, Remera (Ngoma), Remera-mbogo,

Rubaya (gicumbi), Rubaya (ngororera), Rubona (ngoma), Rubona (ngororera), Rufungo, Rugabano, Rugege, Rugendabali, Ruhenda, Ruheru (kanjongo Nyamasheke), Ruhombo, Ruhunde, Rukozo, Rukura, Ruramba, Ruramira, Rurembo, Rurenge, Rusasa, Rusatira-kinazi, Rushashi, Rusoro, Rususa, Rutake, Rutare (kayonza), Rutenderi, Ruvune, Ruyenzi, Rwahi, Rwanda Women's Network, Rwaniro, Rwankeri, Rwankuba, Rwaza, Rwempasha, Rwerere, Rwesero, Rwinkwavu, Sangaza, Save, Shaba (nyamagabe), Shingiro, Shyira, Simbi, Solace Ministries, Sovu (Huye) ,Sovu (Ngororero), Tanda, Tumba, Uwinkingi, Yove



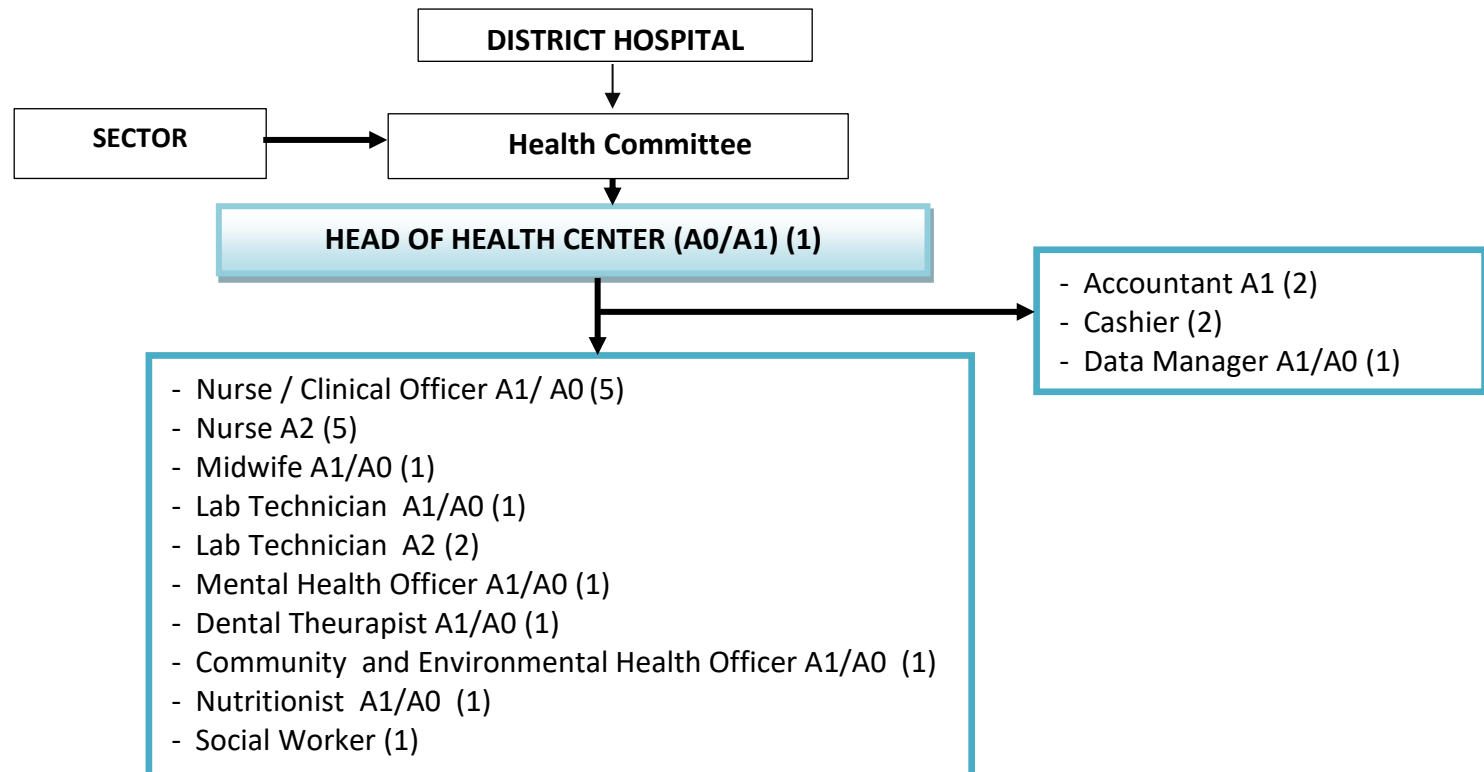
ORGANIZATIONAL STRUCTURES FOR 29 HEALTH CENTERS (24 Staff)

CYABAYAGA, CYANIKA (BURERA), GAKURAZO, GASHORA, JARAMA, JURU, KABUGA (KICUKIRO), KAMABUYE, KARAMBO (RUBAVU), MUDENDE, MUHURA, MUSHUBI, MWOGO, NDAMA (NYAGATARE), NGERUKA, NTOMA, NYABIRASI, NYABITIMBO, NZANGWA, RAMBA, RILIMA, RUGARAMA (NYARUGENGE), RUHERU, RUKUMBERI, RUTOBWE, RUTSIRO, RWIMITERERI, TABAGWE, ZAZA HEALTH CENTERS



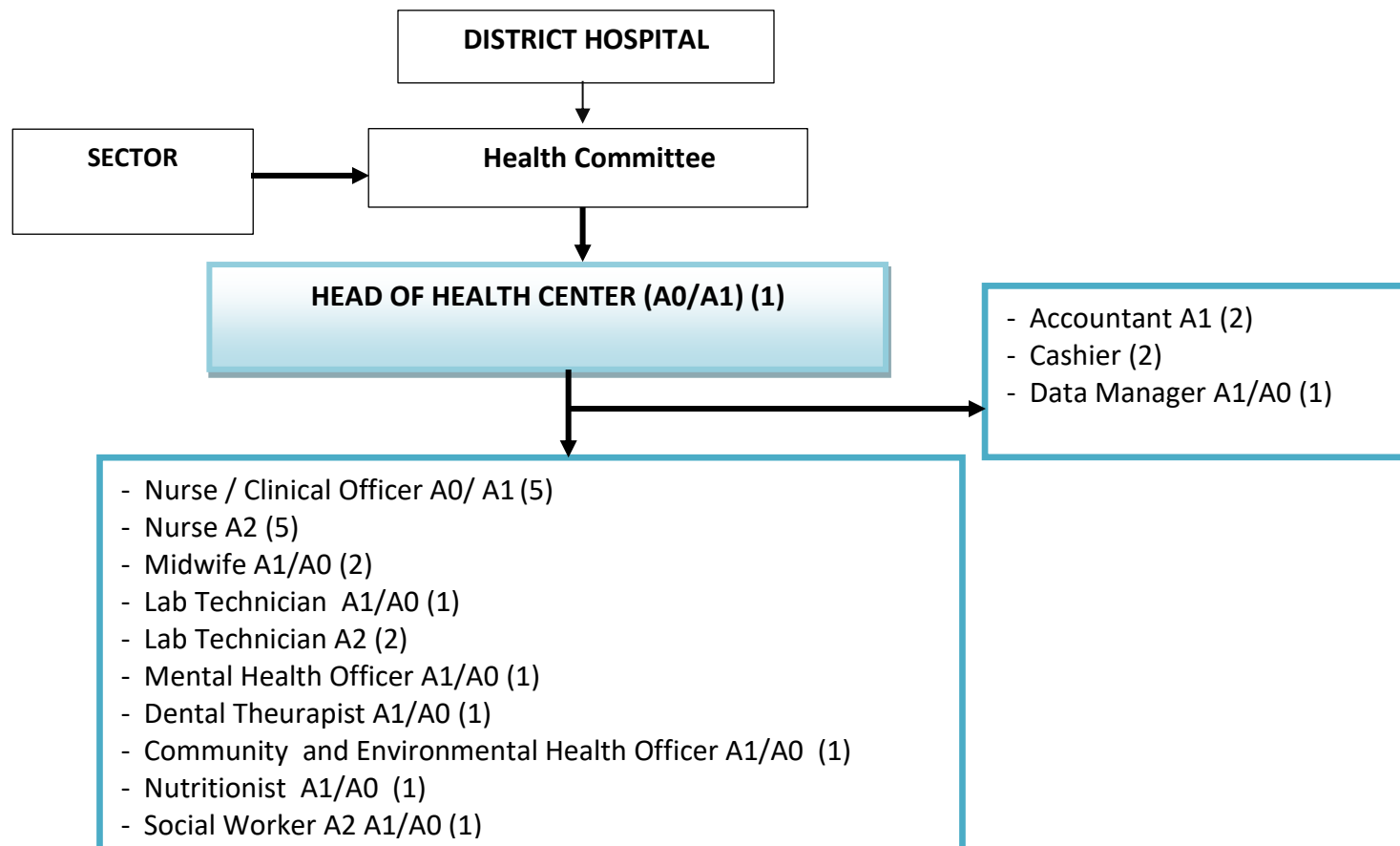
ORGANIZATIONAL STRUCTURES FOR 103 HEALTH CENTERS (25 Staff)

Biryogo, Bugarama (Rusizi), Bungwe (burera), Busanza, Bushenge, Busogo, Busoro, Byimana, Camp Gihembe, Camp Nyabiheke, Crete Congo Nil, Gacuba II, Gahara, Gahini, Gahombo, Gasagara (ex-birehe), Gatare (macuba), Gatonde, Gihogwe, Gikomero II, Gikore, Gikundamvura, Gisagara, Gisakura, Gishari (Police), Gishubi, Gitarama, Gitoki, Hanika (nyamasheke), Huye Police, Kabusunzu, Kacyiru, Kairos, Kajevuba, Kamonyi (ruharambuga), Karambi (ruhango), Karenge, Karengera, Kayanga, Kayove, Kibehe, Kibilizi (gisagara), Kibogora, Kibuye, Kigarama, Kigembe, Kigeme, Kigese, Kigogo, Kigoma, Kinihira (rulindo), Kinunu, Kirambo (burera), Kirinda, Kiziba Camp, Manyagiro, Masaka, Mashasha, Mbuye, Mibilizi, Muhima, Mukoma (ruhango), Muramba, Murunda, Musambira, Musha (gisagara), Mutenderi, Muyumbu, Ngoma, Nyabikenke, Nyagasambu, Nyagihamba, Nyakabuye, Nyamagabe, Nyamirama, Nyamiyaga (Kamonyi), Nyamugali, Nyamyumba, Nyange B, Nyanza, Nyarubuye (kirehe), Nyarugunga, Rango, Remera Rukoma, Rubengera, Rubona (huye), Rubona (rwamagana), Rugarama, Ruhango, Ruhashya, Ruhunda, Rukira, Ruli, Rulindo, Rushaki, Rutonde, Rwantonde, Rwinzuki, Ryamanyoni, Shyogwe, Shyongori, St. Francois Rusizi, Tare



ORGANIZATIONAL STRUCTURES FOR 59 HEALTH CENTERS (26 Staff)

Bugaragara, Busasamana, Butaro, Byahi (Rubavu), Cor-unum, Cyahinda, Gahanga, Gakenke, Gakoma, Gataraga (Musanze), Gihundwe, Gikondo, Gisenyi, Islamic (Bugarama), Kabarore, Kabaya, Kabgayi, Kabuye, Kagugu, Kamonyi (Gacurabwenge), Kibayi, Kibungo, Kicukiro, Kinazi, Kinyinya, Kirarambogo, Kirehe, Kivumu (Rutsiro), Kiziguro (Gatsibo), Kora, Mahama Refugee Camp, Mahama Refugee Camp II, Mareba, Mayange (Bugesera), Mugina, Mugombwa, Muhoza (Ruhengeri), Mukarange, Murara, Mushaka, Mwezi, Nemba, Ngarama, Ntarama, Nyacyonga, Nyagatare, Nyamasheke, Nyamata, Nyundo (Rubavu), Rubungo, Rugarama (Gatsibo), Ruhuha, Rukara, Rukoma Sake, Rukomo, Runyombyi, Rusumo, Rwamagana, Rwembogo



<p>Bibonywe kugira ngo bishyirwe ku mugereka w'Amabwiriza ya Minisitiri w'Intebe n° 001/03 yo ku wa 01/09/2020 agena imbonerahamwe y'imyanya y'imirimo, imishahara n'ibindi bigenerwa abakozi bo mu Bitaro Bikuru, Ibitaro by'Intara, Ibitaro by'Uturere, Ibitaro Byihariye, Ibigo Nderabuzima bitanga Serivisi Zisumbuye ku Rwego rwa Dogiteri n'Ibigo Nderabuzima</p>	<p>Seen to be annexed to Prime Minister's Instructions n° 001/03 of 01/09/2020 determining organisational structure, salaries and fringe benefits for employees of Referral Hospitals, Provincial Hospitals, District Hospitals, Specialised Hospitals, Medicalised Heath Centres and Health Centres</p>	<p>Vu pour être annexé aux Instructions du Premier Ministre n° 001/03 du 01/09/2020 déterminant la structure organisationnelle, salaires et avantages alloués au personnel des Hôpitaux de Référence, Hôpitaux de Provinces, Hôpitaux de Districts, Hôpitaux Spécialisés, Centre de Santé Médicalisés et Centres de Santé</p>
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Kigali, 01/09/2020

(sé)

Dr NGIRENTE Edouard

Minisitiri w'Intebe

Prime Minister

Premier Ministre

(sé)

RWANYINDO KAYIRANGWA Fanfan

Minisitiri w'Abakozi ba Leta n'Umurimo

Minister of Public Service and Labour

Ministre de la Fonction Publique et du Travail

Bibonywe kandi bishyizweho Ikirango cya Repubulika:

Seen and sealed with the Seal of the Republic:

Vu et scellé du Sceau de la République:

(sé)

BUSINGYE Johnston

Minisitiri w'Ubutabera akaba n'Intumwa Nkuru ya Leta

Minister of Justice and Attorney General

Ministre de la Justice et Garde des Sceaux

<p>UMUGEREKA WA II W'AMABWIRIZA YA MINISITIRI W'INTEBE N° 001/03 YO KU WA 01/09/2020 AGENA IMBONERAHAMWE Y'IMYANYA Y'IMIRIMO, IMISHAHARA N'IBINDI BIGENERWA ABAKOZI BO MU BITARO BIKURU, IBITARO BY'INTARA, IBITARO BY'UTURERE, IBITARO BYIHARIYE, IBIGO NDERABUZIMA BITANGA SERIVISI ZISUMBUYE KU RWEGO RWA DOGITERI N'IBIGO NDERABUZIMA</p>	<p>ANNEX II TO PRIME MINISTER'S INSTRUCTIONS N° 001/03 OF 01/09/2020 DETERMINING ORGANISATIONAL STRUCTURE, SALARIES AND FRINGE BENEFITS FOR EMPLOYEES OF REFERRAL HOSPITALS, PROVINCIAL HOSPITALS, DISTRICT HOSPITALS, SPECIALISED HOSPITALS, MEDICALISED HEALTH CENTRES AND HEALTH CENTRES</p>	<p>ANNEX II AUX INSTRUCTIONS DU PREMIER MINISTRE N° 001/03 DU 01/09/2020 DÉTERMINANT LA STRUCTURE ORGANISATIONNELLE, SALAIRES ET AVANTAGES ALLOUÉS AU PERSONNEL DES HÔPITAUX DE RÉFÉRENCE, HÔPITAUX DE PROVINCES, HÔPITAUX DE DISTRICTS, HÔPITAUX SPÉCIALISÉS, ÉTABLISSEMENTS SANITAIRES MÉDICALISÉS ET CENTRES DE SANTÉ</p>
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KIBUNGO REFERRAL HOSPITAL

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	DG	441	2869	F	1	1 816 354
2	Chief Consultant	350	3156	F	2	1 569 952
3	Senior Consultant	350	2869	F	2	1 427 184
4	Consultant	350	2608	1.IV	4	1 297 350
5	Junior Consultant	350	1890	2.III	8	940 181
6	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687 864
7	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
8	Director of Education, Research/CPD and Quality Assurance Unit	350	1369	3.II	1	687 864
9	Director of Administration and Finance	330	1369	3.II	1	648 558
10	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	4	789 951
11	Senior Medical Officer/ Senior Dental Surgeon	350	1444	4.IV	4	718 318
12	Legal Affairs Officer	300	1313	4.III	1	559 844
13	Medical Officer / Dental Surgeon	350	1313	4.III	6	653 152
14	Junior Medical Officer/ Junior Dental Surgeon	350	1141	4.II	9	567 590
15	Human Resources Officer	300	1141	4.II	1	486 506
16	Public Relations and Communication Officer	300	1141	4.II	1	486 506
17	Pharmacist	350	1141	4.II	1	567 590
18	Quality Improvement Officer	350	951	5.II	2	473 075
19	Medical Education, Research and CPD in Allied Health Sciences Officer	350	951	5.II	1	473 075

20	Planning, M&E Officer	300	951	5.II	1	405 493
21	Clinical Psychologist A0	350	951	5.II	2	473 075
22	Speech and Language Therapist (SLT)	350	951	5.II	1	473 075
23	Data Manager and Statistician	300	951	5.II	1	405 493
24	Accountant	300	951	5.II	2	405 493
25	ICT Officer	300	951	5.II	2	405 493
26	Logistics & Stock Officer	300	951	5.II	1	405 493
27	Environmental Health Officer A1/A0	350	951	5.II	1	473 075
28	Head of Social Services A0	300	951	5.II	1	405 493
29	Procurement Officer	300	951	5.II	1	405 493
30	Internal Auditor	300	951	5.II	1	405 493
31	Recovery Officer	300	951	5.II	1	405 493
32	Documentalist & Archivist	300	793	6.II	1	338 124
33	Customer Care Officer	300	793	6.II	2	338 124
34	Head of Lab A0	350	760	7.III	1	378 062
35	Principal Cashier A0	300	760	7.III	1	324 053
36	Head of Anesthesia Technician A0	350	760	7.III	1	378 062
37	Nurse, Head of Department/Matron A0	350	760	7.III	6	378 062
38	Midwife, Head of Department A0	350	760	7.III	1	378 062
39	Occupational Therapist	350	660	7.II	1	328 317
40	Anesthesia Technician A1/A0	350	660	7.II	11	328 317
41	Medical Imagery Technician A1/A0	350	660	7.II	4	328 317

42	Lab Technician A1/A0	350	660	7.II	13	328 317
43	Mental Health Officer A1/A0	350	660	7.II	2	328 317
44	Dental therapist A1/A0	350	660	7.II	2	328 317
45	Physiotherapist A1/A0	350	660	7.II	2	328 317
46	Ophthalmology Technician A1/A0	350	660	7.II	4	328 317
47	Nutritionist A1/A0	350	660	7.II	1	328 317
48	Nurses A1/A0	350	660	7.II	120	328 317
49	Midwives A1/A0	350	660	7.II	41	328 317
50	Prosthetic and Orthotics Technician	350	660	7.II	1	328 317
51	Orthopedic Technician	350	660	7.II	1	328 317
52	Infrastructure Maintenance Officer A1	300	660	7.II	1	281 415
53	Biomedical Technician A1/A0	300	660	7.II	2	281 415
54	Administrative Assistant to the Head of Referral Hospital	300	660	7.II	1	281 415
55	Social Workers	300	508	8.II	2	216 604
56	Cashier A2	300	508	8.II	8	216 604
57	Drivers	300	300	10.II	8	127 916
Total					304	

KIBUYE REFERRAL HOSPITAL

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Rwf/Month)
1	DG of Referral Hospital	441	2869	F	1	1 816 354
2	Chief Consultant	350	3156	F	2	1 569 952
3	Senior Consultant	350	2869	F	2	1 427 184
4	Consultant	350	2608	1.IV	4	1 297 350
5	Junior Consultant	350	1890	2.III	8	940 181
6	Chief Medical Officer/ Chief Dental Surgeon	350	1588	4.V	2	789 951
7	Senior Medical Officer /Senior Dental Surgeon	350	1444	4.IV	2	718 318
8	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687 864
9	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
10	Director of Education, Research/CPD and Quality Assurance Unit	350	1369	3.II	1	687 864
11	Director of Administration and Finance	330	1369	3.II	1	648 558
12	Medical Officer/Dental Surgeon	350	1313	4.III	4	653 152
13	Legal Affairs Officer	300	1313	4.III	1	559 844
14	Junior Medical Officer/ Junior Dental Surgeon	350	1141	4.II	5	567 590
15	Human Resources Officer	300	1141	4.II	1	486 506
16	Public Relations and Communication Officer	300	1141	4.II	1	486 506
17	Quality Improvement Officer	350	951	5.II	2	473 075
18	Medical Education, Research and CPD in Allied Health Sciences	350	951	5.II	1	473 075
19	Pharmacist	350	1141	4.II	1	567 590
20	Planning, M&E Officer	300	951	5.II	1	405 493

21	Clinical Psychologist A0	350	951	5.II	2	473 075
22	Speech Therapist	350	951	5.II	1	473 075
23	Occupational Therapist	350	660	7.II	1	328 317
24	Data Manager and Statistician	300	951	5.II	1	405 493
25	Accountant	300	951	5.II	2	405 493
26	ICT Officer	300	951	5.II	2	405 493
27	Logistics Officer	300	951	5.II	1	405 493
28	Environmental Health Officer A1/A0	350	951	5.II	1	473 075
29	Head of Social Services A0	300	951	5.II	1	405 493
30	Procurement Officer	300	951	5.II	1	405 493
31	Internal Auditor	300	951	5.II	1	405 493
32	Recovery Officer	300	951	5.II	1	405 493
33	Documentalist & Archivist	300	793	6.II	1	338 124
34	Customer Care Officer	300	793	6.II	2	338 124
35	Head of Lab A0	350	760	7.III	1	378 062
36	Head of Anesthesia Technician A0	350	760	7.III	1	378 062
37	Nurse, Head of Department/Matron A0	350	760	7.III	6	378 062
38	Midwife, Head of Department A0	350	760	7.III	1	378 062
39	Principal Cashier A0	300	760	7.III	1	324 053
40	Anesthesia Technician A1/A0	350	660	7.II	8	328 317
41	Medical Imagery Technician A1/A0	350	660	7.II	4	328 317
42	Lab Technician A1/A0	350	660	7.II	13	328 317

43	Mental Health Officer A1/A0	350	660	7.II	2	328 317
44	Dental therapist A1/A0	350	660	7.II	2	328 317
45	Physiotherapist A1/A0	350	660	7.II	2	328 317
46	Ophthalmology Technician A1/A0	350	660	7.II	4	328 317
47	Nutritionist A1/A0	350	660	7.II	1	328 317
48	Nurses A1/A0	350	660	7.II	89	328 317
49	Midwives A1/A0	350	660	7.II	27	328 317
50	Prosthetic and Orthotics Technician	350	660	7.II	1	328 317
51	Orthopedic Technician	350	660	7.II	1	328 317
52	Infrastructure Maintenance Officer A1	300	660	7.II	1	281 415
53	Biomedical Technician A1/A0	300	660	7.II	2	281 415
54	Administrative Assistant to the Head of Referral Hospital	300	660	7.II	1	281 415
55	Social Workers	300	508	8.II	2	216 604
56	Cashier A2	300	508	8.II	8	216 604
57	Drivers	300	300	10.II	8	127 916
Total					246	

RUHENGERI REFERRAL HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Rwf/Month)
1	DG	441	2869	F	1	1 816 354
2	Chief Consultant	350	3156	F	2	1 569 952
3	Senior Consultant	350	2869	F	2	1 427 184
4	Consultant	350	2608	1.IV	4	1 297 350
5	Junior Consultant	350	1890	2.III	8	940 181
6	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687 864
7	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
8	Director of Education, Research/CPD and Quality Assurance Unit	350	1369	3.II	1	687 864
9	Director of Administration and Finance	330	1369	3.II	1	648 558
10	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	6	789 951
11	Senior Medical Officer/Senior Medical surgeon	350	1444	4.IV	6	718 318
12	Legal Affairs Officer	300	1313	4.III	1	559 844
13	Medical Officer/ Dental Surgeon	350	1313	4.III	8	653 152
14	Junior Medical Officer/Junior Dentals Surgeon	350	1141	4.II	10	567 590
15	Human Resources Officer	300	1141	4.II	1	486 506
16	Public Relations and Communication Officer	300	1141	4.II	1	486 506
17	Quality Improvement Officer	350	951	5.II	2	473 075
18	Medical Education, Research and CPD in Allied Health Sciences	350	951	5.II	1	473 075
19	Pharmacist	350	1141	4.II	1	567 590
20	Planning, M&E Officer	300	951	5.II	1	405 493
21	Clinical Psychologist A0	350	951	5.II	2	473 075

Official Gazette n° Special of 01/09/2020

22	Speech and Language Therapist (SLT)	350	951	5.II	1	473 075
23	Data Manager and Statistician	300	951	5.II	1	405 493
24	Accountant	300	951	5.II	2	405 493
25	ICT Officer	300	951	5.II	2	405 493
26	Logistics Officer	300	951	5.II	1	405 493
27	Environmental Health Officer A1/A0	350	951	5.II	1	473 075
28	Head of Social Services	300	951	5.II	1	405 493
29	Procurement Officer	300	951	5.II	1	405 493
30	Internal Auditor	300	951	5.II	1	405 493
31	Recovery Officer	300	951	5.II	1	405 493
32	Documentalist & Archivist	300	793	6.II	1	338 124
33	Customer Care Officer	300	793	6.II	2	338 124
34	Head of Anesthesia Technician A0	350	760	7.III	1	378 062
35	Head of Lab A0	350	760	7.III	1	378 062
36	Nurse, Head of Department/Matron A0	350	760	7.III	6	378 062
37	Midwife, Head of Department A0	350	760	7.III	1	378 062
38	Principal Cashier	300	760	7.III	1	324 053
39	Occupational Therapist	350	660	7.II	1	328 317
40	Anesthesia Technician A1/A0	350	660	7.II	11	328 317
41	Medical Imagery Technician A1/A0	350	660	7.II	4	328 317
42	Lab Technician A1/A0	350	660	7.II	13	328 317
43	Mental Health Officer A1/A0	350	660	7.II	2	328 317
44	Dental therapist A1/A0	350	660	7.II	2	328 317
45	Physiotherapist A1/A0	350	660	7.II	2	328 317

Official Gazette n° Special of 01/09/2020

46	Ophthalmology Technician A1/A0	350	660	7.II	4	328 317
47	Nutritionist A1/A0	350	660	7.II	1	328 317
48	Nurses A1/A0	350	660	7.II	120	328 317
49	Midwives A1/A0	350	660	7.II	46	328 317
50	Prosthetic and Orthotics Technician	350	660	7.II	1	328 317
51	Orthopedic Technician	350	660	7.II	1	328 317
52	Infrastructure Maintenance Officer A1	300	660	7.II	1	281 415
53	Biomedical Technician A1/A0	300	660	7.II	2	281 415
54	Administrative Assistant to the Head of Referral Hospital	300	660	7.II	1	281 415
55	Social Workers	300	508	8.II	2	216 604
56	Cashier A2	300	508	8.II	8	216 604
57	Drivers	300	300	10.II	9	127 916
Total					317	

BUSHENGE PROVINCIAL HOSPITALS

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Rwf/Month)
1	DG	350	2608	1.IV	1	1 310 409
2	Senior Consultant	350	2869	F	2	1 427 184
3	Consultant	350	2608	1.IV	4	1 297 350
4	Junior Consultant	350	1890	2.III	6	940 181
5	Director of Medical and Allied Health Sciences Services Unit	350	1890	2.III	1	949 645
6	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	4	789 951
7	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	4	718 318
9	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
10	Director of Education, Research/CPD and Quality Assurance Unit	350	1369	3.II	1	687 864
11	Director of Administration and Finance	330	1369	3.II	1	648 558
12	Medical Officer/Dental Surgeon	350	1313	4.III	6	653 152
13	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	9	567 590
14	Human Resources Officer	300	1141	4.II	1	486 506
15	Public Relations and Communication Officer	300	1141	4.II	1	486 506
16	Pharmacist	350	1141	4.II	1	567 590
17	Planning, M&E Officer	300	951	5.II	1	405 493
18	Quality Improvement Officer	350	951	5.II	2	473 075
19	Medical Education, Research and CPD in Allied Health Sciences Officer	350	951	5.II	1	473 075
20	Clinical Psychologist A0	350	951	5.II	2	473 075

21	Data Manager and Statistician	300	951	5.II	1	405 493
22	Accountant	300	951	5.II	2	405 493
23	ICT Officer	300	951	5.II	2	405 493
24	Logistics Officer	300	951	5.II	1	405 493
25	Environmental Health Officer A1/A0	350	951	5.II	1	473 075
26	Head of Social Services A0	300	951	5.II	1	405 493
27	Procurement Officer	300	951	5.II	1	405 493
28	Internal Auditor	300	951	5.II	1	405 493
29	Recovery Officer	300	951	5.II	1	405 493
30	Documentation & Archive Officer	300	793	6.II	1	338 124
31	Customer Care Officer	300	793	6.II	2	338 124
32	Head Lab Technician A1/A0 (1)	350	760	7.III	1	378 062
33	Principal Cashier A0	300	760	7.III	1	324 053
34	Head of Anesthesia Technician A0	350	760	7.III	1	378 062
35	Nurse, Head of Department/Matron A0	350	760	7.III	6	378 062
36	Midwife, Head of Department A0	350	760	7.III	1	378 062
37	Anesthesia Technician A1/A0	350	660	7.II	8	328 317
38	Medical Imagery Technician A1/A0	350	660	7.II	4	328 317
39	Lab Technician A1/A0	350	660	7.II	11	328 317
40	Mental Health Officer A1/A0	350	660	7.II	2	328 317
41	Dental therapist A1/A0	350	660	7.II	2	328 317
42	Physiotherapist A1/A0	350	660	7.II	2	328 317

43	Ophthalmology Technician A1/A0	350	660	7.II	4	328 317
44	Nutritionist A1/A0	350	660	7.II	1	328 317
45	Nurses A1/A0	350	660	7.II	120	328 317
46	Midwife A1/A0	350	660	7.II	24	328 317
47	Prosthetic and Orthotics Technician	350	660	7.II	1	328 317
48	Orthopedic Technician	350	660	7.II	1	328 317
49	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281 415
50	Biomedical Technician A1/A0	300	660	7.II	2	281 415
51	Administrative Assistant to the DG of Provincial Hospital	300	660	7.II	1	281 415
52	Social Workers	300	508	8.II	2	216 604
53	Cashier	300	508	8.II	8	216 604
54	Drivers	300	300	10.II	8	127 916
Total					275	

KINIHIRA PROVINCIAL HOSPITALS

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Rwf/Month)
1	DG	350	2608	1.IV	1	1 310 409
2	Consultant	350	2608	1.IV	2	1 297 350
3	Junior Consultant	350	1890	2.III	2	940 181
4	Director of Medical and Allied Health Sciences Services Unit	350	1890	2.III	1	949 645
5	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	2	789 951
6	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	2	718 318
7	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
8	Director of Education, Research/CPD and Quality Assurance Unit	350	1369	3.II	1	687 864
9	Director of Administration and Finance	330	1369	3.II	1	648 558
10	Medical Officer/Dental Surgeon	350	1313	4.III	4	653 152
11	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	4	567 590
12	Human Resources Officer	300	1141	4.II	1	486 506
13	Public Relations and Communication Officer	300	1141	4.II	1	486 506
14	Pharmacist	350	1141	4.II	1	567 590
15	Quality Improvement Officer	350	951	5.II	2	473 075
16	Planning, M&E Officer	300	951	5.II	1	405 493
17	Medical Education, Research and CPD Officer in Allied Health Sciences	350	951	5.II	1	473 075
18	Clinical Psychologist A0	350	951	5.II	2	473 075
19	Data Manager and Statistician	300	951	5.II	1	405 493
20	Accountant	300	951	5.II	2	405 493
21	ICT Officer	300	951	5.II	2	405 493
22	Logistics & Stock Officer	300	951	5.II	1	405 493

Official Gazette n° Special of 01/09/2020

23	Environmental Health Officer	350	951	5.II	1	473 075
24	Head of Social Services A0	300	951	5.II	1	405 493
25	Procurement Officer	300	951	5.II	1	405 493
26	Internal Auditor	300	951	5.II	1	405 493
27	Recovery Officer A0	300	951	5.II	1	405 493
28	Documentalist & Archivist	300	793	6.II	1	338 124
29	Customer Care Officer	300	793	6.II	2	338 124
30	Principal Cashier A0	300	760	7.III	1	324 053
31	Head of Lab A0	350	760	7.III	1	378 062
32	Head of Anesthesia Technician A0	350	760	7.III	1	378 062
33	Nurse, Head of Department/Matron A0	350	760	7.III	6	378 062
34	Midwife, Head of Department A0	350	760	7.III	1	378 062
35	Anesthesia Technician A1/A0	350	660	7.II	5	328 317
36	Medical Imagery Technician A1/A0	350	660	7.II	4	328 317
37	Lab Technician A1/A0	350	660	7.II	7	328 317
38	Mental Health Officer A1/A0	350	660	7.II	2	328 317
39	Dental therapist A1/A0	350	660	7.II	2	328 317
40	Physiotherapist A1/A0	350	660	7.II	2	328 317
41	Ophthalmology Technician A1/A0	350	660	7.II	4	328 317
42	Nutritionist A1/A0	350	660	7.II	1	328 317
43	Nurses A1/A0	350	660	7.II	89	328 317
44	Midwives A1/A0	350	660	7.II	21	328 317
45	Prosthetic and Orthotics Technician	350	660	7.II	1	328 317
46	Orthopedic Technician	350	660	7.II	1	328 317

Official Gazette n° Special of 01/09/2020

47	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281 415
48	Biomedical Technician A1/A0	300	660	7.II	2	281 415
49	Administrative Assistant to the DG of Provincial Hospital	300	660	7.II	1	281 415
50	Social Workers	300	508	8.II	2	216 604
51	Cashier A2	300	508	8.II	8	216 604
52	Drivers	300	300	10.II	8	127 916
Total					215	

RUHANGO PROVINCIAL HOSPITALS

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Rw/Monthly)
1	DG	350	2608	1.IV	1	1 310 409
3	Consultant	350	2608	1.IV	4	1 297 350
4	Junior Consultant	350	1890	2.III	8	940 181
5	Director of Medical and Allied Health Sciences Services Unit	350	1890	2.III	1	949 645
6	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	2	789 951
7	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	2	718 318
8	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
9	Director of Education, Research/CPD and Quality Assurance Unit	350	1369	3.II	1	687 864
10	Director of Administration and Finance	330	1369	3.II	1	648 558
11	Legal Affairs Officer	300	1313	4.III	1	559 844
12	Medical Officer/Dental Surgeon	350	1313	4.III	4	653 152
13	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	4	567 590
14	Human Resources Officer	300	1141	4.II	1	486 506
15	Public Relations and Communication Officer	300	1141	4.II	1	486 506
16	Pharmacist	350	1141	4.II	1	567 590
17	Quality Improvement Officer	350	951	5.II	2	473 075
18	Planning, M&E Officer	300	951	5.II	1	405 493
19	Medical Education, Research and CPD Officer in Allied Health Sciences	350	951	5.II	1	473 075
20	Clinical Psychologist A0	350	951	5.II	2	473 075
21	Data Manager and Statistician	300	951	5.II	1	405 493
22	Accountant	300	951	5.II	2	405 493
23	ICT Officer	300	951	5.II	2	405 493

Official Gazette n° Special of 01/09/2020

24	Logistics & Stock Officer	300	951	5.II	1	405 493
25	Environmental Health Officer A1/A0	350	951	5.II	1	473 075
26	Head of Social Services A0	300	951	5.II	1	405 493
27	Procurement Officer	300	951	5.II	1	405 493
28	Internal Auditor	300	951	5.II	1	405 493
29	Recovery Officer A0	300	951	5.II	1	405 493
30	Documentalist & Archivist	300	793	6.II	1	338 124
31	Customer Care Officer	300	793	6.II	2	338 124
32	Head of Lab A0	350	760	7.III	1	378 062
33	Principal Cashier A0	300	760	7.III	1	324 053
34	Head of Anesthesia Technician A0	350	760	7.III	1	378 062
35	Nurse, Head of Department/Matron A0	350	760	7.III	6	378 062
36	Midwife, Head of Department A0	350	760	7.III	1	378 062
37	Anesthesia Technician A1/A0	350	660	7.II	5	328 317
38	Medical Imagery Technician A1/A0	350	660	7.II	4	328 317
39	Lab Technician A1/A0	350	660	7.II	7	328 317
40	Mental Health Officer A1/A0	350	660	7.II	2	328 317
41	Dental therapist A1/A0	350	660	7.II	2	328 317
42	Physiotherapist A1/A0	350	660	7.II	2	328 317
43	Ophthalmology Technician A1/A0	350	660	7.II	4	328 317
44	Nutritionist A1/A0	350	660	7.II	1	328 317
45	Nurses A1/A0	350	660	7.II	89	328 317
46	Midwives A1/A0	350	660	7.II	27	328 317
47	Prosthetic and Orthotics Technician	350	660	7.II	1	328 317

Official Gazette n° Special of 01/09/2020

48	Orthopedic Technician	350	660	7.II	1	328 317
49	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281 415
50	Biomedical Technician A1/A0	300	660	7.II	2	281 415
51	Administrative Assistant to the DG of Provincial Hospital	300	660	7.II	1	281 415
52	Social Workers	300	508	8.II	2	216 604
53	Cashier A2	300	508	8.II	8	216 604
54	Drivers	300	300	10.II	8	127 916
Total					230	

RWAMAGANA PROVINCIAL HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Rwf/Month)
1	DG	350	2608	1.IV	1	1 310 409
2	Senior Consultant	350	2869	F	2	1 427 184
3	Consultant	350	2608	1.IV	4	1 297 350
4	Junior Consultant	350	1890	2.III	6	940 181
5	Director of Medical and Allied Health Sciences Services Unit	350	1890	2.III	1	949 645
6	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	2	789 951
7	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	3	718 318
8	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
9	Director of Education, Research/CPD and Quality Assurance Unit	350	1369	3.II	1	687 864
10	Director of Administration and Finance	330	1369	3.II	1	648 558
12	Medical Officer/Dental Surgeon	350	1313	4.III	6	653 152
14	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	8	567 590
15	Human Resources Officer	300	1141	4.II	1	486 506
16	Public Relations and Communication Officer	300	1141	4.II	1	486 506
19	Pharmacist	350	1141	4.II	1	567 590
13	Quality Improvement Officer	350	951	5.II	2	473 075
17	Planning, M&E Officer	300	951	5.II	1	405 493
18	Medical Education, Research and CPD Officer in Allied Health Sciences	350	951	5.II	1	473 075
20	Clinical Psychologist A0	350	951	5.II	2	473 075
21	Head of Lab A0	350	760	7.III	1	378 062
22	Data Manager and Statistician	300	951	5.II	1	405 493
23	Accountant	300	951	5.II	2	405 493

24	ICT Officer	300	951	5.II	2	405 493
25	Logistics & Stock Officer	300	951	5.II	1	405 493
26	Environmental Health Officer	350	951	5.II	1	473 075
27	Head of Social Services A0	300	951	5.II	1	405 493
29	Procurement Officer	300	951	5.II	1	405 493
30	Internal Auditor	300	951	5.II	1	405 493
53	Recovery Officer A0	300	951	5.II	1	405 493
31	Documentalist & Archivist	300	793	6.II	1	338 124
32	Customer Care Officer	300	793	6.II	2	338 124
28	Principal Cashier A0	300	760	7.III	1	324 053
33	Head of Anesthesia Technician A0	350	760	7.III	1	378 062
34	Nurse, Head of Department/Matron A0	350	760	7.III	6	378 062
35	Midwife, Head of Department A0	350	760	7.III	1	378 062
36	Anesthesia Technician A1/A0	350	660	7.II	9	328 317
37	Medical Imagery Technician A1/A0	350	660	7.II	4	328 317
38	Lab Technician A1/A0	350	660	7.II	11	328 317
39	Mental Health Officer A1/A0	350	660	7.II	2	328 317
40	Dental therapist A1/A0	350	660	7.II	2	328 317
41	Physiotherapist A1/A0	350	660	7.II	2	328 317
42	Ophthalmology Technician A1/A0	350	660	7.II	4	328 317
43	Nutritionist A1/A0	350	660	7.II	1	328 317
44	Nurses A1/A0	350	660	7.II	120	328 317
45	Midwives A1/A0	350	660	7.II	35	328 317
46	Prosthetic and Orthotics Technician	350	660	7.II	1	328 317

Official Gazette n° Special of 01/09/2020

47	Orthopedic Technician	350	660	7.II	1	328 317
48	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281 415
49	Biomedical Technician A1/A0	300	660	7.II	2	281 415
50	Administrative Assistant to the DG of Provincial Hospital	300	660	7.II	1	281 415
51	Social Workers	300	508	8.II	2	216 604
52	Cashier A2	300	508	8.II	8	216 604
54	Drivers	300	300	10.II	8	127 916
Total					283	

BUTARO DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949 645
2	Consultant	350	2608	1.IV	4	1 297 350
3	Junior Consultant	350	1890	2.III	6	940 181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687 864
5	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
6	Director of Administration and Finance	330	1369	3.II	1	648 558
7	Chief Medical Officer/ Chief Dental Surgeon	350	1588	4.V	2	789 951
8	Senior Medical Officer/ Senior Dental Surgeon	350	1444	4.IV	3	718 318
9	Medical Officer/Dental Surgeon	350	1313	4.III	6	653 152
10	Junior Medical Officer/ Junior Dental Surgeon	350	1141	4.II	8	567 590
11	Pharmacist	350	1141	4.II	1	567 590
12	Public Relations and Communication Officer	300	1141	4.II	1	486 506
13	Human Resource Officer	300	1141	4.II	1	486 506
14	Quality Improvement Officer	350	951	5.II	2	473 075
15	Planning, M&E Officer	300	951	5.II	1	405 493
16	Clinical Psychologist A0	350	951	5.II	2	473 075
17	Data Manager and Statistician	300	951	5.II	1	405 493
18	Accountant	300	951	5.II	2	405 493
19	ICT Officer	300	951	5.II	2	405 493

20	Logistics Officer	300	951	5.II	1	405 493
21	Environmental Health Officer A1/ A0	350	951	5.II	1	473 075
22	Head of Social Services	300	951	5.II	1	405 493
23	Procurement Officer	300	951	5.II	1	405 493
24	Internal Auditor	300	951	5.II	1	405 493
25	Recovery Officer	300	951	5.II	1	405 493
26	Documentation and Archives Officer	300	793	6.II	1	338 124
27	Customer Care Officer	300	793	6.II	2	338 124
28	Principal Cashier A1	300	760	7.III	1	324 053
29	Nurse, Head of Department/Matron A0	350	760	7.III	5	378 062
30	Midwife, Head of Department A0	350	760	7.III	1	378 062
31	Head Anesthesia Technician A0	350	760	7.III	1	378 062
32	Head of Lab A0	350	760	7.III	1	378 062
33	Anesthesia Technician A1/A0	350	660	7.II	5	328 317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328 317
35	Lab Technician A1/A0	350	660	7.II	11	328 317
36	Mental Health Officer A1/A0	350	660	7.II	2	328 317
37	Dental therapist A1/A0	350	660	7.II	2	328 317
38	Physiotherapist A1/A0	350	660	7.II	2	328 317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328 317
40	Nutritionist A1/A0	350	660	7.II	1	328 317
41	Nurse A1/A0	350	660	7.II	90	328 317

42	Midwife A1/A0	350	660	7.II	23	328 317
43	Prosthetic and Orthotics Technician	350	660	7.II	1	328 317
44	Orthopedic Technician A1/A0	350	660	7.II	1	328 317
45	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281 415
46	Biomedical Technician A1/A0	300	660	7.II	2	281 415
47	Administrative Assistant to Director General	300	660	7.II	1	281 415
48	Social Worker A2/A1	300	508	8.II	2	216 604
49	Cashier A2/A1	300	508	8.II	6	216 604
50	Driver	300	300	10.II	4	127 916
Total					224	

HVP GATAGARA SPECIALISTED HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	GROSS
1	DG	350	1890	2.III	1	949 645
2	Junior Consultant	350	1890	2.III	1	940 181
3	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	681 009
4	Director of Administration and Finance	330	1369	3.II	1	642 094
5	Chief Medical Officer/Chief dental surgeon	350	1588	4.V	2	789 951
6	Senior Medical Officer/senior dental surgeon	350	1444	4.IV	4	718 318
7	Medical Officer /Dental medical officer	350	1313	4.III	5	653 152
8	Junior Medical Officer/junior dental officer	350	1141	4.II	7	567 590
9	Human Resources Officer	300	1141	4.II	1	486 506
10	Quality Improvement Officer	350	951	5.II	1	473 075
11	Pharmacist	350	1141	4.II	1	567 590
12	Planning, M&E Officer	300	951	5.II	1	405 493
13	Data Manager and Statistician officer	300	951	5.II	1	405 493
14	Accountant	300	951	5.II	1	405 493
15	ICT Officer	300	951	5.II	1	405 493
16	Environmental Health Officer A1/A0	350	951	5.II	1	473 075
17	Procurement Officer	300	951	5.II	1	405 493
19	Recovery Officer	300	951	5.II	1	405 493
20	Documentalist & Archivist	300	793	6.II	1	338 124
21	Customer Care Officer	300	793	6.II	2	338 124
22	Nurse Head of Department	350	760	7.III	1	378 062
23	Principal Cashier A0	300	760	7.III	1	324 053

Official Gazette n° Special of 01/09/2020

24	Anesthesia Technician A1/A0	350	660	7.II	4	328 317
25	Medical Imagery Technician A1/A0	350	660	7.II	2	328 317
26	Lab Technician A1/A0	350	660	7.II	2	328 317
27	Physiotherapist A1/A0	350	660	7.II	2	328 317
28	Nutritionist A1/A0	350	660	7.II	1	328 317
29	Nurses A1/A0	350	660	7.II	42	328 317
30	Prosthetic and Orthotics Technician	350	660	7.II	2	328 317
31	Orthopedic Technician	350	660	7.II	2	328 317
32	Occupational Therapist	350	660	7.II	2	328 317
33	Biomedical Technician A1/A0	300	660	7.II	2	281 415
34	Administrative Assistant to the DG Hospital	300	660	7.II	1	281 415
35	Social Workers	300	508	8.II	2	216 604
36	Cashier	300	508	8.II	2	216 604
37	Drivers	300	300	10.II	2	127 916
Total					105	

BYUMBA DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1 890	2.III	1	949 645
2	Consultant	350	2 608	1.IV	3	1 297 350
3	Junior Consultant	350	1 890	2.III	5	940 181
4	Director of Medical and Allied Health Sciences Services Unit	350	1 369	3.II	1	687 864
5	Director of Nursing and Midwifery Unit	350	1 369	3.II	1	687 864
6	Director of Administration and Finance	330	1 369	3.II	1	648 558
7	Chief Medical Officer/ Chief Dental Surgeon	350	1 588	4.V	4	789 951
8	Senior Medical Officer/ Senior Dental Surgeon	350	1 444	4.IV	4	718 318
9	Medical Officer/ Dental Surgeon	350	1 313	4.III	6	653 152
10	Junior Medical Officer/ Junior Dental Surgeon	350	1 141	4.II	8	567 590
11	Pharmacist	350	1 141	4.II	1	567 590
12	Human Resource Officer	300	1 141	4.II	1	486 506
13	Public Relations and Communication Officer	300	1 141	4.II	1	486 506
14	Quality Improvement Officer	350	951	5.II	2	473 075
15	Planning, M&E Officer	300	951	5.II	1	405 493
16	Clinical Psychologist A0	350	951	5.II	2	473 075
17	Data Manager and Statistician	300	951	5.II	1	405 493
18	Accountant	300	951	5.II	2	405 493
19	ICT Officer	300	951	5.II	2	405 493
20	Logistics Officer	300	951	5.II	1	405 493

21	Environmental Health Officer A1/A0	350	951	5.II	1	473 075
22	Head of Social Services	300	951	5.II	1	405 493
23	Procurement Officer	300	951	5.II	1	405 493
24	Internal Auditor	300	951	5.II	1	405 493
25	Recovery Officer A0	300	951	5.II	1	405 493
26	Documentation and Archives Officer	300	793	6.II	1	338 124
27	Customer Care Officer	300	793	6.II	2	338 124
28	Principal Cashier A1	300	760	7.III	1	324 053
29	Nurse, Head of Department/Matron A0	350	760	7.III	5	378 062
30	Head of Anesthesia Technician A0	350	760	7.III	1	378 062
31	Midwife, Head of Department A0	350	760	7.III	1	378 062
32	Head of Lab A0	350	760	7.III	1	378 062
33	Anesthesia Technician A1/A0	350	660	7.II	11	328 317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328 317
35	Lab Technician A1/A0	350	660	7.II	11	328 317
36	Mental Health Officer A1/A0	350	660	7.II	2	328 317
37	Dental Therapist A1/A0	350	660	7.II	2	328 317
38	Physiotherapist A1/A0	350	660	7.II	2	328 317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328 317
40	Nutritionist A1/A0	350	660	7.II	1	328 317
41	Nurse A1/A0	350	660	7.II	121	328 317
42	Midwife A1/A0	350	660	7.II	35	328 317

43	Prosthetic and Orthotics Technician	350	660	7.II	1	328 317
44	Orthopedic Technician A1/A0	350	660	7.II	1	328 317
45	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281 415
46	Biomedical Technician A1/A0	300	660	7.II	2	281 415
47	Administrative Assistant to the Director General	300	660	7.II	1	281 415
48	Social Worker A2/A1	300	508	8.II	2	216 604
49	Cashier A2 /A1	300	508	8.II	6	216 604
50	Driver	300	300	10.II	6	127 916
Total					276	

INKURU NZIZA ORTHOPEDIC SPECIALIZED HOSPITAL SALARY STRUCTUR

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Rw-Month)
1	DG	350	1890	2.III	1	949 645
2	Junior Consultant	350	1890	2.III	2	940 181
3	Director of Medical and Allied	350	1369	3.II	1	687 864
4	Director of Administration and Finance	330	1369	3.II	1	648 558
5	Medical Officer /Dental Surgeon	350	1313	4.III	2	653 152
6	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	2	567 590
7	Human Resources Officer	300	1141	4.II	1	486 506
8	Quality Improvement Officer	350	951	5.II	1	473 075
9	Pharmacist	350	1141	4.II	1	567 590
10	Planning, M&E Officer	300	951	5.II	1	405 493
11	Data Manager and Statistician	300	951	5.II	1	405 493
12	Accountant	300	951	5.II	1	405 493
13	ICT Officer	300	951	5.II	1	405 493
14	Environmental Health Officer A1/A0	350	951	5.II	1	473 075
15	Procurement Officer	300	951	5.II	1	405 493
16	Recovery Officer A0	300	951	5.II	1	405 493
17	Documentalist & Archivist	300	793	6.II	1	338 124
18	Customer Care Officer	300	793	6.II	2	338 124
19	Nurse Head of Department	350	760	7.III	1	378 062
20	Principal Cashier A0	300	760	7.III	1	324 053
21	Anesthesia Technician A1/A0	350	660	7.II	3	328 317
22	Medical Imagery Technician A1/A0	350	660	7.II	2	328 317

Official Gazette n° Special of 01/09/2020

23	Lab Technician A1/A0	350	660	7.II	2	328 317
24	Physiotherapist A1/A0	350	660	7.II	2	328 317
25	Nutritionist A1/A0	350	660	7.II	1	328 317
26	Nurses A1/A0	350	660	7.II	14	328 317
27	Prosthetic and Orthotics Technician	350	660	7.II	2	328 317
28	Orthopedic Technician	350	660	7.II	2	328 317
29	Occupational Therapist	350	660	7.II	2	328 317
30	Biomedical Technician A1/A0	300	660	7.II	2	281 415
31	Administrative Assistant to the DG Hospital	300	660	7.II	1	281 415
32	Social Workers	300	508	8.II	2	216 604
33	Cashier A2	300	508	8.II	2	216 604
34	Drivers	300	300	10.II	2	127 916
Total					63	

RICT HOSPITAL WITH SPECIALIZED SERVICE SALARY

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949 645
2	Consultant	350	2608	1.IV	4	1 297 350
3	Junior Consultant	350	1890	2.III	4	940 181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687 864
5	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
6	Director of Administration and Finance	330	1369	3.II	1	648 558
7	Chief Medical Officer/ Chief Dental Surgeon	350	1588	4.V	4	789 951
8	Senior Medical Officer/ Senior Dental Surgeon	350	1444	4.IV	4	718 318
9	Medical Officer/ Dental Surgeon	350	1313	4.III	7	653 152
10	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	8	567 590
11	Pharmacist	350	1141	4.II	1	567 590
12	Human Resource Officer	300	1141	4.II	1	486 506
13	Public Relations and Communication Officer	300	1141	4.II	1	486 506
14	Quality Improvement Officer	350	951	5.II	2	473 075
15	Planning, M&E Officer	300	951	5.II	1	405 493
16	Clinical Psychologist A0	350	951	5.II	2	473 075
17	Data Manager and Statistician	300	951	5.II	1	405 493
18	Accountant	300	951	5.II	2	405 493
19	ICT Officer	300	951	5.II	2	405 493
20	Logistics Officer	300	951	5.II	1	405 493
21	Environmental Health Officer A1/ A0	350	951	5.II	1	473 075
22	Head of Social Services A0	300	951	5.II	1	405 493

Official Gazette n° Special of 01/09/2020

23	Procurement Officer	300	951	5.II	1	405 493
24	Internal Auditor	300	951	5.II	1	405 493
25	Recovery Officer A0	300	951	5.II	1	405 493
26	Documentation and Archives Officer	300	793	6.II	1	338 124
27	Customer Care Officer	300	793	6.II	2	338 124
28	Principal Cashier A1	300	760	7.III	1	324 053
29	Nurse, Head of Department/ Matron A0	350	760	7.III	5	378 062
30	Head of Anesthesia Technician A0	350	760	7.III	1	378 062
31	Midwife, Head of Department A0	350	760	7.III	1	378 062
32	Head of Lab A0	350	760	7.III	1	378 062
33	Anesthesia Technician A1/A0	350	660	7.II	7	328 317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328 317
35	Lab Technician A1/A0	350	660	7.II	11	328 317
36	Mental Health Officer A1/A0	350	660	7.II	2	328 317
37	Dental Therapist A1/A0	350	660	7.II	2	328 317
38	Physiotherapist A1/A0	350	660	7.II	6	328 317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328 317
40	Nutritionist A1/A0	350	660	7.II	1	328 317
41	Nurse A1/A0	350	660	7.II	121	328 317
42	Midwife A1/A0	350	660	7.II	26	328 317
43	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	2	328 317
44	Orthopedic Technician A1/A0	350	660	7.II	2	328 317
45	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281 415
46	Biomedical Technician A1/A0	300	660	7.II	2	281 415

Official Gazette n° Special of 01/09/2020

47	Administrative Assistant to the Director General	300	660	7.II	1	281 415
48	Social Worker A2/A1	300	508	8.II	2	216 604
49	Cashier A2/A1	300	508	8.II	6	216 604
50	Driver	300	300	10.II	6	127 916
Total					270	

GAKOMA DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949 645
2	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687 864
3	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
4	Director of Administration and Finance	330	1369	3.II	1	648 558
5	Chief Medical Officer/ Chief Dental Surgeon	350	1588	4.V	2	789 951
6	Senior Medical Officer/ Senior Dental Surgeon	350	1444	4.IV	2	718 318
7	Medical Officer/ Dental Surgeon	350	1313	4.III	4	653 152
8	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	4	567 590
9	Pharmacist	350	1141	4.II	1	567 590
10	Human Resource Officer	300	1141	4.II	1	486 506
11	Public Relations and Communication Officer	300	1141	4.II	1	486 506
12	Quality Improvement Officer	350	951	5.II	2	473 075
13	Planning, M&E Officer	300	951	5.II	1	405 493
14	Clinical Psychologist A0	350	951	5.II	2	473 075
15	Data Manager and Statistician	300	951	5.II	1	405 493
16	Accountant	300	951	5.II	2	405 493
17	ICT Officer	300	951	5.II	2	405 493
18	Logistics Officer	300	951	5.II	1	405 493
19	Environmental Health Officer A1/ A0	350	951	5.II	1	473 075
20	Head of Social Services A1/A0	300	951	5.II	1	405 493
21	Procurement Officer	300	951	5.II	1	405 493
22	Internal Auditor	300	951	5.II	1	405 493

Official Gazette n° Special of 01/09/2020

23	Recovery Officer A0	300	951	5.II	1	405 493
24	Documentation and Archives Officer	300	793	6.II	1	338 124
25	Customer Care Officer	300	793	6.II	2	338 124
26	Principal Cashier A1/A0	300	760	7.III	1	324 053
27	Nurse, Head of Department/ Matron A0	350	760	7.III	5	378 062
28	Head of Anesthesia Technician A/A0	350	760	7.III	1	378 062
29	Midwife, Head of Department A1/A0	350	760	7.III	1	378 062
30	Head of Lab A1/A0	350	760	7.III	1	378 062
31	Anesthesia Technician A1/A0	350	660	7.II	5	328 317
32	Medical Imagery Technician A1/A0	350	660	7.II	4	328 317
33	Lab Technician A1/A0	350	660	7.II	7	328 317
34	Mental Health Officer A1/A0	350	660	7.II	2	328 317
35	Dental Therapist A1/A0	350	660	7.II	2	328 317
36	Physiotherapist A1/A0	350	660	7.II	2	328 317
37	Ophthalmology Technician A1/A0	350	660	7.II	2	328 317
38	Nutritionist A1/A0	350	660	7.II	1	328 317
39	Nurse A1/A0	350	660	7.II	58	328 317
40	Midwives A1/A0	350	660	7.II	22	328 317
41	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328 317
42	Orthopedic Technician A1/A0	350	660	7.II	1	328 317
43	Infrastructure Maintenance Officer A1	300	660	7.II	1	281 415
44	Biomedical Technician A1/A0	300	660	7.II	2	281 415
45	Administrative Assistant to the Director General	300	660	7.II	1	281 415
46	Social Worker A2/A1	300	508	8.II	2	216 604

Official Gazette n° Special of 01/09/2020

47	Cashier A2/A1	300	508	8.II	4	216 604
48	Driver	300	300	10.II	4	127 916
Total					168	

GATONDE DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949 645
2	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687 864
3	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
4	Director of Administration and Finance	330	1369	3.II	1	648 558
5	Chief Medical Officer/ Chief Dental Surgeon	350	1588	4.V	1	789 951
6	Senior Medical Officer/ Senior Dental Surgeon	350	1444	4.IV	2	718 318
7	Medical Officer/ Dental Surgeon	350	1313	4.III	3	653 152
8	Junior Medical Officer/ Junior Dental Surgeon	350	1141	4.II	4	567 590
9	Pharmacist	350	1141	4.II	1	567 590
10	Human Resource Officer	300	1141	4.II	1	486 506
11	Public Relations and Communication Officer	300	1141	4.II	1	486 506
12	Quality Improvement Officer	350	951	5.II	2	473 075
13	Planning, M&E Officer	300	951	5.II	1	405 493
14	Clinical Psychologist A0	350	951	5.II	1	473 075
15	Data Manager and Statistician	300	951	5.II	1	405 493
16	Accountant	300	951	5.II	2	405 493
17	ICT Officer	300	951	5.II	2	405 493
18	Logistics Officer	300	951	5.II	1	405 493
19	Environmental Health Officer A1/ A0	350	951	5.II	1	473 075
20	Head of Social Services A1/A0	300	951	5.II	1	405 493

21	Procurement Officer	300	951	5.II	1	405 493
22	Internal Auditor	300	951	5.II	1	405 493
23	Recovery Officer A0	300	951	5.II	1	405 493
24	Documentation and Archives Officer	300	793	6.II	1	338 124
25	Customer Care Officer	300	793	6.II	2	338 124
26	Principal Cashier A0	300	760	7.III	1	324 053
27	Nurse, Head of Department/Matron A0	350	760	7.III	5	378 062
28	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378 062
29	Midwife, Head of Department A0	350	760	7.III	1	378 062
30	Head of Lab A1/A0	350	760	7.III	1	378 062
31	Anesthesia Technician A1/A0	350	660	7.II	3	328 317
32	Medical Imagery Technician A1/A0	350	660	7.II	2	328 317
33	Lab Technician A1/A0	350	660	7.II	5	328 317
34	Mental Health Officer A1/A0	350	660	7.II	2	328 317
35	Dental therapist A1/A0	350	660	7.II	2	328 317
36	Physiotherapist A1/A0	350	660	7.II	2	328 317
37	Ophthalmology Technician A1/A0	350	660	7.II	2	328 317
38	Nutritionist A1/A0	350	660	7.II	1	328 317
39	Nurse A1/A0	350	660	7.II	35	328 317
40	Midwife A1/A0	350	660	7.II	19	328 317
41	Infrastructure Maintenance Officer A1/ A0	300	660	7.II	1	281 415
42	Biomedical Technician A1/A0	300	660	7.II	2	281 415

43	Administrative Assistant to the Director General	300	660	7.II	1	281 415
44	Social Worker A1/A2	300	508	8.II	2	216 604
45	Cashier A2/A1	300	508	8.II	2	216 604
46	Driver	300	300	10.II	2	127 916
Total					127	

Official Gazette n° Special of 01/09/2020
GATUNDA DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949 645
2	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687 864
3	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
4	Director of Administration and Finance	330	1369	3.II	1	648 558
5	Chief Medical Officer/ Chief Dental Surgeon	350	1588	4.V	1	789 951
6	Senior Medical Officer/ Senior Dental Surgeon	350	1444	4.IV	2	718 318
7	Medical Officer/ Dental Surgeon	350	1313	4.III	3	653 152
8	Junior Medical Officer/ Junior Dental Surgeon	350	1141	4.II	4	567 590
9	Pharmacist	350	1141	4.II	1	567 590
10	Human Resource Officer	300	1141	4.II	1	486 506
11	Public Relations and Communication Officer	300	1141	4.II	1	486 506
12	Quality Improvement Officer	350	951	5.II	2	473 075
13	Planning, M&E Officer	300	951	5.II	1	405 493
14	Clinical Psychologist	350	951	5.II	1	473 075
15	Data Manager and Statistician	300	951	5.II	1	405 493
16	Accountant	300	951	5.II	2	405 493
17	ICT Officer	300	951	5.II	2	405 493
18	Logistics Officer	300	951	5.II	1	405 493
19	Environmental Health Officer A1/ A0	350	951	5.II	1	473 075
20	Head of Social Services	300	951	5.II	1	405 493
21	Procurement Officer	300	951	5.II	1	405 493
22	Internal Auditor	300	951	5.II	1	405 493
23	Recovery Officer	300	951	5.II	1	405 493

		Official Gazette n° Special of 01/09/2020				
24	Documentalist & Archives Officer	300	793	6.II	1	338 124
25	Customer Care Officer	300	793	6.II	2	338 124
26	Principal Cashier A1/A0	300	760	7.III	1	324 053
27	Nurse, Head of Department/Matron A0	350	760	7.III	5	378 062
28	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378 062
29	Midwife, Head of Department A0	350	760	7.III	1	378 062
30	Head of Lab A1/A0	350	760	7.III	1	378 062
31	Anesthesia Technician A1/A0	350	660	7.II	3	328 317
32	Medical Imagery Technician A1/A0	350	660	7.II	2	328 317
33	Lab Technician A1/A0	350	660	7.II	5	328 317
34	Mental Health Officer A1/A0	350	660	7.II	2	328 317
35	Dental Therapist A1/A0	350	660	7.II	2	328 317
36	Physiotherapist A1/A0	350	660	7.II	2	328 317
37	Ophthalmology Technician A1/A0	350	660	7.II	2	328 317
38	Nutritionist A1/A0	350	660	7.II	1	328 317
39	Nurse A1/A0	350	660	7.II	35	328 317
40	Midwife A1/A0	350	660	7.II	19	328 317
41	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281 415
42	Biomedical Technician A1/A0	300	660	7.II	2	281 415
43	Administrative Assistant to the Director General	300	660	7.II	1	281 415
44	Social Worker A2/A1	300	508	8.II	2	216 604
45	Cashier A2 /A1	300	508	8.II	2	216 604
46	Driver	300	300	10.II	2	127 916
Total					127	

GIHUNDWE DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949 645
2	Consultant	350	2608	1.IV	3	1 297 350
3	Junior Consultant	350	1890	2.III	5	940 181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687 864
5	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
6	Director of Administration and Finance	330	1369	3.II	1	648 558
7	Chief Medical Officer	350	1588	4.V	6	789 951
8	Senior Medical Officer	350	1444	4.IV	6	718 318
9	Medical Officer	350	1313	4.III	8	653 152
10	Junior Medical Officer	350	1141	4.II	10	567 590
11	Pharmacist	350	1141	4.II	1	567 590
12	Human Resources Officer	300	1141	4.II	1	486 506
13	Public Relations and Communication Officer	300	1141	4.II	1	486 506
14	Quality Improvement Officer	350	951	5.II	2	473 075
15	Planning, M&E Officer	300	951	5.II	1	405 493
16	Clinical Psychologist	350	951	5.II	2	473 075
17	Data Manager and Statistician	300	951	5.II	1	405 493
18	Accountant	300	951	5.II	2	405 493
19	ICT Officer	300	951	5.II	2	405 493
20	Logistics Officer	300	951	5.II	1	405 493

21	Environmental Health Officer A1/A0	350	951	5.II	1	473 075
22	Head of Social Services	300	951	5.II	1	405 493
23	Procurement Officer	300	951	5.II	1	405 493
24	Internal Auditor	300	951	5.II	1	405 493
25	Recovery Officer	300	951	5.II	1	405 493
26	Documentalist & Archives Officer	300	793	6.II	1	338 124
27	Customer Care Officer	300	793	6.II	2	338 124
28	Principal Cashier A1/A0	300	760	7.III	1	324 053
29	Nurse, Head of Department/Matron A1A0	350	760	7.III	5	378 062
30	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378 062
31	Midwife, Head of Department A1/A0	350	760	7.III	1	378 062
32	Head of Lab A1/A0	350	760	7.III	1	378 062
33	Anesthesia Technician A1/A0	350	660	7.II	11	328 317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328 317
35	Lab Technician A1/A0	350	660	7.II	11	328 317
36	Mental Health Officer A1/A0	350	660	7.II	2	328 317
37	Dental Therapist A1/A0	350	660	7.II	2	328 317
38	Physiotherapist A1/A0	350	660	7.II	2	328 317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328 317
40	Nutritionist A1/A0	350	660	7.II	1	328 317
41	Nurse A1/A0	350	660	7.II	121	328 317
42	Midwife A1/A0	350	660	7.II	28	328 317

43	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328 317
44	Orthopedic Technician A1/A0	350	660	7.II	1	328 317
45	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281 415
46	Biomedical Technician A1/A0	300	660	7.II	2	281 415
47	Administrative Assistant to the Director General	300	660	7.II	1	281 415
48	Social Worker A2/A1	300	508	8.II	2	216 604
49	Cashier A2/A1	300	508	8.II	4	216 604
50	Driver	300	300	10.II	4	127 916
Total					273	

GISENYI DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949 645
2	Consultant	350	2608	1.IV	4	1 297 350
3	Junior Consultant	350	1890	2.III	6	940 181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687 864
5	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
6	Director of Administration and Finance	330	1369	3.II	1	648 558
7	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	6	789 951
8	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	6	718 318
9	Medical Officer/Dental Surgeon	350	1313	4.III	8	653 152
10	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	10	567 590
11	Pharmacist	350	1141	4.II	1	567 590
12	Human Resources Officer	300	1141	4.II	1	486 506
13	Public Relations and Communication Officer	300	1141	4.II	1	486 506
14	Quality Improvement Officer	350	951	5.II	2	473 075
15	Planning, M&E Officer	300	951	5.II	1	405 493
16	Clinical Psychologist	350	951	5.II	2	473 075
17	Data Manager and Statistician	300	951	5.II	1	405 493
18	Accountant	300	951	5.II	2	405 493
19	ICT Officer	300	951	5.II	2	405 493

20	Logistics Officer	300	951	5.II	1	405 493
21	Environmental Health Officer A1/A0	350	951	5.II	1	473 075
22	Head of Social Services	300	951	5.II	1	405 493
23	Procurement Officer	300	951	5.II	1	405 493
24	Internal Auditor	300	951	5.II	1	405 493
25	Recovery Officer	300	951	5.II	1	405 493
26	Documentalist & Archives Officer	300	793	6.II	1	338 124
27	Customer Care Officer	300	793	6.II	2	338 124
28	Principal Cashier A1/A0	300	760	7.III	1	324 053
29	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378 062
30	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378 062
31	Midwife, Head of Department A1/A0	350	760	7.III	2	378 062
32	Head of Lab A1/A0	350	760	7.III	1	378 062
33	Anesthesia Technician A1/A0	350	660	7.II	11	328 317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328 317
35	Lab Technician A1/A0	350	660	7.II	13	328 317
36	Mental Health Officer A1/A0	350	660	7.II	2	328 317
37	Dental therapist A1/A0	350	660	7.II	2	328 317
38	Physiotherapist A1/A0	350	660	7.II	2	328 317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328 317
40	Nutritionist A1/A0	350	660	7.II	1	328 317
41	Nurse A1/A0	350	660	7.II	121	328 317

42	Midwife A1/A0	350	660	7.II	43	328 317
43	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328 317
44	Orthopedic Technician A1/A0	350	660	7.II	1	328 317
45	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281 415
46	Biomedical Technician A1/A0	300	660	7.II	2	281 415
47	Administrative Assistant to the Director General	300	660	7.II	1	281 415
48	Social Workers A2/A1	300	508	8.II	2	216 604
49	Cashier A2/A1	300	508	8.II	8	216 604
50	Driver	300	300	10.II	9	127 916
Total					302	

GITWE DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949 645
2	Junior Consultant	350	1890	2.III	4	940 181
3	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687 864
4	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
5	Director of Administration and Finance	330	1369	3.II	1	648 558
6	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	2	789 951
7	Senior Medical Officer /Senior Dental Surgeon	350	1444	4.IV	2	718 318
8	Medical Officer/ Dental Surgeon	350	1313	4.III	4	653 152
9	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	5	567 590
10	Pharmacist	350	1141	4.II	1	567 590
11	Human Resources Officer	300	1141	4.II	1	486 506
12	Public Relations and Communication Officer	300	1141	4.II	1	486 506
13	Quality Improvement Officer	350	951	5.II	2	473 075
14	Planning, M&E Officer	300	951	5.II	1	405 493
15	Clinical Psychologist	350	951	5.II	2	473 075
16	Data Manager and Statistician	300	951	5.II	1	405 493
17	Accountant	300	951	5.II	2	405 493
18	ICT Officer	300	951	5.II	2	405 493
19	Logistics Officer	300	951	5.II	1	405 493
20	Environmental Health Officer A1/A0	350	951	5.II	1	473 075

21	Head of Social Services	300	951	5.II	1	405 493
22	Procurement Officer	300	951	5.II	1	405 493
23	Internal Auditor	300	951	5.II	1	405 493
24	Recovery Officer	300	951	5.II	1	405 493
25	Documentalist & Archives Officer	300	793	6.II	1	338 124
26	Customer Care Officer	300	793	6.II	2	338 124
27	Principal Cashier A1/A0	300	760	7.III	1	324 053
28	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378 062
29	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378 062
30	Midwife, Head of Department A1/A0	350	760	7.III	1	378 062
31	Head of Lab A1/A0	350	760	7.III	1	378 062
32	Anesthesia Technician A1/A0	350	660	7.II	5	328 317
33	Medical Imagery Technician A1/A0	350	660	7.II	4	328 317
34	Lab Technician A1/A0	350	660	7.II	7	328 317
35	Mental Health Officer A1/A0	350	660	7.II	2	328 317
36	Dental therapist A1/A0	350	660	7.II	2	328 317
37	Physiotherapist A1/A0	350	660	7.II	2	328 317
38	Ophthalmology Technician A1/A0	350	660	7.II	2	328 317
39	Nutritionist A1/A0	350	660	7.II	1	328 317
40	Nurse A1/A0	350	660	7.II	58	328 317
41	Midwife A1/A0	350	660	7.II	26	328 317
42	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328 317

43	Orthopedic Technician A1/A0	350	660	7.II	1	328 317
44	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281 415
45	Biomedical Technician A1/A0	300	660	7.II	2	281 415
46	Administrative Assistant to the Director General	300	660	7.II	1	281 415
47	Social Workers A2/A1	300	508	8.II	2	216 604
48	Cashier A2/A1	300	508	8.II	4	216 604
49	Driver	300	300	10.II	4	127 916
Total					177	

KIREHE DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949 645
2	Consultant	350	2608	1.IV	3	1 297 350
3	Junior Consultant	350	1890	2.III	5	940 181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687 864
5	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
6	Director of Administration and Finance	330	1369	3.II	1	648 558
7	Chief Medical Officer/Chief Denta Surgeon	350	1588	4.V	2	789 951
8	Senior Medical Officer/Senior Dental Surgeon .	350	1444	4.IV	2	718 318
9	Medical Officer/Dental Surgeon	350	1313	4.III	4	653 152
10	Junior Medical Officer/Junior dental Surgeon	350	1141	4.II	6	567 590
11	Pharmacist	350	1141	4.II	1	567 590
12	Human Resources Officer	300	1141	4.II	1	486 506
13	Public Relations and Communication Officer	300	1141	4.II	1	486 506
14	Quality Improvement Officer	350	951	5.II	2	473 075
15	Planning, M&E Officer	300	951	5.II	1	405 493
16	Clinical Psychologist	350	951	5.II	2	473 075
17	Data Manager and Statistician	300	951	5.II	1	405 493
18	Accountant	300	951	5.II	2	405 493
19	ICT Officer	300	951	5.II	2	405 493
20	Logistics Officer	300	951	5.II	1	405 493
21	Environmental Health Officer	350	951	5.II	1	473 075
22	Head of Social Services	300	951	5.II	1	405 493

Official Gazette n° Special of 01/09/2020

23	Procurement Officer	300	951	5.II	1	405 493
24	Internal Auditor	300	951	5.II	1	405 493
25	Recovery Officer	300	951	5.II	1	405 493
26	Documentation & Archives Officer	300	793	6.II	1	338 124
27	Customer Care Officer	300	793	6.II	2	338 124
28	Principal Cashier A1/A0	300	760	7.III	1	324 053
29	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378 062
30	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378 062
31	Midwife, Head of Department A1/A0	350	760	7.III	2	378 062
32	Head of Lab a1/A0	350	760	7.III	1	378 062
33	Anesthesia Technician A1/A0	350	660	7.II	11	328 317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328 317
35	Lab Technician A1/A0	350	660	7.II	11	328 317
36	Mental Health Officer A1/A0	350	660	7.II	2	328 317
37	Dental therapist A1/A0	350	660	7.II	2	328 317
38	Physiotherapist A1/A0	350	660	7.II	2	328 317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328 317
40	Nutritionist A1/A0	350	660	7.II	1	328 317
41	Nurse A1/A0	350	660	7.II	121	328 317
42	Midwife A1/A0	350	660	7.II	42	328 317
43	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328 317
44	Orthopedic Technician A1/A0	350	660	7.II	1	328 317
45	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281 415
46	Biomedical Technician A1/A0	300	660	7.II	2	281 415

Official Gazette n° Special of 01/09/2020

47	Administrative Assistant to the Director General	300	660	7.II	1	281 415
48	Social Workers A2/A1	300	508	8.II	2	216 604
49	Cashier A2/A1	300	508	8.II	6	216 604
50	Driver	300	300	10.II	6	127 916
Total					276	

KIZIGURO DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949.645
2	Consultant	350	2608	1.IV	2	1.297.350
3	Junior Consultant	350	1890	2.III	4	940.181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
5	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687.864
6	Director of Administration and Finance	330	1369	3.II	1	648.558
7	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	4	789.951
8	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	4	718.318
9	Medical Officer/Dental Surgeon	350	1313	4.III	7	653.152
10	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	10	567.590
11	Pharmacist	350	1141	4.II	1	567.590
12	Human Resources Officer	300	1141	4.II	1	486.506
13	Public Relations and Communication Officer	300	1141	4.II	1	486.506
14	Quality Improvement Officer	350	951	5.II	2	473.075
15	Planning, M&E Officer	300	951	5.II	1	405.493
16	Clinical Psychologist	350	951	5.II	2	473.075
17	Data Manager and Statistician	300	951	5.II	1	405.493
18	Accountant	300	951	5.II	2	405.493
19	ICT Officer	300	951	5.II	2	405.493
20	Logistics Officer	300	951	5.II	1	405.493

Official Gazette n° Special of 01/09/2020

21	Environmental Health Officer	350	951	5.II	1	473.075
22	Head of Social Services	300	951	5.II	1	405.493
23	Procurement Officer	300	951	5.II	1	405.493
24	Internal Auditor	300	951	5.II	1	405.493
25	Recovery Officer	300	951	5.II	1	405.493
26	Documentation & Archives Officer	300	793	6.II	1	338.124
27	Customer Care Officer	300	793	6.II	2	338.124
28	Principal Cashier A1/A0	300	760	7.III	1	324.053
29	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378.062
30	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378.062
31	Midwife, Head of Department A1/A0	350	760	7.III	2	378.062
32	Head of Lab A1/A0	350	760	7.III	1	378.062
33	Anesthesia Technician A1/A0	350	660	7.II	7	328.317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
35	Lab Technician A1/A0	350	660	7.II	7	328.317
36	Mental Health Officer A1/A0	350	660	7.II	2	328.317
37	Dental therapist A1/A0	350	660	7.II	2	328.317
38	Physiotherapist A1/A0	350	660	7.II	2	328.317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
40	Nutritionist A1/A0	350	660	7.II	1	328.317
41	Nurse A1/A0	350	660	7.II	90	328.317
42	Midwife A1/A0	350	660	7.II	30	328.317

Official Gazette n° Special of 01/09/2020

43	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
44	Orthopedic Technician A1/A0	350	660	7.II	1	328.317
45	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
46	Biomedical Technician A1/A0	300	660	7.II	2	281.415
47	Administrative Assistant to the Director General	300	660	7.II	1	281.415
48	Social Workers A2/A1	300	508	8.II	2	216.604
49	Cashier A2/A1	300	508	8.II	6	216.604
50	Driver	300	300	10.II	6	127.916
Total					234	

MASAKA DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949.645
2	Senior Consultant	441	2869	F	2	1.798.252
3	Consultant	350	2608	1.IV	2	1.297.350
4	Junior Consultant	350	1890	2.III	6	940.181
5	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
6	Director of Nursing and Midwifery	350	1369	3.II	1	687.864
7	Director of Administration and Finance	330	1369	3.II	1	648.558
8	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	4	789.951
9	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	4	718.318
10	Medical Officer/Dental Surgeon	350	1313	4.III	10	653.152
11	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	12	567.590
12	Pharmacist	350	1141	4.II	1	567.590
13	Human Resources Officer	300	1141	4.II	1	486.506
14	Public Relations and Communication Officer	300	1141	4.II	1	486.506
15	Quality Improvement Officer	350	951	5.II	2	473.075
16	Planning, M&E Officer	300	951	5.II	1	405.493
17	Clinical Psychologist	350	951	5.II	2	473.075
18	Data Manager and Statistician	300	951	5.II	1	405.493
19	Accountant	300	951	5.II	2	405.493
20	ICT Officer	300	951	5.II	2	405.493

Official Gazette n° Special of 01/09/2020

21	Logistics Officer	300	951	5.II	1	405.493
22	Environmental Health Officer A1/A0	350	951	5.II	1	473.075
23	Head of Social Services	300	951	5.II	1	405.493
24	Procurement Officer	300	951	5.II	1	405.493
25	Internal Auditor	300	951	5.II	1	405.493
26	Recovery Officer	300	951	5.II	1	405.493
27	Documentation & Archives Officer	300	793	6.II	1	338.124
28	Customer Care Officer	300	793	6.II	2	338.124
29	Principal Cashier A1/A0	300	760	7.III	1	324.053
30	Head of Lab A1/A0	350	760	7.III	1	378.062
31	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378.062
32	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378.062
33	Midwife, Head of Department A1/A0	350	760	7.III	2	378.062
34	Anesthesia Technician A1/A0	350	660	7.II	11	328.317
35	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
36	Lab Technician A1/A0	350	660	7.II	11	328.317
37	Mental Health Officer A1/A0	350	660	7.II	2	328.317
38	Dental therapist A1/A0	350	660	7.II	2	328.317
39	Physiotherapist A1/A0	350	660	7.II	2	328.317
40	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
41	Nutritionist A1/A0	350	660	7.II	1	328.317
42	Nurse A1/A0	350	660	7.II	121	328.317

Official Gazette n° Special of 01/09/2020

43	Midwife A1/A0	350	660	7.II	45	328.317
44	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
45	Orthopedic Technician A1/A0	350	660	7.II	1	328.317
46	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
47	Biomedical Technician A1/A0	300	660	7.II	2	281.415
48	Administrative Assistant to the Head of District Hospital	300	660	7.II	1	281.415
49	Social Worker A2/A1	300	508	8.II	2	216.604
50	Cashier A2/A1	300	508	8.II	8	216.604
51	Driver	300	300	10.II	9	127.916
Total					302	

MIBILIZI DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949.645
2	Consultant	350	2608	1.IV	2	1.297.350
3	Junior Consultant	350	1890	2.III	4	940.181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
5	Director of Nursing and Midwifery	350	1369	3.II	1	687.864
6	Director of Administration and Finance	330	1369	3.II	1	648.558
7	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	2	789.951
8	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	2	718.318
9	Medical Officer/Dental Surgeon	350	1313	4.III	6	653.152
10	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	7	567.590
11	Pharmacist	350	1141	4.II	1	567.590
12	Human Resources Officer	300	1141	4.II	1	486.506
13	Public Relations and Communication Officer	300	1141	4.II	1	486.506
14	Quality Improvement Officer	350	951	5.II	2	473.075
15	Planning, M&E Officer	300	951	5.II	1	405.493
16	Clinical Psychologist	350	951	5.II	2	473.075
17	Data Manager and Statistician	300	951	5.II	1	405.493
18	Accountant	300	951	5.II	2	405.493
19	ICT Officer	300	951	5.II	2	405.493
20	Logistics Officer	300	951	5.II	1	405.493

Official Gazette n° Special of 01/09/2020

21	Environmental Health Officer A1/A0	350	951	5.II	1	473.075
22	Head of Social Services	300	951	5.II	1	405.493
23	Procurement Officer	300	951	5.II	1	405.493
24	Internal Auditor	300	951	5.II	1	405.493
25	Recovery Officer	300	951	5.II	1	405.493
26	Documentation & Archives Officer	300	793	6.II	1	338.124
27	Customer Care Officer	300	793	6.II	2	338.124
28	Principal Cashier A1/A0	300	760	7.III	1	324.053
29	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378.062
30	Head of Anesthesia Technician A0	350	760	7.III	1	378.062
31	Midwife, Head of Department A1/A0	350	760	7.III	2	378.062
32	Head of Lab A1/A0	350	760	7.III	1	378.062
33	Anesthesia Technician A1/A0	350	660	7.II	10	328.317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
35	Lab Technician A1/A0	350	660	7.II	7	328.317
36	Mental Health Officer A1/A0	350	660	7.II	2	328.317
37	Dental therapist A1/A0	350	660	7.II	2	328.317
38	Physiotherapist A1/A0	350	660	7.II	2	328.317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
40	Nutritionist A1/A0	350	660	7.II	1	328.317
41	Nurse A1/A0	350	660	7.II	90	328.317
42	Midwife A1/A0	350	660	7.II	32	328.317

Official Gazette n° Special of 01/09/2020

43	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
44	Orthopedic Technician A1/A0	350	660	7.II	1	328.317
45	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
46	Biomedical Technician A1/A0	300	660	7.II	2	281.415
47	Administrative Assistant to the Director General	300	660	7.II	1	281.415
48	Social Worker A2/A1	300	508	8.II	2	216.604
49	Cashier A2/A1	300	508	8.II	6	216.604
50	Driver	300	300	10.II	6	127.916
Total					231	

MUHORORO DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949.645
2	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
3	Director of Nursing and Midwifery	350	1369	3.II	1	687.864
4	Director of Administration and Finance	330	1369	3.II	1	648.558
5	Chief Medical Officer	350	1588	4.V	1	789.951
6	Senior Medical Officer	350	1444	4.IV	1	718.318
7	Medical Officer	350	1313	4.III	4	653.152
8	Junior Medical Officer	350	1141	4.II	6	567.590
9	Pharmacist	350	1141	4.II	1	567.590
10	Human Resources Officer	300	1141	4.II	1	486.506
11	Public Relations and Communication Officer	300	1141	4.II	1	486.506
12	Quality Improvement Officer	350	951	5.II	2	473.075
13	Planning, M&E Officer	300	951	5.II	1	405.493
14	Clinical Psychologist	350	951	5.II	2	473.075
15	Data Manager and Statistician	300	951	5.II	1	405.493
16	Accountant	300	951	5.II	2	405.493
17	ICT Officer	300	951	5.II	2	405.493
18	Logistics Officer	300	951	5.II	1	405.493
19	Environmental Health Officer A1/A0	350	951	5.II	1	473.075
20	Head of Social Services	300	951	5.II	1	405.493

Official Gazette n° Special of 01/09/2020

21	Procurement Officer	300	951	5.II	1	405.493
22	Internal Auditor	300	951	5.II	1	405.493
23	Recovery Officer	300	951	5.II	1	405.493
24	Documentation & Archives	300	793	6.II	1	338.124
25	Customer Care Officer	300	793	6.II	2	338.124
26	Principal Cashier A1/A0	300	760	7.III	1	324.053
27	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378.062
28	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378.062
29	Midwife, Head of Department A1/A0	350	760	7.III	2	378.062
30	Head of Lab A1/A0	350	760	7.III	1	378.062
31	Anesthesia Technician A1/A0	350	660	7.II	5	328.317
32	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
33	Lab Technician A1/A0	350	660	7.II	7	328.317
34	Mental Health Officer A1/A0	350	660	7.II	2	328.317
35	Dental therapist A1/A0	350	660	7.II	2	328.317
36	Physiotherapist A1/A0	350	660	7.II	2	328.317
37	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
38	Nutritionist A1/A0	350	660	7.II	1	328.317
39	Nurse A1/A0	350	660	7.II	58	328.317
40	Midwife A1/A0	350	660	7.II	22	328.317
41	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
42	Orthopedic Technician A1/A0	350	660	7.II	1	328.317

Official Gazette n° Special of 01/09/2020

43	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
44	Biomedical Technician A1/A0	300	660	7.II	2	281.415
45	Administrative Assistant to the Director General	300	660	7.II	1	281.415
46	Social Worker A2/A1	300	508	8.II	2	216.604
47	Cashier A2/A1	300	508	8.II	4	216.604
48	Driver	300	300	10.II	4	127.916
Total					169	

MUGONERO DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949.645
5	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
6	Director of Nursing and Midwifery	350	1369	3.II	1	687.864
7	Director of Administration and Finance	330	1369	3.II	1	648.558
8	Chief Medical Officer	350	1588	4.V	2	789.951
9	Senior Medical Officer	350	1444	4.IV	2	718.318
10	Medical Officer	350	1313	4.III	4	653.152
11	Junior Medical Officer	350	1141	4.II	7	567.590
12	Pharmacist	350	1141	4.II	1	567.590
13	Human Resources Officer	300	1141	4.II	1	486.506
14	Public Relations and Communication Officer	300	1141	4.II	1	486.506
15	Quality Improvement Officer	350	951	5.II	2	473.075
16	Planning, M&E Officer	300	951	5.II	1	405.493
17	Clinical Psychologist	350	951	5.II	2	473.075
18	Data Manager and Statistician	300	951	5.II	1	405.493
19	Accountant	300	951	5.II	2	405.493
20	ICT Officer	300	951	5.II	2	405.493
21	Logistics Officer	300	951	5.II	1	405.493
22	Environmental Health Officer	350	951	5.II	1	473.075
23	Head of Social Services	300	951	5.II	1	405.493

Official Gazette n° Special of 01/09/2020

24	Procurement Officer	300	951	5.II	1	405.493
25	Internal Auditor	300	951	5.II	1	405.493
26	Recovery Officer	300	951	5.II	1	405.493
27	Documentation & Archives	300	793	6.II	1	338.124
28	Customer Care Officer	300	793	6.II	2	338.124
29	Principal Cashier A1/A0	300	760	7.III	1	324.053
30	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378.062
31	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378.062
32	Midwife, Head of Department A1/A0	350	760	7.III	2	378.062
33	Head of Lab A1/A0	350	760	7.III	1	378.062
34	Anesthesia Technician A1/A0	350	660	7.II	5	328.317
35	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
36	Lab Technician A1/A0	350	660	7.II	7	328.317
37	Mental Health Officer A1/A0	350	660	7.II	2	328.317
38	Dental therapist A1/A0	350	660	7.II	2	328.317
39	Physiotherapist A1/A0	350	660	7.II	2	328.317
40	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
41	Nutritionist A1/A0	350	660	7.II	1	328.317
42	Nurses A1/A0	350	660	7.II	58	328.317
43	Midwives A1/A0	350	660	7.II	17	328.317
44	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
45	Orthopedic Technician A1/A0	350	660	7.II	1	328.317

Official Gazette n° Special of 01/09/2020

46	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
47	Biomedical Technician A1/A0	300	660	7.II	2	281.415
48	Administrative Assistant to the Director General	300	660	7.II	1	281.415
49	Social Workers A2/A1	300	508	8.II	2	216.604
50	Cashier A2/A1	300	508	8.II	4	216.604
51	Driver	300	300	10.II	4	127.916
Total					167	

MUNINI DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949.645
2	Consultant	350	2608	1.IV	4	1.297.350
3	Junior Consultant	350	1890	2.III	4	940.181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
5	Director of Nursing and Midwifery	350	1369	3.II	1	687.864
6	Director of Administration and Finance	330	1369	3.II	1	648.558
7	Chief Medical Officer / Chief Dental Surgeon	350	1588	4.V	2	789.951
8	Senior Medical Officer / Senior Dental Surgeon	350	1444	4.IV	2	718.318
9	Medical Officer / Dental Surgeon	350	1313	4.III	4	653.152
10	Junior Medical Officer /Junior Dental Surgeon	350	1141	4.II	6	567.590
11	Pharmacist	350	1141	4.II	1	567.590
12	Human Resources Officer	300	1141	4.II	1	486.506
13	Public Relations and Communication Officer	300	1141	4.II	1	486.506
14	Quality Improvement Officer	350	951	5.II	2	473.075
15	Planning, M&E Officer	300	951	5.II	1	405.493
16	Clinical Psychologist	350	951	5.II	2	473.075
17	Data Manager and Statistician	300	951	5.II	1	405.493
18	Accountant	300	951	5.II	2	405.493
19	ICT Officer	300	951	5.II	2	405.493
20	Logistics Officer	300	951	5.II	1	405.493

Official Gazette n° Special of 01/09/2020

21	Environmental Health Officer A1/A0	350	951	5.II	1	473.075
22	Head of Social Services	300	951	5.II	1	405.493
23	Procurement Officer	300	951	5.II	1	405.493
24	Internal Auditor	300	951	5.II	1	405.493
25	Recovery Officer	300	951	5.II	1	405.493
26	Documentation & Archives Officer	300	793	6.II	1	338.124
27	Customer Care Officer	300	793	6.II	2	338.124
28	Principal Cashier A1/A0	300	760	7.III	1	324.053
29	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378.062
30	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378.062
31	Midwife, Head of Department A1/A0	350	760	7.III	2	378.062
32	Head of Lab A1/A0	350	760	7.III	1	378.062
33	Anesthesia Technician A1/A0	350	660	7.II	11	328.317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
35	Lab Technician A1/A0	350	660	7.II	11	328.317
36	Mental Health Officer A1/A0	350	660	7.II	2	328.317
37	Dental therapist A1/A0	350	660	7.II	2	328.317
38	Physiotherapist A1/A0	350	660	7.II	2	328.317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
40	Nutritionist A1/A0	350	660	7.II	1	328.317
41	Nurses A1/A0	350	660	7.II	90	328.317
42	Midwives A1/A0	350	660	7.II	20	328.317

Official Gazette n° Special of 01/09/2020

43	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
44	Orthopedic Technician A1/A0	350	660	7.II	1	328.317
45	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
46	Biomedical Technician A1/A0	300	660	7.II	2	281.415
47	Administrative Assistant to the Director of General	300	660	7.II	1	281.415
48	Social Workers A2/A1	300	508	8.II	2	216.604
49	Cashier A2/A1	300	508	8.II	4	216.604
50	Driver	300	300	10.II	4	127.916
Total					219	

MURUNDA DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949.645
2	Consultant	350	2608	1.IV	2	1.297.350
3	Junior Consultant	350	1890	2.III	4	940.181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
5	Director of Nursing and Midwifery	350	1369	3.II	1	687.864
6	Director of Administration and Finance	330	1369	3.II	1	648.558
7	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	1	789.951
8	Senior Medical Officer /Senior Dental Surgeon	350	1444	4.IV	1	718.318
9	Medical Officer / Dental Surgeon	350	1313	4.III	5	653.152
10	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	5	567.590
11	Pharmacist	350	1141	4.II	1	567.590
12	Human Resources Officer	300	1141	4.II	1	486.506
13	Public Relations and Communication Officer	300	1141	4.II	1	486.506
14	Quality Improvement Officer	350	951	5.II	2	473.075
15	Planning, M&E Officer	300	951	5.II	1	405.493
16	Clinical Psychologist	350	951	5.II	2	473.075
17	Data Manager and Statistician	300	951	5.II	1	405.493
18	Accountant	300	951	5.II	2	405.493
19	ICT Officer	300	951	5.II	2	405.493
20	Logistics & Stock Officer	300	951	5.II	1	405.493

Official Gazette n° Special of 01/09/2020

21	Environmental Health Officer A1/A0	350	951	5.II	1	473.075
22	Head of Social Services	300	951	5.II	1	405.493
23	Procurement Officer	300	951	5.II	1	405.493
24	Internal Auditor	300	951	5.II	1	405.493
25	Recovery Officer	300	951	5.II	1	405.493
26	Documentation & Archives	300	793	6.II	1	338.124
27	Customer Care Officer	300	793	6.II	2	338.124
28	Principal Cashier A1/A0	300	760	7.III	1	324.053
29	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378.062
30	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378.062
31	Midwife, Head of Department A1/A0	350	760	7.III	2	378.062
32	Head of Lab A0	350	760	7.III	1	378.062
33	Anesthesia Technician A1/A0	350	660	7.II	6	328.317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
35	Lab Technician A1/A0	350	660	7.II	11	328.317
36	Mental Health Officer A1/A0	350	660	7.II	2	328.317
37	Dental therapist A1/A0	350	660	7.II	2	328.317
38	Physiotherapist A1/A0	350	660	7.II	2	328.317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
40	Nutritionist A1/A0	350	660	7.II	1	328.317
41	Nurse A1/A0	350	660	7.II	58	328.317
42	Midwife A1/A0	350	660	7.II	26	328.317

Official Gazette n° Special of 01/09/2020

43	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
44	Orthopedic Technician A1/0	350	660	7.II	1	328.317
45	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
46	Biomedical Technician A1/A0	300	660	7.II	2	281.415
47	Administrative Assistant to the Head of Referral Hospital	300	660	7.II	1	281.415
48	Social Workers A2/A1	300	508	8.II	2	216.604
49	Cashier A2/A1	300	508	8.II	4	216.604
50	Driver	300	300	10.II	4	127.916
Total					184	

NEMBA DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949.645
2	Consultant	350	2608	1.IV	2	1.297.350
3	Junior Consultant	350	1890	2.III	4	940.181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
5	Director of Nursing and Midwifery	350	1369	3.II	1	687.864
6	Director of Administration and Finance	330	1369	3.II	1	648.558
7	Chief Medical Officer /Chief Dental Surgeon	350	1588	4.V	2	789.951
8	Senior Medical Officer /Senior Dental Surgeon	350	1444	4.IV	3	718.318
9	Medical Officer / Dental Surgeon	350	1313	4.III	5	653.152
10	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	8	567.590
11	Pharmacist	350	1141	4.II	1	567.590
12	Human Resources Officer	300	1141	4.II	1	486.506
13	Public Relations and Communication Officer	300	1141	4.II	1	486.506
14	Quality Improvement Officer	350	951	5.II	2	473.075
15	Planning, M&E Officer	300	951	5.II	1	405.493
16	Clinical Psychologist	350	951	5.II	2	473.075
17	Data Manager and Statistician	300	951	5.II	1	405.493
18	Accountant	300	951	5.II	2	405.493
19	ICT Officer	300	951	5.II	2	405.493
20	Logistics Officer	300	951	5.II	1	405.493

Official Gazette n° Special of 01/09/2020

21	Environmental Health Officer A1/A0	350	951	5.II	1	473.075
22	Head of Social Services	300	951	5.II	1	405.493
23	Procurement Officer	300	951	5.II	1	405.493
24	Internal Auditor	300	951	5.II	1	405.493
25	Recovery Officer	300	951	5.II	1	405.493
26	Documentation & Archives Officer	300	793	6.II	1	338.124
27	Customer Care Officer	300	793	6.II	2	338.124
28	Principal Cashier AA1/A0	300	760	7.III	1	324.053
29	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378.062
30	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378.062
31	Midwife, Head of Department A1/A0	350	760	7.III	2	378.062
32	Head of Lab A1/A0	350	760	7.III	1	378.062
33	Anesthesia Technician A1/A0	350	660	7.II	6	328.317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
35	Lab Technician A1/A0	350	660	7.II	7	328.317
36	Mental Health Officer A1/A0	350	660	7.II	2	328.317
37	Dental therapist A1/A0	350	660	7.II	2	328.317
38	Physiotherapist A1/A0	350	660	7.II	2	328.317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
40	Nutritionist A1/A0	350	660	7.II	1	328.317
41	Nurse A1/A0	350	660	7.II	58	328.317
42	Midwife A1/A0	350	660	7.II	25	328.317

Official Gazette n° Special of 01/09/2020

43	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
44	Orthopedic Technician A1/A0	350	660	7.II	1	328.317
45	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
46	Biomedical Technician A1/A0	300	660	7.II	2	281.415
47	Administrative Assistant to the Director General	300	660	7.II	1	281.415
48	Social Workers A2/A1	300	508	8.II	2	216.604
49	Cashier A2/A1	300	508	8.II	4	216.604
50	Driver	300	300	10.II	4	127.916
Total					185	

NGARAMA DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949,645
2	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687,864
3	Director of Nursing and Midwifery	350	1369	3.II	1	687,864
4	Director of Administration and Finance	330	1369	3.II	1	648,558
5	Chief Medical Officer/ Chief Dental Surgeon	350	1588	4.V	2	789,951
6	Senior Medical Officer / Senior Dental Surgeon	350	1444	4.IV	2	718,318
7	Medical Officer/ Dental Surgeon	350	1313	4.III	5	653,152
8	Junior Medical Officer/ Junior Dental Surgeon	350	1141	4.II	5	567,590
9	Pharmacist	350	1141	4.II	1	567,590
10	Human Resources Officer	300	1141	4.II	1	486,506
11	Public Relations and Communication Officer	300	1141	4.II	1	486,506
12	Quality Improvement Officer	350	951	5.II	2	473,075
13	Planning, M&E Officer	300	951	5.II	1	405,493
14	Clinical Psychologist	350	951	5.II	2	473,075
15	Data Manager and Statistician	300	951	5.II	1	405,493
16	Accountant	300	951	5.II	2	405,493
17	ICT Officer	300	951	5.II	2	405,493
18	Logistics Officer	300	951	5.II	1	405,493
19	Environmental Health Officer	350	951	5.II	1	473,075
20	Head of Social Services	300	951	5.II	1	405,493
21	Procurement Officer	300	951	5.II	1	405,493
22	Internal Auditor	300	951	5.II	1	405,493

Official Gazette n° Special of 01/09/2020

23	Recovery Officer	300	951	5.II	1	405,493
24	Documentation & Archives Officer	300	793	6.II	1	338,124
25	Customer Care Officer	300	793	6.II	2	338,124
26	Principal Cashier	300	760	7.III	1	324,053
27	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378,062
28	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378,062
29	Midwife, Head of Department A1/A0	350	760	7.III	2	378,062
30	Head of Lab A1/A0	350	760	7.III	1	378,062
31	Anesthesia Technician A1/A0	350	660	7.II	5	328,317
32	Medical Imagery Technician A1/A0	350	660	7.II	4	328,317
33	Lab Technician A1/A0	350	660	7.II	7	328,317
34	Mental Health Officer A1/A0	350	660	7.II	2	328,317
35	Dental therapist A1/A0	350	660	7.II	2	328,317
36	Physiotherapist A1/A0	350	660	7.II	2	328,317
37	Ophthalmology Technician A1/A0	350	660	7.II	2	328,317
38	Nutritionist A1/A0	350	660	7.II	1	328,317
39	Nurse A1/A0	350	660	7.II	58	328,317
40	Midwife A1/A0	350	660	7.II	23	328,317
41	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328,317
42	Orthopedic Technician A1/A0	350	660	7.II	1	328,317
43	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281,415
44	Biomedical Technician A1/A0	300	660	7.II	2	281,415
45	Administrative Assistant to the Director General	300	660	7.II	1	281,415
46	Social Workers A2/A1	300	508	8.II	2	216,604

Official Gazette n° Special of 01/09/2020

47	Cashier A2/A1	300	508	8.II	4	216,604
48	Driver	300	300	10.II	4	127,916
Total					172	

NYABIKENKE DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	DG	350	1890	2.III	1	949 645
2	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687 864
3	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687 864
4	Director of Administration and Finance	330	1369	3.II	1	648 558
5	Chief Medical Officer/ Chief Dental Surgeon	350	1588	4.V	1	789 951
6	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	2	718 318
7	Medical Officer/Dental Surgeon	350	1313	4.III	3	653 152
8	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	4	567 590
9	Pharmacist	350	1141	4.II	1	567 590
10	Human Resources Officer	300	1141	4.II	1	486 506
11	Public Relations and Communication Officer	300	1141	4.II	1	486 506
12	Quality Improvement Officer	350	951	5.II	2	473 075
13	Planning, M&E Officer	300	951	5.II	1	405 493
14	Clinical Psychologist A0	350	951	5.II	1	473 075
15	Data Manager and Statistician	300	951	5.II	1	405 493
16	Accountant	300	951	5.II	2	405 493
17	ICT Officer	300	951	5.II	2	405 493
18	Logistics & Stock Officer	300	951	5.II	1	405 493
19	Environmental Health Officer A1	350	951	5.II	1	473 075
20	Head of Social Services A0	300	951	5.II	1	405 493
21	Procurement Officer	300	951	5.II	1	405 493
22	Internal Auditor	300	951	5.II	1	405 493
23	Recovery Officer A0	300	951	5.II	1	405 493

Official Gazette n° Special of 01/09/2020

24	Documentalist & Archivist	300	793	6.II	1	338 124
25	Customer Care Officer	300	793	6.II	2	338 124
26	Principal Cashier A0	300	760	7.III	1	324 053
27	Nurse, Head of Department/Matron A0	350	760	7.III	5	378 062
28	Head of Anesthesia Technician A0	350	760	7.III	1	378 062
29	Midwife, Head of Department A0	350	760	7.III	2	378 062
30	Head of Lab A0	350	760	7.III	1	378 062
31	Anesthesia Technician A1/A0	350	660	7.II	3	328 317
32	Medical Imagery Technician A1/A0	350	660	7.II	2	328 317
33	Lab Technician A1/A0	350	660	7.II	5	328 317
34	Mental Health Officer A1/A0	350	660	7.II	2	328 317
35	Dental therapist A1/A0	350	660	7.II	2	328 317
36	Physiotherapist A1/A0	350	660	7.II	2	328 317
37	Ophthalmology Technician A1/A0	350	660	7.II	2	328 317
38	Nutritionist A1/A0	350	660	7.II	1	328 317
39	Nurses A1/A0	350	660	7.II	35	328 317
40	Midwives A1/A0	350	660	7.II	18	328 317
41	Infrastructure Maintenance Officer A1	300	660	7.II	1	281 415
42	Biomedical Technician A1/A0	300	660	7.II	2	281 415
43	Administrative Assistant to the Head of Referral Hospital	300	660	7.II	1	281 415
44	Social Workers	300	508	8.II	2	216 604
45	Cashier A2	300	508	8.II	2	216 604
46	Drivers	300	300	10.II	2	127 916
Total					127	

NYAGATARE DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949,645
2	Senior Consultant	441	2869	F	2	1,798,252
3	Consultant	350	2608	1.IV	4	1,297,350
4	Junior Consultant	350	1890	2.III	4	940,181
5	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687,864
6	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687,864
7	Director of Administration and Finance	330	1369	3.II	1	648,558
8	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	2	789,951
9	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	3	718,318
10	Medical Officer/Dental Surgeon	350	1313	4.III	5	653,152
11	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	8	567,590
12	Pharmacist	350	1141	4.II	1	567,590
13	Human Resources Officer	300	1141	4.II	1	486,506
14	Public Relations and Communication Officer	300	1141	4.II	1	486,506
15	Quality Improvement Officer	350	951	5.II	2	473,075
16	Clinical Psychologist	350	951	5.II	2	473,075
17	Data Manager and Statistician	300	951	5.II	1	405,493
18	Accountant	300	951	5.II	2	405,493
19	Recovery Officer	300	951	5.II	1	405,493
20	ICT Officer	300	951	5.II	2	405,493
21	Logistics Officer	300	951	5.II	1	405,493
22	Environmental Health Officer A1/A0	350	951	5.II	1	473,075

23	Head of Social Services	300	951	5.II	1	405,493
24	Planning, M&E Officer	300	951	5.II	1	405,493
25	Procurement Officer	300	951	5.II	1	405,493
26	Internal Auditor	300	951	5.II	1	405,493
27	Documentation & Archives Officer	300	793	6.II	1	338,124
28	Customer Care Officer	300	793	6.II	2	338,124
29	Principal Cashier A1/A0	300	760	7.III	1	324,053
30	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378,062
31	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378,062
32	Midwife, Head of Department A1/A0	350	760	7.III	2	378,062
33	Head of Lab A1/A0	350	760	7.III	1	378,062
34	Anesthesia Technician A1/A0	350	660	7.II	11	328,317
35	Medical Imagery Technician A1/A0	350	660	7.II	4	328,317
36	Lab Technician A1/A0	350	660	7.II	11	328,317
37	Mental Health Officer A1/A0	350	660	7.II	2	328,317
38	Dental therapist A1/A0	350	660	7.II	2	328,317
39	Physiotherapist A1/A0	350	660	7.II	2	328,317
40	Ophthalmology Technician A1/A0	350	660	7.II	2	328,317
41	Nutritionist A1/A0	350	660	7.II	1	328,317
42	Nurses A1/A0	350	660	7.II	121	328,317
43	Midwives A1/A0	350	660	7.II	44	328,317
44	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328,317
45	Orthopedic Technician A1/A0	350	660	7.II	1	328,317
46	Infrastructure Maintenance Officer A1	300	660	7.II	1	281,415

Official Gazette n° Special of 01/09/2020

47	Biomedical Technician A1/A0	300	660	7.II	2	281,415
48	Administrative Assistant to the Director General	300	660	7.II	1	281,415
49	Social Workers A2/A1	300	508	8.II	2	216,604
50	Cashier A2/A1	300	508	8.II	8	216,604
51	Driver	300	300	10.II	9	127,916
Total					289	

NYAMATA DISTRICT HOSPITAL

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	DG	350	1890	2.III	1	949,645
2	Senior Consultant	350	2869	F	2	1,427,184
3	Consultant	350	2608	1.IV	4	1,297,350
4	Junior Consultant	350	1890	2.III	4	940,181
5	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687,864
6	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687,864
7	Director of Administration and Finance	330	1369	3.II	1	648,558
8	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	4	789,951
9	Senior Medical Officer/ Senior Dental Surgeon	350	1444	4.IV	5	718,318
10	Medical Officer/ Dental Surgeon	350	1313	4.III	9	653,152
11	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	11	567,590
12	Pharmacist	350	1141	4.II	1	567,590
13	Human Resources Officer	300	1141	4.II	1	486,506
14	Public Relations and Communication Officer	300	1141	4.II	1	486,506
15	Quality Improvement Officer	350	951	5.II	2	473,075
16	Clinical Psychologist A0	350	951	5.II	2	473,075
17	Data Manager and Statistician	300	951	5.II	1	405,493
18	Accountant	300	951	5.II	2	405,493
19	Recovery Officer	300	951	5.II	1	405,493
20	ICT Officer	300	951	5.II	2	405,493
21	Logistics Officer	300	951	5.II	1	405,493
22	Environmental Health Officer A1/A0	350	951	5.II	1	473,075

Official Gazette n° Special of 01/09/2020

23	Head of Social Services A0	300	951	5.II	1	405,493
24	Planning, M&E Officer	300	951	5.II	1	405,493
25	Procurement Officer	300	951	5.II	1	405,493
26	Internal Auditor	300	951	5.II	1	405,493
27	Documentalist & Archivist	300	793	6.II	1	338,124
28	Customer Care Officer	300	793	6.II	2	338,124
29	Principal Cashier A0	300	760	7.III	1	324,053
30	Nurse, Head of Department/Matron A0	350	760	7.III	5	378,062
31	Head of Anesthesia Technician A0	350	760	7.III	1	378,062
32	Midwife, Head of Department A0	350	760	7.III	2	378,062
33	Head of Lab A0	350	760	7.III	1	378,062
34	Anesthesia Technician A1/A0	350	660	7.II	11	328,317
35	Medical Imagery Technician A1/A0	350	660	7.II	4	328,317
36	Lab Technician A1/A0	350	660	7.II	13	328,317
37	Mental Health Officer A1/A0	350	660	7.II	2	328,317
38	Dental therapist A1/A0	350	660	7.II	2	328,317
39	Physiotherapist A1/A0	350	660	7.II	2	328,317
40	Ophthalmology Technician A1/A0	350	660	7.II	2	328,317
41	Nutritionist A1/A0	350	660	7.II	1	328,317
42	Nurse A1/A0	350	660	7.II	121	328,317
43	Midwife A1/A0	350	660	7.II	50	328,317
44	Prosthetic and Orthotics Technician	350	660	7.II	1	328,317
45	Orthopedic Technician	350	660	7.II	1	328,317
46	Infrastructure Maintenance Officer A1	300	660	7.II	1	281,415

Official Gazette n° Special of 01/09/2020

47	Biomedical Technician A1/A0	300	660	7.II	2	281,415
48	Administrative Assistant to the Director General	300	660	7.II	1	281,415
49	Social Worker	300	508	8.II	2	216,604
50	Cashier A2	300	508	8.II	8	216,604
51	Driver	300	300	10.II	9	127,916
Total					308	

NYANZA DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	DG	350	1890	2.III	1	949,645
2	Senior Consultant	350	2869	F	2	1,427,184
3	Consultant	350	2608	1.IV	4	1,297,350
4	Junior Consultant	350	1890	2.III	4	940,181
5	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687,864
6	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687,864
7	Director of Administration and Finance	330	1369	3.II	1	648,558
8	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	4	789,951
9	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	4	718,318
10	Medical Officer/Dental Surgeon	350	1313	4.III	8	653,152
11	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	9	567,590
12	Pharmacist	350	1141	4.II	1	567,590
13	Human Resources Officer	300	1141	4.II	1	486,506
14	Public Relations and Communication Officer	300	1141	4.II	1	486,506
15	Quality Improvement Officer	350	951	5.II	2	473,075
16	Clinical Psychologist A0	350	951	5.II	2	473,075
17	Data Manager and Statistician	300	951	5.II	1	405,493
18	Accountant	300	951	5.II	2	405,493
19	Recovery Officer	300	951	5.II	1	405,493
20	ICT Officer	300	951	5.II	2	405,493

21	Logistics Officer	300	951	5.II	1	405,493
22	Environmental Health Officer A1/A0	350	951	5.II	1	473,075
23	Head of Social Services A0	300	951	5.II	1	405,493
24	Planning, M&E Officer	300	951	5.II	1	405,493
25	Procurement Officer	300	951	5.II	1	405,493
26	Internal Auditor	300	951	5.II	1	405,493
27	Documentalist & Archivist	300	793	6.II	1	338,124
28	Customer Care Officer	300	793	6.II	2	338,124
29	Principal Cashier A0	300	760	7.III	1	324,053
30	Nurse, Head of Department/Matron A0	350	760	7.III	5	378,062
31	Head of Anesthesia Technician A0	350	760	7.III	1	378,062
32	Midwife, Head of Department A0	350	760	7.III	2	378,062
33	Head of Lab A0	350	760	7.III	1	378,062
34	Anesthesia Technician A1/A0	350	660	7.II	9	328,317
35	Medical Imagery Technician A1/A0	350	660	7.II	4	328,317
36	Lab Technician A1/A0	350	660	7.II	11	328,317
37	Mental Health Officer A1/A0	350	660	7.II	2	328,317
38	Dental therapist A1/A0	350	660	7.II	2	328,317
39	Physiotherapist A1/A0	350	660	7.II	2	328,317
40	Ophthalmology Technician A1/A0	350	660	7.II	2	328,317
41	Nutritionist A1/A0	350	660	7.II	1	328,317
42	Nurses A1/A0	350	660	7.II	121	328,317

43	Midwives A1/A0	350	660	7.II	34	328,317
44	Prosthetic and Orthotics Technician	350	660	7.II	1	328,317
45	Orthopedic Technician	350	660	7.II	1	328,317
46	Infrastructure Maintenance Officer A1	300	660	7.II	1	281,415
47	Biomedical Technician A1/A0	300	660	7.II	2	281,415
48	Administrative Assistant to the Director General	300	660	7.II	1	281,415
49	Social Workers	300	508	8.II	2	216,604
50	Cashier A2	300	508	8.II	8	216,604
51	Drivers	300	300	10.II	9	127,916
Total					284	

NYARUGENGE DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	DG	350	1890	2.III	1	949,645
2	Consultant	350	2608	1.IV	4	1,297,350
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687,864
5	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687,864
6	Director of Administration and Finance	330	1369	3.II	1	648,558
7	Chief Medical Officer	350	1588	4.V	2	789,951
8	Senior Medical Officer	350	1444	4.IV	2	718,318
9	Medical Officer	350	1313	4.III	4	653,152
10	Junior Medical Officer	350	1141	4.II	4	567,590
11	Pharmacist	350	1141	4.II	1	567,590
12	Human Resources Officer	300	1141	4.II	1	486,506
13	Public Relations and Communication Officer	300	1141	4.II	1	486,506
14	Quality Improvement Officer	350	951	5.II	2	473,075
15	Planning, M&E Officer	300	951	5.II	1	405,493
16	Clinical Psychologist A0	350	951	5.II	2	473,075
17	Data Manager and Statistician	300	951	5.II	1	405,493
18	Accountant	300	951	5.II	2	405,493
19	ICT Officer	300	951	5.II	2	405,493
20	Logistics & Stock Officer	300	951	5.II	1	405,493
21	Environmental Health Officer A1/A0	350	951	5.II	1	473,075
22	Head of Social Services A0	300	951	5.II	1	405,493
23	Procurement Officer	300	951	5.II	1	405,493

Official Gazette n° Special of 01/09/2020

24	Internal Auditor	300	951	5.II	1	405,493
25	Documentalist & Archive Officer	300	793	6.II	1	338,124
26	Customer Care Officer	300	793	6.II	2	338,124
27	Principal Cashier A0	300	760	7.III	1	324,053
28	Nurse, Head of Department/Matron A0	350	760	7.III	5	378,062
29	Head of Anesthesia Technician A0	350	760	7.III	1	378,062
30	Midwife, Head of Department A0	350	760	7.III	2	378,062
31	Head of Lab A0	350	760	7.III	1	378,062
32	Anesthesia Technician A1/A0	350	660	7.II	5	328,317
33	Medical Imagery Technician A1/A0	350	660	7.II	4	328,317
34	Lab Technician A1/A0	350	660	7.II	7	328,317
35	Mental Health Officer A1/A0	350	660	7.II	2	328,317
36	Dental therapist A1/A0	350	660	7.II	2	328,317
37	Physiotherapist A1/A0	350	660	7.II	2	328,317
38	Ophthalmology Technician A1/A0	350	660	7.II	2	328,317
39	Prosthetic and Orthotics Technician	350	660	7.II	1	328,317
40	Orthopedic Technician	350	660	7.II	1	328,317
41	Nutritionist A1/A0	350	660	7.II	1	328,317
42	Nurses A1/A0	350	660	7.II	58	328,317
43	Midwives A1/A0	350	660	7.II	21	328,317
44	Infrastructure Maintenance Officer A1	300	660	7.II	1	281,415
45	Biomedical Technician A1/A0	300	660	7.II	2	281,415
46	Administrative Assistant to the Director General	300	660	7.II	1	281,415
47	Social Worker	300	508	8.II	2	216,604

Official Gazette n° Special of 01/09/2020

48	Cashier A2	300	508	8.II	2	216,604
49	Recovery Officer A0	300	951	5.II	1	405,493
50	Driver	300	300	10.II	2	127,916
Total					168	

REMERA RUKOMA DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	DG	350	1890	2.III	1	949,645
2	Consultant	350	2608	1.IV	2	1,297,350
3	Junior Consultant	350	1890	2.III	4	940,181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687,864
5	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687,864
6	Director of Administration and Finance	330	1369	3.II	1	648,558
7	Chief Medical Officer / Chief Dental Surgeon	350	1588	4.V	2	789,951
8	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	2	718,318
9	Medical Officer/Dental Surgeon	350	1313	4.III	3	653,152
10	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	5	567,590
11	Pharmacist	350	1141	4.II	1	567,590
12	Human Resources Officer	300	1141	4.II	1	486,506
13	Public Relations and Communication Officer	300	1141	4.II	1	486,506
14	Quality Improvement Officer	350	951	5.II	2	473,075
15	Clinical Psychologist A0	350	951	5.II	2	473,075
16	Data Manager and Statistician	300	951	5.II	1	405,493
17	Accountant	300	951	5.II	2	405,493
18	Recovery Officer	300	951	5.II	1	405,493
19	ICT Officer	300	951	5.II	2	405,493
20	Logistics Officer	300	951	5.II	1	405,493

21	Environmental Health Officer A1/A0	350	951	5.II	1	473,075
22	Head of Social Services A0	300	951	5.II	1	405,493
23	Planning, M&E Officer	300	951	5.II	1	405,493
24	Procurement Officer	300	951	5.II	1	405,493
25	Internal Auditor	300	951	5.II	1	405,493
26	Documentalist & Archivist	300	793	6.II	1	338,124
27	Customer Care Officer	300	793	6.II	2	338,124
28	Principal Cashier A0	300	760	7.III	1	324,053
29	Nurse, Head of Department/Matron A0	350	760	7.III	5	378,062
30	Head of Anesthesia Technician A0	350	760	7.III	1	378,062
31	Midwife, Head of Department A0	350	760	7.III	2	378,062
32	Head of Lab A0	350	760	7.III	1	378,062
33	Anesthesia Technician A1/A0	350	660	7.II	5	328,317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328,317
35	Lab Technician A1/A0	350	660	7.II	7	328,317
36	Mental Health Officer A1/A0	350	660	7.II	2	328,317
37	Dental therapist A1/A0	350	660	7.II	2	328,317
38	Physiotherapist A1/A0	350	660	7.II	2	328,317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328,317
40	Nutritionist A1/A0	350	660	7.II	1	328,317
41	Nurses A1/A0	350	660	7.II	90	328,317
42	Midwives A1/A0	350	660	7.II	30	328,317

43	Prosthetic and Orthotics Technician	350	660	7.II	1	328,317
44	Orthopedic Technician	350	660	7.II	1	328,317
45	Infrastructure Maintenance Officer A1	300	660	7.II	1	281,415
46	Biomedical Technician A1/A0	300	660	7.II	2	281,415
47	Administrative Assistant to the Director General	300	660	7.II	1	281,415
48	Social Workers	300	508	8.II	2	216,604
49	Cashier A2	300	508	8.II	4	216,604
50	Drivers	300	300	10.II	4	127,916
					215	

RULI DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	DG	350	1890	2.III	1	949,645
2	Consultant	350	2608	1.IV	2	1,297,350
3	Junior Consultant	350	1890	2.III	2	940,181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687,864
5	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687,864
6	Director of Administration and Finance	330	1369	3.II	1	648,558
7	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	2	789,951
8	Senior Medical Officer//Senior Dental Surgeon	350	1444	4.IV	3	718,318
9	Medical Officer/Dental Surgeon	350	1313	4.III	5	653,152
10	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	8	567,590
11	Pharmacist	350	1141	4.II	1	567,590
12	Human Resources Officer	300	1141	4.II	1	486,506
13	Public Relations and Communication Officer	300	1141	4.II	1	486,506
14	Quality Improvement Officer	350	951	5.II	2	473,075
15	Clinical Psychologist A0	350	951	5.II	2	473,075
16	Data Manager and Statistician	300	951	5.II	1	405,493
17	Accountant	300	951	5.II	2	405,493
18	Recovery Officer	300	951	5.II	1	405,493
19	ICT Officer	300	951	5.II	2	405,493
20	Logistics Officer	300	951	5.II	1	405,493
21	Environmental Health Officer A1	350	951	5.II	1	473,075
22	Head of Social Services A0	300	951	5.II	1	405,493

Official Gazette n° Special of 01/09/2020

23	Planning, M&E Officer	300	951	5.II	1	405,493
24	Procurement Officer	300	951	5.II	1	405,493
25	Internal Auditor	300	951	5.II	1	405,493
26	Documentalist & Archivist	300	793	6.II	1	338,124
27	Customer Care Officer	300	793	6.II	2	338,124
28	Principal Cashier A0	300	760	7.III	1	324,053
29	Nurse, Head of Department/Matron A0	350	760	7.III	5	378,062
30	Head of Anesthesia Technician A0	350	760	7.III	1	378,062
31	Midwife, Head of Department A0	350	760	7.III	2	378,062
32	Head of Lab A0	350	760	7.III	1	378,062
33	Anesthesia Technician A1/A0	350	660	7.II	6	328,317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328,317
35	Lab Technician A1/A0	350	660	7.II	7	328,317
36	Mental Health Officer A1/A0	350	660	7.II	2	328,317
37	Dental therapist A1/A0	350	660	7.II	2	328,317
38	Physiotherapist A1/A0	350	660	7.II	2	328,317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328,317
40	Nutritionist A1/A0	350	660	7.II	1	328,317
41	Nurses A1/A0	350	660	7.II	58	328,317
42	Midwives A1/A0	350	660	7.II	23	328,317
43	Prosthetic and Orthotics Technician	350	660	7.II	1	328,317
44	Orthopedic Technician	350	660	7.II	1	328,317
45	Infrastructure Maintenance Officer A1	300	660	7.II	1	281,415
46	Biomedical Technician A1/A0	300	660	7.II	2	281,415

Official Gazette n° Special of 01/09/2020

47	Administrative Assistant to the Director General	300	660	7.II	1	281,415
48	Social Workers	300	508	8.II	2	216,604
49	Cashier A2	300	508	8.II	4	216,604
50	Drivers	300	300	10.II	4	127,916
Total					181	

RUTONGO DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	DG	350	1890	2.III	1	949,645
2	Consultant	350	2608	1.IV	2	1,297,350
3	Junior Consultant	350	1890	2.III	2	940,181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687,864
5	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687,864
6	Director of Administration and Finance	330	1369	3.II	1	648,558
7	Chief Medical Officer	350	1588	4.V	2	789,951
8	Senior Medical Officer	350	1444	4.IV	2	718,318
9	Medical Officer	350	1313	4.III	3	653,152
10	Junior Medical Officer	350	1141	4.II	5	567,590
11	Pharmacist	350	1141	4.II	1	567,590
12	Human Resources Officer	300	1141	4.II	1	486,506
13	Public Relations and Communication Officer	300	1141	4.II	1	486,506
14	Quality Improvement Officer	350	951	5.II	2	473,075
15	Clinical Psychologist A0	350	951	5.II	2	473,075
16	Data Manager and Statistician	300	951	5.II	1	405,493
17	Accountant	300	951	5.II	2	405,493
18	Recovery Officer	300	951	5.II	1	405,493
19	ICT Officer	300	951	5.II	2	405,493
20	Logistics Officer	300	951	5.II	1	405,493
21	Environmental Health Officer A1	350	951	5.II	1	473,075
22	Head of Social Services A0	300	951	5.II	1	405,493

Official Gazette n° Special of 01/09/2020

23	Planning, M&E Officer	300	951	5.II	1	405,493
24	Procurement Officer	300	951	5.II	1	405,493
25	Internal Auditor	300	951	5.II	1	405,493
26	Documentalist & Archive Officer	300	793	6.II	1	338,124
27	Customer Care Officer	300	793	6.II	2	338,124
28	Principal Cashier A0	300	760	7.III	1	324,053
29	Nurse, Head of Department/Matron A0	350	760	7.III	5	378,062
30	Head of Anesthesia Technician A0	350	760	7.III	1	378,062
31	Midwife, Head of Department A0	350	760	7.III	2	378,062
32	Head of Lab A0	350	760	7.III	1	378,062
33	Anesthesia Technician A1/A0	350	660	7.II	5	328,317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328,317
35	Lab Technician A1/A0	350	660	7.II	7	328,317
36	Mental Health Officer A1/A0	350	660	7.II	2	328,317
37	Dental therapist A1/A0	350	660	7.II	2	328,317
38	Physiotherapist A1/A0	350	660	7.II	2	328,317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328,317
40	Nutritionist A1/A0	350	660	7.II	1	328,317
41	Nurses A1/A0	350	660	7.II	58	328,317
42	Midwives A1/A0	350	660	7.II	22	328,317
43	Prosthetic and Orthotics Technician	350	660	7.II	1	328,317
44	Orthopedic Technician	350	660	7.II	1	328,317
45	Infrastructure Maintenance Officer A1	300	660	7.II	1	281,415
46	Biomedical Technician A1/A0	300	660	7.II	2	281,415

Official Gazette n° Special of 01/09/2020

47	Administrative Assistant to the Director General	300	660	7.II	1	281,415
48	Social Worker	300	508	8.II	2	216,604
49	Cashier A2	300	508	8.II	4	216,604
50	Drivers	300	300	10.II	4	127,916
Total					173	

RWINKWAVU DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	DG	350	1890	2.III	1	949,645
2	Consultant	350	2608	1.IV	2	1,297,350
3	Junior Consultant	350	1890	2.III	4	940,181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687,864
5	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687,864
6	Director of Administration and Finance	330	1369	3.II	1	648,558
7	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	2	789,951
8	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	2	718,318
9	Medical Officer/Dental Surgeon	350	1313	4.III	3	653,152
10	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	5	567,590
11	Pharmacist	350	1141	4.II	1	567,590
12	Human Resources Officer	300	1141	4.II	1	486,506
13	Public Relations and Communication Officer	300	1141	4.II	1	486,506
14	Quality Improvement Officer	350	951	5.II	2	473,075
15	Clinical Psychologist A0	350	951	5.II	2	473,075
16	Data Manager and Statistician	300	951	5.II	1	405,493
17	Accountant	300	951	5.II	2	405,493
18	Recovery Officer	300	951	5.II	1	405,493
19	ICT Officer	300	951	5.II	2	405,493
20	Logistics Officer	300	951	5.II	1	405,493
21	Environmental Health Officer A1/A0	350	951	5.II	1	473,075
22	Head of Social Services A0	300	951	5.II	1	405,493

Official Gazette n° Special of 01/09/2020

23	Planning, M&E Officer	300	951	5.II	1	405,493
24	Procurement Officer	300	951	5.II	1	405,493
25	Internal Auditor	300	951	5.II	1	405,493
26	Documentalist & Archivist	300	793	6.II	1	338,124
27	Customer Care Officer	300	793	6.II	2	338,124
28	Principal Cashier A0	300	760	7.III	1	324,053
29	Nurse, Head of Department/Matron A0	350	760	7.III	5	378,062
30	Head of Anesthesia Technician A0	350	760	7.III	1	378,062
31	Midwife, Head of Department A0	350	760	7.III	2	378,062
32	Head of Lab A0	350	760	7.III	1	378,062
33	Anesthesia Technician A1/A0	350	660	7.II	5	328,317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328,317
35	Lab Technician A1/A0	350	660	7.II	7	328,317
36	Mental Health Officer A1/A0	350	660	7.II	2	328,317
37	Dental therapist A1/A0	350	660	7.II	2	328,317
38	Physiotherapist A1/A0	350	660	7.II	2	328,317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328,317
40	Nutritionist A1/A0	350	660	7.II	1	328,317
41	Nurses A1/A0	350	660	7.II	58	328,317
42	Midwives A1/A0	350	660	7.II	26	328,317
43	Prosthetic and Orthotics Technician	350	660	7.II	1	328,317
44	Orthopedic Technician	350	660	7.II	1	328,317
45	Infrastructure Maintenance Officer A1	300	660	7.II	1	281,415
46	Biomedical Technician A1/A0	300	660	7.II	2	281,415

Official Gazette n° Special of 01/09/2020

47	Administrative Assistant to the Director General	300	660	7.II	1	281,415
48	Social Workers	300	508	8.II	2	216,604
49	Cashier A2	300	508	8.II	4	216,604
50	Drivers	300	300	10.II	4	127,916
Total					179	

SHYIRA DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	DG	350	1890	2.III	1	949,645
2	Consultant	350	2608	1.IV	2	1,297,350
3	Junior Consultant	350	1890	2.III	4	940,181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687,864
5	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687,864
6	Director of Administration and Finance	330	1369	3.II	1	648,558
7	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	2	789,951
8	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	3	718,318
9	Medical Officer/Dental Surgeon	350	1313	4.III	8	653,152
10	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	9	567,590
11	Pharmacist	350	1141	4.II	1	567,590
12	Human Resources Officer	300	1141	4.II	1	486,506
13	Public Relations and Communication Officer	300	1141	4.II	1	486,506
14	Quality Improvement Officer	350	951	5.II	2	473,075
15	Clinical Psychologist A0	350	951	5.II	2	473,075
16	Data Manager and Statistician	300	951	5.II	1	405,493
17	Accountant	300	951	5.II	2	405,493
18	Recovery Officer	300	951	5.II	1	405,493
19	ICT Officer	300	951	5.II	2	405,493
20	Logistics Officer	300	951	5.II	1	405,493
21	Environmental Health Officer A1/A0	350	951	5.II	1	473,075
22	Head of Social Services A0	300	951	5.II	1	405,493

Official Gazette n° Special of 01/09/2020

23	Planning, M&E Officer	300	951	5.II	1	405,493
24	Procurement Officer	300	951	5.II	1	405,493
25	Internal Auditor	300	951	5.II	1	405,493
26	Documentalist & Archivist	300	793	6.II	1	338,124
27	Customer Care Officer	300	793	6.II	2	338,124
28	Principal Cashier A0	300	760	7.III	1	324,053
29	Nurse, Head of Department/Matron A0	350	760	7.III	5	378,062
30	Head of Anesthesia Technician A0	350	760	7.III	1	378,062
31	Midwife, Head of Department A0	350	760	7.III	2	378,062
32	Head of Lab A0	350	760	7.III	1	378,062
33	Anesthesia Technician A1/A0	350	660	7.II	11	328,317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328,317
35	Lab Technician A1/A0	350	660	7.II	7	328,317
36	Mental Health Officer A1/A0	350	660	7.II	2	328,317
37	Dental therapist A1/A0	350	660	7.II	2	328,317
38	Physiotherapist A1/A0	350	660	7.II	2	328,317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328,317
40	Nutritionist A1/A0	350	660	7.II	1	328,317
41	Nurses A1/A0	350	660	7.II	90	328,317
42	Midwives A1/A0	350	660	7.II	22	328,317
43	Prosthetic and Orthotics Technician	350	660	7.II	1	328,317
44	Orthopedic Technician	350	660	7.II	1	328,317
45	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281,415
46	Biomedical Technician A1/A0	300	660	7.II	2	281,415

Official Gazette n° Special of 01/09/2020

47	Administrative Assistant to the Director General	300	660	7.II	1	281,415
48	Social Workers	300	508	8.II	2	216,604
49	Cashier A2	300	508	8.II	4	216,604
50	Drivers	300	300	10.II	4	127,916
Total					223	

KABAYA DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	GROSS Salary (Month)
1	Director General	350	1890	2.III	1	949.645
2	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
3	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687.864
4	Director of Administration and Finance	330	1369	3.II	1	648.558
5	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	2	789.951
6	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	2	718.318
7	Medical Officer/Dental Surgeon	350	1313	4.III	3	653.152
8	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	5	567.590
9	Pharmacist	350	1141	4.II	1	567.590
10	Human Resources Officer	300	1141	4.II	1	486.506
11	Public Relations and Communication Officer	300	1141	4.II	1	486.506
12	Quality Improvement Officer	350	951	5.II	2	473.075
13	Clinical Psychologist	350	951	5.II	2	473.075
14	Data Manager and Statistician	300	951	5.II	1	405.493
15	Accountant	300	951	5.II	2	405.493
16	ICT Officer	300	951	5.II	2	405.493
17	Logistics Officer	300	951	5.II	1	405.493
18	Environmental Health Officer A1/A0	350	951	5.II	1	473.075
19	Head of Social Services	300	951	5.II	1	405.493
20	Planning, M&E Officer	300	951	5.II	1	405.493

Official Gazette n° Special of 01/09/2020

21	Procurement Officer	300	951	5.II	1	405.493
22	Internal Auditor	300	951	5.II	1	405.493
23	Recovery Officer	300	951	5.II	1	405.493
24	Documentalist & Archives Officer	300	793	6.II	1	338.124
25	Customer Care Officer	300	793	6.II	2	338.124
26	Principal Cashier A1/A0	300	760	7.III	1	324.053
27	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378.062
28	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378.062
29	Midwife, Head of Department A1/A0	350	760	7.III	2	378.062
30	Head of Lab A1/A0	350	760	7.III	1	378.062
31	Anesthesia Technician A1/A0	350	660	7.II	5	328.317
32	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
33	Lab Technician A1/A0	350	660	7.II	7	328.317
34	Mental Health Officer A1/A0	350	660	7.II	2	328.317
35	Dental therapist A1/A0	350	660	7.II	2	328.317
36	Physiotherapist A1/A0	350	660	7.II	2	328.317
37	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
38	Nutritionist A1/A0	350	660	7.II	1	328.317
39	Nurse A1/A0	350	660	7.II	58	328.317
40	Midwife A1/A0	350	660	7.II	24	328.317
41	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
42	Orthopedic Technician A1/A0	350	660	7.II	1	328.317

Official Gazette n° Special of 01/09/2020

43	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
44	Biomedical Technician A1/A0	300	660	7.II	2	281.415
45	Administrative Assistant to the Director General	300	660	7.II	1	281.415
46	Social Workers A2/A1	300	508	8.II	2	216.604
47	Cashier A1/A2	300	508	8.II	4	216.604
48	Driver	300	300	10.II	4	127.916
Total					171	

**KABGAYI DISTRICT HOSPITAL WITH SPECIALIZED SERVICE SALARY
STRUCTURE**

N°	POSITION	I.V	Index	Level	Nbr	GROSS
1	Director General	350	1890	2.III	1	949.645
2	Senior Consultant	350	2.869	F	4	1.427.184
3	Consultant	350	2.608	1.IV	4	1.297.350
4	Junior Consultant	350	1.890	2.III	6	940.181
5	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
6	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687.864
7	Director of Administration and Finance	330	1369	3.II	1	648.558
8	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	4	789.951
9	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	4	718.318
10	Medical Officer/Dental Surgeon	350	1313	4.III	9	653.152
11	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	13	567.590
12	Pharmacist	350	1141	4.II	1	567.590
13	Human Resources Officer	300	1141	4.II	1	486.506
14	Public Relations and Communication Officer	300	1141	4.II	1	486.506
15	Quality Improvement Officer	350	951	5.II	2	473.075
16	Clinical Psychologist	350	951	5.II	2	473.075
17	Data Manager and Statistician	300	951	5.II	1	405.493
18	Accountant	300	951	5.II	2	405.493
19	Recovery Officer	300	951	5.II	1	405.493
20	ICT Officer	300	951	5.II	2	405.493

Official Gazette n° Special of 01/09/2020

21	Logistics Officer	300	951	5.II	1	405.493
22	Environmental Health Officer A1/A0	350	951	5.II	1	473.075
23	Head of Social Services	300	951	5.II	1	405.493
24	Planning, M&E Officer	300	951	5.II	1	405.493
25	Procurement Officer	300	951	5.II	1	405.493
26	Internal Auditor	300	951	5.II	1	405.493
27	Documentalist & Archives Officer	300	793	6.II	1	338.124
28	Customer Care Officer	300	793	6.II	2	338.124
29	Principal Cashier A1/A0	300	760	7.III	1	324.053
30	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378.062
31	Head Anesthesia Technician A1/A0	350	760	7.III	1	378.062
32	Midwife, Head of Department A1/A0	350	760	7.III	2	378.062
33	Head of Lab A1/A0	350	760	7.III	1	378.062
34	Anesthesia Technician A1/A0	350	660	7.II	11	328.317
35	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
36	Lab Technician A1/A0	350	660	7.II	13	328.317
37	Mental Health Officer A1/A0	350	660	7.II	2	328.317
38	Dental therapist A1/A0	350	660	7.II	2	328.317
39	Physiotherapist A1/A0	350	660	7.II	2	328.317
40	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
41	Nutritionist A1/A0	350	660	7.II	1	328.317
42	Nurse A1/A0	350	660	7.II	121	328.317

Official Gazette n° Special of 01/09/2020

43	Midwife A1/A0	350	660	7.II	43	328.317
44	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
45	Orthopedic Technician A1/A0	350	660	7.II	2	328.317
46	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
47	Biomedical Technician A1/A0	300	660	7.II	2	281.415
48	Administrative Assistant to the Director General	300	660	7.II	1	281.415
49	Social Workers A2/A1	300	508	8.II	2	216.604
50	Cashier A2/A1	300	508	8.II	8	216.604
51	Driver	300	300	10.II	9	127.916
Total					307	

KABUTARE DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949.645
2	Consultant	350	2608	1.IV	3	1.297.350
3	Junior Consultant	350	1890	2.III	5	940.181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
5	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687.864
6	Director of Administration and Finance	330	1369	3.II	1	648.558
7	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	2	789.951
8	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	2	718.318
9	Medical Officer/Dental Surgeon	350	1313	4.III	3	653.152
10	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	8	567.590
11	Pharmacist	350	1141	4.II	1	567.590
12	Human Resources Officer	300	1141	4.II	1	486.506
13	Public Relations and Communication Officer	300	1141	4.II	1	486.506
14	Quality Improvement Officer	350	951	5.II	2	473.075
15	Clinical Psychologist	350	951	5.II	2	473.075
16	Data Manager and Statistician	300	951	5.II	1	405.493
17	Accountant	300	951	5.II	2	405.493
18	Recovery Officer	300	951	5.II	1	405.493
19	ICT Officer	300	951	5.II	2	405.493
20	Logistics Officer	300	951	5.II	1	405.493

Official Gazette n° Special of 01/09/2020

21	Environmental Health Officer A1/A0	350	951	5.II	1	473.075
22	Head of Social Services	300	951	5.II	1	405.493
23	Planning, M&E Officer	300	951	5.II	1	405.493
24	Procurement Officer	300	951	5.II	1	405.493
25	Internal Auditor	300	951	5.II	1	405.493
26	Documentation & Archives Officer	300	793	6.II	1	338.124
27	Customer Care Officer	300	793	6.II	2	338.124
28	Principal Cashier A1/A0	300	760	7.III	1	324.053
29	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378.062
30	Head Anesthesia Technician A1/A0	350	760	7.III	1	378.062
31	Midwife, Head of Department A1/A0	350	760	7.III	2	378.062
32	Head of Lab A1/A0	350	760	7.III	1	378.062
33	Anesthesia Technician A1/A0	350	660	7.II	5	328.317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
35	Lab Technician A1/A0	350	660	7.II	11	328.317
36	Mental Health Officer A1/A0	350	660	7.II	2	328.317
37	Dental therapist A1/A0	350	660	7.II	2	328.317
38	Physiotherapist A1/A0	350	660	7.II	2	328.317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
40	Nutritionist A1/A0	350	660	7.II	1	328.317
41	Nurse A1/A0	350	660	7.II	121	328.317
42	Midwife A1/A0	350	660	7.II	33	328.317

Official Gazette n° Special of 01/09/2020

43	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
44	Orthopedic Technician A1/A0	350	660	7.II	1	328.317
45	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
46	Biomedical Technician A1/A0	300	660	7.II	2	281.415
47	Administrative Assistant to the Director General	300	660	7.II	1	281.415
48	Social Workers A2/A1	300	508	8.II	2	216.604
49	Cashier A2/A1	300	508	8.II	6	216.604
50	Driver	300	300	10.II	6	127.916
Total					262	

**KACYIRU DISTRICT HOSPITAL WITH SPECIALIZED SERVICE SALARY
STRUCTURE**

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949.645
2	Senior Consultant	441	2869	F	4	1.798.252
3	Consultant	350	2608	1.IV	4	1.297.350
4	Junior Consultant	350	1890	2.III	6	940.181
5	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
6	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687.864
7	Director of Administration and Finance	330	1369	3.II	1	648.558
8	Chief Medical Officer	350	1588	4.V	4	789.951
9	Senior Medical Officer	350	1444	4.IV	4	718.318
10	Medical Officer	350	1313	4.III	8	653.152
11	Legal Affairs Officer	350	1313	4.III	1	653.152
12	Junior Medical Officer	350	1141	4.II	9	567.590
13	Human Resources Officer	300	1141	4.II	1	486.506
14	Public Relations and Communication Officer	300	1141	4.II	1	486.506
15	Pharmacist	350	951	5.II	1	473.075
16	Quality Improvement Officer	350	951	5.II	2	473.075
17	Clinical Psychologist	350	951	5.II	6	473.075
18	Data Manager and Statistician	300	951	5.II	1	405.493
19	Accountant	300	951	5.II	2	405.493
20	Recovery Officer	300	951	5.II	1	405.493

Official Gazette n° Special of 01/09/2020

21	ICT Officer	300	951	5.II	2	405.493
22	Logistics Officer	300	951	5.II	1	405.493
23	Environmental Health Officer A1/A0	350	951	5.II	1	473.075
24	Head of Social Services	300	951	5.II	1	405.493
25	Planning, M&E Officer	300	951	5.II	1	405.493
26	Procurement Officer	300	951	5.II	1	405.493
27	Internal Auditor	300	951	5.II	1	405.493
28	Documentation & Archives Officer	300	793	6.II	1	338.124
29	Customer Care Officer	300	793	6.II	2	338.124
30	Principal Cashier A1/A0	300	760	7.III	1	324.053
31	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378.062
32	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378.062
33	Midwife, Head of Department A1/A0	350	760	7.III	3	378.062
34	Head of Lab A1/A0	350	760	7.III	1	378.062
35	Anesthesia Technician A1/A0	350	660	7.II	11	328.317
36	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
37	Lab Technician A1/A0	350	660	7.II	13	328.317
38	Mental Health Officer A1/A0	350	660	7.II	2	328.317
39	Dental therapist A1/A0	350	660	7.II	2	328.317
40	Physiotherapist A1/A0	350	660	7.II	2	328.317
41	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
42	Nutritionist A1/A0	350	660	7.II	1	328.317

Official Gazette n° Special of 01/09/2020

43	Nurse A1/A0	350	660	7.II	58	328.317
44	Midwife A1/A0	350	660	7.II	60	328.317
45	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
46	Orthopedic Technician A1/A0	350	660	7.II	1	328.317
47	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
48	Biomedical Technician A1/A0	300	660	7.II	2	281.415
49	Administrative Assistant to the Director General	300	660	7.II	1	281.415
50	Social Workers A2/A1	300	508	8.II	2	216.604
51	Cashier A2/A1	300	508	8.II	8	216.604
52	Driver	300	300	10.II	9	127.916
Total					261	

KADUHA DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949.645
2	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
3	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687.864
4	Director of Administration and Finance	330	1369	3.II	1	648.558
5	Chief Medical Officer	350	1588	4.V	1	789.951
6	Senior Medical Officer	350	1444	4.IV	1	718.318
7	Medical Officer	350	1313	4.III	4	653.152
8	Junior Medical Officer	350	1141	4.II	6	567.590
9	Pharmacist	350	1141	4.II	1	567.590
10	Human Resources Officer	300	1141	4.II	1	486.506
11	Public Relations and Communication Officer	300	1141	4.II	1	486.506
12	Quality Improvement Officer	350	951	5.II	2	473.075
13	Clinical Psychologist	350	951	5.II	2	473.075
14	Data Manager and Statistician	300	951	5.II	1	405.493
15	Accountant	300	951	5.II	2	405.493
16	Recovery Officer	300	951	5.II	1	405.493
17	ICT Officer	300	951	5.II	2	405.493
18	Logistics Officer	300	951	5.II	1	405.493
19	Environmental Health Officer A1/A0	350	951	5.II	1	473.075
20	Head of Social Services	300	951	5.II	1	405.493

Official Gazette n° Special of 01/09/2020

21	Planning, M&E Officer	300	951	5.II	1	405.493
22	Procurement Officer	300	951	5.II	1	405.493
23	Internal Auditor	300	951	5.II	1	405.493
24	Documentation & Archives Officer	300	793	6.II	1	338.124
25	Customer Care Officer	300	793	6.II	2	338.124
26	Principal Cashier A1/A0	300	760	7.III	1	324.053
27	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378.062
28	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378.062
29	Midwife, Head of Department A1/A0	350	760	7.III	1	378.062
30	Head of Lab A1/A0	350	760	7.III	1	378.062
31	Anesthesia Technician A1/A0	350	660	7.II	5	328.317
32	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
33	Lab Technician A1/A0	350	660	7.II	7	328.317
34	Mental Health Officer A1/A0	350	660	7.II	2	328.317
35	Dental therapist A1/A0	350	660	7.II	2	328.317
36	Physiotherapist A1/A0	350	660	7.II	2	328.317
37	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
38	Nutritionist A1/A0	350	660	7.II	1	328.317
39	Nurse A1/A0	350	660	7.II	58	328.317
40	Midwife A1/A0	350	660	7.II	18	328.317
41	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
42	Orthopedic Technician A1/A0	350	660	7.II	1	328.317

Official Gazette n° Special of 01/09/2020

43	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
44	Biomedical Technician A1/A0	300	660	7.II	2	281.415
45	Administrative Assistant to the Director General	300	660	7.II	1	281.415
46	Social Workers A2/A1	300	508	8.II	2	216.604
47	Cashier A2/A1	300	508	8.II	4	216.604
48	Driver	300	300	10.II	4	127.916
Total					164	

KIBAGABAGA DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949.645
2	Senior Consultant	441	2869	F	2	1.798.252
3	Consultant	350	2608	1.IV	2	1.297.350
4	Junior Consultant	350	1890	2.III	6	940.181
5	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
6	Director of Nursing and Midwifery Unity	350	1369	3.II	1	687.864
7	Director of Administration and Finance Unity	330	1369	3.II	1	648.558
8	Chief Medical Officer/ Chief Dental Surgeon	350	1588	4.V	4	789.951
9	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	4	718.318
10	Medical Officer/ Dental Surgeon	350	1313	4.III	8	653.152
11	Legal Affairs Officer	300	1313	4.III	1	559.844
12	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	11	567.590
13	Pharmacist	350	1141	4.II	1	567.590
14	Human Resources Officer	300	1141	4.II	1	486.506
15	Public Relations and Communication Officer	300	1141	4.II	1	486.506
16	Quality Improvement Officer	350	951	5.II	2	473.075
17	Planning, M&E Officer	300	951	5.II	1	405.493
18	Clinical Psychologist	350	951	5.II	2	473.075
19	Data Manager and Statistician	300	951	5.II	1	405.493
20	Accountant	300	951	5.II	2	405.493

Official Gazette n° Special of 01/09/2020

21	ICT Officer	300	951	5.II	2	405.493
22	Logistics Officer	300	951	5.II	1	405.493
23	Environmental Health Officer A1/A0	350	951	5.II	1	473.075
24	Head of Social Services	300	951	5.II	1	405.493
25	Procurement Officer	300	951	5.II	1	405.493
26	Internal Auditor	300	951	5.II	1	405.493
27	Recovery Officer	300	951	5.II	1	405.493
28	Documentation & Archives Officer	300	793	6.II	1	338.124
29	Customer Care Officer	300	793	6.II	2	338.124
30	Principal Cashier A1/A0	300	760	7.III	1	324.053
31	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378.062
32	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378.062
33	Midwife, Head of Department A1/A0	350	760	7.III	2	378.062
34	Head of Lab A1/A0	350	760	7.III	1	378.062
35	Anesthesia Technician A1/A0	350	660	7.II	11	328.317
36	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
37	Lab Technician A1/A0	350	660	7.II	11	328.317
38	Mental Health Officer A1/A0	350	660	7.II	2	328.317
39	Dental therapist A1/A0	350	660	7.II	2	328.317
40	Physiotherapist A1/A0	350	660	7.II	2	328.317
41	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
42	Nutritionist A1/A0	350	660	7.II	1	328.317

Official Gazette n° Special of 01/09/2020

43	Nurses A1/A0	350	660	7.II	121	328.317
44	Midwives A1/A0	350	660	7.II	57	328.317
45	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
46	Orthopedic Technician A1/A0	350	660	7.II	1	328.317
47	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
48	Biomedical Technician A1/A0	300	660	7.II	2	281.415
49	Administrative Assistant to the Director General	300	660	7.II	1	281.415
50	Social Workers A2/A1	300	508	8.II	2	216.604
51	Cashier A2/A1	300	508	8.II	8	216.604
52	Driver	300	300	10.II	9	127.916
Total					312	

KIBILIZI DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949.645
2	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
3	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687.864
4	Director of Administration and Finance Unit	330	1369	3.II	1	648.558
5	Chief Medical Officer/ Chief Dental Surgeon	350	1588	4.V	1	789.951
6	Senior Medical Officer/ Senior Dental Surgeon	350	1444	4.IV	2	718.318
7	Medical Officer/Dental Surgeon	350	1313	4.III	4	653.152
8	Junior Medical Officer/ Junior Dental Surgeon	350	1141	4.II	5	567.590
9	Pharmacist	350	1141	4.II	1	567.590
10	Human Resources Officer	300	1141	4.II	1	486.506
11	Public Relations and Communication Officer	300	1141	4.II	1	486.506
12	Quality Improvement Officer	350	951	5.II	2	473.075
13	Planning, M&E Officer	300	951	5.II	1	405.493
14	Clinical Psychologist	350	951	5.II	2	473.075
15	Data Manager and Statistician	300	951	5.II	1	405.493
16	Accountant	300	951	5.II	2	405.493
17	ICT Officer	300	951	5.II	2	405.493
18	Logistics Officer	300	951	5.II	1	405.493
19	Environmental Health Officer A1/A0	350	951	5.II	1	473.075
20	Head of Social Services	300	951	5.II	1	405.493
21	Procurement Officer	300	951	5.II	1	405.493
22	Internal Auditor	300	951	5.II	1	405.493

Official Gazette n° Special of 01/09/2020

23	Documentation & Archives Officer	300	793	6.II	1	338.124
24	Customer Care Officer	300	793	6.II	2	338.124
25	Principal Cashier A1/A0	300	760	7.III	1	324.053
26	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378.062
27	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378.062
28	Midwife, Head of Department A1/A0	350	760	7.III	2	378.062
29	Head of Lab A1/A0	350	760	7.III	1	378.062
30	Anesthesia Technician A1/A0	350	660	7.II	5	328.317
31	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
32	Lab Technician A1/A0	350	660	7.II	7	328.317
33	Mental Health Officer A1/A0	350	660	7.II	2	328.317
34	Dental therapist A1/A0	350	660	7.II	2	328.317
35	Physiotherapist A1/A0	350	660	7.II	2	328.317
36	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
37	Nutritionist A1/A0	350	660	7.II	1	328.317
38	Nurses A1/A0	350	660	7.II	58	328.317
39	Midwives A1/A0	350	660	7.II	25	328.317
40	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
41	Orthopedic Technician A1/A0	350	660	7.II	1	328.317
42	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
43	Biomedical Technician A1/A0	300	660	7.II	2	281.415
44	Administrative Assistant to the Director General	300	660	7.II	1	281.415
45	Social Workers A2/A1	300	508	8.II	2	216.604
46	Cashier A2/A1	300	508	8.II	4	216.604

Official Gazette n° Special of 01/09/2020

47	Recovery Officer	300	951	5.II	1	405.493
48	Driver	300	300	10.II	4	127.916
Total					172	

KIGEME DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949.645
2	Consultant	350	2608	1.IV	2	1.297.350
3	Junior Consultant	350	1890	2.III	2	940.181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
5	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687.864
6	Director of Administration and Finance Unit	330	1369	3.II	1	648.558
7	Chief Medical Officer/ Chief Dental Surgeon	350	1588	4.V	2	789.951
8	Senior Medical Officer/ Senior Dental Surgeon	350	1444	4.IV	3	718.318
9	Medical Officer/ Dental Surgeon	350	1313	4.III	7	653.152
10	Junior Medical Officer/ Junior Dental Surgeon	350	1141	4.II	10	567.590
11	Pharmacist	350	1141	4.II	1	567.590
12	Human Resources Officer	300	1141	4.II	1	486.506
13	Public Relations and Communication Officer	300	1141	4.II	1	486.506
14	Quality Improvement Officer	350	951	5.II	2	473.075
15	Planning, M&E Officer	300	951	5.II	1	405.493
16	Clinical Psychologist	350	951	5.II	2	473.075
17	Data Manager and Statistician	300	951	5.II	1	405.493
18	Accountant	300	951	5.II	2	405.493
19	ICT Officer	300	951	5.II	2	405.493
20	Logistics Officer	300	951	5.II	1	405.493
21	Environmental Health Officer	350	951	5.II	1	473.075
22	Head of Social Services	300	951	5.II	1	405.493

Official Gazette n° Special of 01/09/2020

23	Procurement Officer	300	951	5.II	1	405.493
24	Internal Auditor	300	951	5.II	1	405.493
25	Documentation & Archives Officer	300	793	6.II	1	338.124
26	Customer Care Officer	300	793	6.II	2	338.124
27	Principal Cashier A1/A0	300	760	7.III	1	324.053
28	Nurse, Head of Department/Matron A0	350	760	7.III	5	378.062
29	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378.062
30	Midwife, Head of Department A1/A0	350	760	7.III	2	378.062
31	Head of Lab A1/A0	350	760	7.III	1	378.062
32	Anesthesia Technician A1/A0	350	660	7.II	6	328.317
33	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
34	Lab Technician A1/A0	350	660	7.II	7	328.317
35	Mental Health Officer A1/A0	350	660	7.II	2	328.317
36	Dental therapist A1/A0	350	660	7.II	2	328.317
37	Physiotherapist A1/A0	350	660	7.II	2	328.317
38	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
39	Nutritionist A1/A0	350	660	7.II	1	328.317
40	Nurse A1/A0	350	660	7.II	58	328.317
41	Midwife A1/A0	350	660	7.II	27	328.317
42	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
43	Orthopedic Technician A1/A0	350	660	7.II	1	328.317
44	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
45	Biomedical Technician A1/A0	300	660	7.II	2	281.415
46	Administrative Assistant to the Director General	300	660	7.II	1	281.415

Official Gazette n° Special of 01/09/2020

47	Social Workers A2/A1	300	508	8.II	2	216.604
48	Cashier A2/A1	300	508	8.II	4	216.604
49	Recovery Officer	300	951	5.II	1	405.493
50	Driver	300	300	10.II	4	127.916
Total					189	

KIRINDA DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949.645
2	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687.864
3	Director of Nursing and Midwifery Unit	350	1369	3.II	1	687.864
4	Director of Administration and Finance Unit	330	1369	3.II	1	648.558
5	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	2	789.951
6	Senior Medical Officer/ Senior Dental Surgeon	350	1444	4.IV	2	718.318
7	Medical Officer/ Dental Surgeon	350	1313	4.III	3	653.152
8	Junior Medical Officer/ Junior Dental Surgeon	350	1141	4.II	6	567.590
9	Pharmacist	350	1141	4.II	1	567.590
10	Human Resources Officer	300	1141	4.II	1	486.506
11	Public Relations and Communication Officer	300	1141	4.II	1	486.506
12	Quality Improvement Officer	350	951	5.II	2	473.075
13	Planning, M&E Officer	300	951	5.II	1	405.493
14	Clinical Psychologist	350	951	5.II	2	473.075
15	Data Manager and Statistician	300	951	5.II	1	405.493
16	Accountant	300	951	5.II	2	405.493
17	ICT Officer	300	951	5.II	2	405.493
18	Logistics Officer	300	951	5.II	1	405.493
19	Environmental Health Officer	350	951	5.II	1	473.075
20	Head of Social Services	300	951	5.II	1	405.493
21	Procurement Officer	300	951	5.II	1	405.493
22	Internal Auditor	300	951	5.II	1	405.493

Official Gazette n° Special of 01/09/2020

23	Recovery Officer	300	951	5.II	1	405.493
24	Documentation & Archives Officer	300	793	6.II	1	338.124
25	Customer Care Officer	300	793	6.II	2	338.124
26	Principal Cashier A1/A0	300	760	7.III	1	324.053
27	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378.062
28	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378.062
29	Midwife, Head of Department A1/A0	350	760	7.III	1	378.062
30	Head of Lab A1/A0	350	760	7.III	1	378.062
31	Anesthesia Technician A1/A0	350	660	7.II	5	328.317
32	Medical Imagery Technician A1/A0	350	660	7.II	4	328.317
33	Lab Technician A1/A0	350	660	7.II	7	328.317
34	Mental Health Officer A1/A0	350	660	7.II	2	328.317
35	Dental therapist A1/A0	350	660	7.II	2	328.317
36	Physiotherapist A1/A0	350	660	7.II	2	328.317
37	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
38	Nutritionist A1/A0	350	660	7.II	1	328.317
39	Nurse A1/A0	350	660	7.II	58	328.317
40	Midwife A1/A0	350	660	7.II	19	328.317
41	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328.317
42	Orthopedic Technician A1/A0	350	660	7.II	1	328.317
43	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
44	Biomedical Technician A1/A0	300	660	7.II	2	281.415
45	Administrative Assistant to the Director General	300	660	7.II	1	281.415
46	Social Workers A2/A1	300	508	8.II	2	216.604

Official Gazette n° Special of 01/09/2020

47	Cashier A2/A1	300	508	8.II	4	216.604
48	Driver	300	300	10.II	4	127.916
Total					166	

HUYE REHABILITATION CENTER

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949 645
2	Senior Consultant	350	2869	F	1	1 427 184
3	Consultant	350	1890	2.III	1	940 181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	681 009
5	Director of Administration and Finance	330	1369	3.II	1	642 094
6	Chief Medical Officer/Chief Dental Surgeon	350	1588	4.V	2	789 951
7	Senior Medical Officer/Senior Dental Surgeon	350	1444	4.IV	2	718 318
8	Medical Officer/Dental Surgeon	350	1313	4.III	4	653 152
9	Human Resources Officer	300	1141	4.II	1	486 506
10	Quality Improvement Officer	350	951	5.II	2	473 075
11	Pharmacist	350	1141	4.II	1	567 590
12	Planning, M&E Officer	300	951	5.II	1	405 493
13	Data Manager and Statistician	300	951	5.II	1	405 493
14	Accountant	300	951	5.II	2	405 493
15	ICT Officer	300	951	5.II	1	405 493
16	Environmental Health Officer A1/A0	350	951	5.II	1	473 075
17	Procurement Officer	300	951	5.II	1	405 493
18	Recovery Officer	300	951	5.II	1	405 493
19	Documentalist & Archivistes	300	793	6.II	1	338 124
20	Customer Care Officer	300	793	6.II	2	338 124
21	Principal Cashier A0	300	760	7.III	1	324 053
22	Lab Technician A1/A0	350	660	7.II	3	328 317

Official Gazette n° Special of 01/09/2020

23	Physiotherapist A1/A0	350	660	7.II	2	328 317
24	Nutritionist A1/A0	350	660	7.II	1	328 317
25	Nurses A1/A0	350	660	7.II	6	328 317
26	Mental Health Officer A0/A1	350	660	7.II	23	328 317
27	Biomedical Technician A1/A0	300	660	7.II	2	281 415
28	Administrative Assistant to the DG Hospital	300	660	7.II	1	281 415
29	Social Workers	300	508	8.II	4	216 604
30	Cashier A2	300	508	8.II	2	216 604
31	Drivers	300	300	10.II	2	127 916
Total					75	

KIBOGORA DISTRICT HOSPITAL SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director General	350	1890	2.III	1	949 645
2	Consultant	350	2608	1.IV	3	1 297 350
3	Junior Consultant	350	1890	2.III	5	940 181
4	Director of Medical and Allied Health Sciences Services Unit	350	1369	3.II	1	687 864
5	Director of Nursing and Midwifery	350	1369	3.II	1	687 864
6	Director of Administration and Finance	330	1369	3.II	1	648 558
7	Chief Medical Officer/ Chief Dental Surgeon	350	1588	4.V	4	789 951
8	Senior Medical Officer/ Senior Dental Surgeon	350	1444	4.IV	6	718 318
9	Medical Officer/ Dental Surgeon	350	1313	4.III	6	653 152
10	Junior Medical Officer/Junior Dental Surgeon	350	1141	4.II	9	567 590
11	Pharmacist	350	1141	4.II	1	567 590
12	Human Resources Officer	300	1141	4.II	1	486 506
13	Public Relations and Communication Officer	300	1141	4.II	1	486 506
14	Quality Improvement Officer	350	951	5.II	2	473 075
15	Planning, M&E Officer	300	951	5.II	1	405 493
16	Clinical Psychologist	350	951	5.II	2	473 075
17	Data Manager and Statistician	300	951	5.II	1	405 493
18	Accountant	300	951	5.II	2	405 493
19	ICT Officer	300	951	5.II	2	405 493
20	Logistics Officer	300	951	5.II	1	405 493
21	Environmental Health Officer	350	951	5.II	1	473 075
22	Head of Social Services	300	951	5.II	1	405 493

Official Gazette n° Special of 01/09/2020

23	Procurement Officer	300	951	5.II	1	405 493
24	Internal Auditor	300	951	5.II	1	405 493
25	Recovery Officer	300	951	5.II	1	405 493
26	Documentation & Archives Officer	300	793	6.II	1	338 124
27	Customer Care Officer	300	793	6.II	2	338 124
28	Principal Cashier A1/A0	300	760	7.III	1	324 053
29	Nurse, Head of Department/Matron A1/A0	350	760	7.III	5	378 062
30	Head of Anesthesia Technician A1/A0	350	760	7.III	1	378 062
31	Midwife, Head of Department A1/A0	350	760	7.III	2	378 062
32	Head of Lab A1/A0	350	760	7.III	1	378 062
33	Anesthesia Technician A1/A0	350	660	7.II	11	328 317
34	Medical Imagery Technician A1/A0	350	660	7.II	4	328 317
35	Lab Technician A1/A0	350	660	7.II	11	328 317
36	Mental Health Officer A1/A0	350	660	7.II	2	328 317
37	Dental therapist A1/A0	350	660	7.II	2	328 317
38	Physiotherapist A1/A0	350	660	7.II	2	328 317
39	Ophthalmology Technician A1/A0	350	660	7.II	2	328 317
40	Nutritionist A1/A0	350	660	7.II	1	328 317
41	Nurse A1/A0	350	660	7.II	121	328 317
42	Midwife A1/A0	350	660	7.II	28	328 317
43	Prosthetic and Orthotics Technician A1/A0	350	660	7.II	1	328 317
44	Orthopedic Technician A1/A0	350	660	7.II	1	328 317
45	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281 415
46	Biomedical Technician A1/A0	300	660	7.II	2	281 415

Official Gazette n° Special of 01/09/2020

47	Administrative Assistant to the Director General	300	660	7.II	1	281 415
48	Social Workers A2/A1	300	508	8.II	2	216 604
49	Cashier A2/A1	300	508	8.II	6	216 604
50	Driver	300	300	10.II	6	127 916
Total					273	

**RILIMA ORTHOPEDIC SPECIALIZED HOSPITAL SALARY
STRUCTURE**

N°	POSITION	I.V	Index	Level	Nbr	GROSS
1	DG	350	1890	2.III	1	949 645
2	Junior Consultant	350	1890	2.III	2	940 181
3	Director of Medical and Allied	350	1369	3.II	1	687 864
4	Director of Administration and Finance	330	1369	3.II	1	648 558
5	Medical Officer /dental surgeon	350	1313	4.III	2	653 152
6	Junior Medical Officer/junior Dental Surgeon	350	1141	4.II	2	567 590
7	Human Resources Officer	300	1141	4.II	1	486 506
8	Quality Improvement Officer	350	951	5.II	1	473 075
9	Pharmacist	350	1141	4.II	1	567 590
10	Planning, M&E Officer	300	951	5.II	1	405 493
11	Data Manager and Statistician	300	951	5.II	1	405 493
12	Accountant	300	951	5.II	1	405 493
13	ICT Officer	300	951	5.II	1	405 493
14	Environmental Health Officer A1/A0	350	951	5.II	1	473 075
15	Procurement Officer	300	951	5.II	1	405 493
16	Recovery Officer A0	300	951	5.II	1	405 493
17	Documentalist & Archivist	300	793	6.II	1	338 124
18	Customer Care Officer	300	793	6.II	2	338 124
19	Nurse Head of Department	350	760	7.III	1	378 062
20	Principal Cashier A0	300	760	7.III	1	324 053
21	Anesthesia Technician A1/A0	350	660	7.II	4	328 317
22	Medical Imagery Technician A1/A0	350	660	7.II	2	328 317

Official Gazette n° Special of 01/09/2020

23	Lab Technician A1/A0	350	660	7.II	2	328 317
24	Physiotherapist A1/A0	350	660	7.II	2	328 317
25	Nutritionist A1/A0	350	660	7.II	1	328 317
26	Nurses A1/A0	350	660	7.II	17	328 317
27	Prosthetic and Orthotics Technician	350	660	7.II	2	328 317
28	Orthopedic Technician	350	660	7.II	2	328 317
29	Occupational Therapist	350	660	7.II	2	328 317
30	Biomedical Technician A1/A0	300	660	7.II	2	281 415
31	Administrative Assistant to the DG Hospital	300	660	7.II	1	281 415
32	Social Workers	300	508	8.II	2	216 604
33	Cashier A2	300	508	8.II	2	216 604
34	Drivers	300	300	10.II	2	127 916
Total					67	

REMERA MEDICALIZED CENTER SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director	350	1369	3.II	1	687.864
2	Medical Officer/ Dental Surgeon	350	1313	4.III	2	653.152
3	Junior Medical Officer/ Junior Dental Surgeon	350	1141	4.II	2	567.590
4	Administration and Logistics Officer	300	951	5.II	1	405.493
5	Accountant AI	300	951	5.II	1	405.493
6	ICT Officer	300	951	5.II	1	405.493
7	Recovery	300	951	5.II	1	405.493
8	Documentation and Archive Officer	350	793	6.II	1	394.478
9	Customer care	300	793	6.II	1	338.124
10	Nurse, Head of Department A0	350	760	7.III	3	378.062
11	Nurse A1/A0	350	660	7.II	11	328.317
12	Midwife A1/A0	350	660	7.II	4	328.317
13	Mental Health Nurse A1/A0	350	660	7.II	2	328.317
14	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
15	Anaesthesia Technician A1/A0	350	660	7.II	2	328.317
16	Medical Imagery Technician A1/A0	350	660	7.II	2	328.317
17	Dental Therapist A1/A0	350	660	7.II	2	328.317
18	Physiotherapist A1/A0	350	660	7.II	2	328.317
19	Community & Environmental Health Officer A1/A0	350	660	7.II	1	328.317

Official Gazette n° Special of 01/09/2020

20	Nutritionist A1/A0	350	660	7.II	1	328.317
21	Lab Technician A1/A0	350	660	7.II	4	328.317
22	Data Manager & Statistician A1/A0	300	660	7.II	1	281.415
23	Biomedical Technician A1/A0	300	660	7.II	2	281.415
24	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
25	Cashier A2/A1	300	508	8.II	2	216.604
26	Social Worker A2/A1	300	508	8.II	2	216.604
27	Driver	300	508	10.II	2	216.604
	Total				57	

RUTARE MEDICALIZED CENTER SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director	350	1369	3.II	1	687.864
2	Medical Officer/ Dental Surgeon	350	1313	4.III	2	653.152
3	Junior Medical Officer/ Junior Dental Surgeon	350	1141	4.II	2	567.590
4	Administration and Logistics Officer	300	951	5.II	1	405.493
5	Accountant AI	300	951	5.II	1	405.493
6	ICT Officer	300	951	5.II	1	405.493
7	Recovery	300	951	5.II	1	405.493
8	Documentation and Archive Officer	350	793	6.II	1	394.478
9	Customer care	300	793	6.II	1	338.124
10	Nurse, Head of Department A0	350	760	7.III	3	378.062
11	Nurse A1/A0	350	660	7.II	11	328.317
12	Midwife A1/A0	350	660	7.II	4	328.317
13	Mental Health Nurse A1/A0	350	660	7.II	2	328.317
14	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
15	Anaesthesia Technician A1/A0	350	660	7.II	2	328.317
16	Medical Imagery Technician A1/A0	350	660	7.II	2	328.317
17	Dental Therapist A1/A0	350	660	7.II	2	328.317
18	Physiotherapist A1/A0	350	660	7.II	2	328.317
19	Community & Environmental Health Officer A1/A0	350	660	7.II	1	328.317
20	Nutritionist A1/A0	350	660	7.II	1	328.317
21	Lab Technician A1/A0	350	660	7.II	4	328.317

Official Gazette n° Special of 01/09/2020

22	Data Manager & Statistician A1/A0	300	660	7.II	1	281.415
23	Biomedical Technician/ A1/A0	300	660	7.II	2	281.415
24	Infrastructure Maintenance Officer/ A1/A0	300	660	7.II	1	281.415
25	Cashier A2/ A1	300	508	8.II	4	216.604
26	Social Worker/A2/A1	300	508	8.II	2	216.604
27	Driver	300	508	10.II	2	216.604

NYARURENZI MEDICALIZED HEALTH CENTER SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director	350	1369	3.II	1	687.864
2	Medical Officer/ Dental Surgeon	350	1313	4.III	1	653.152
3	Junior Medical Officer/ Junior Dental Surgeon	350	1141	4.II	1	567.590
4	Administration and Logistics Officer	300	951	5.II	1	405.493
5	Accountant	300	951	5.II	1	405.493
6	ICT Officer	300	951	5.II	1	405.493
7	Recovery Officer	300	951	5.II	1	405.493
8	Documentation and Archive Officer	350	793	6.II	1	394.478
9	Customer care	300	793	6.II	1	338.124
10	Nurse, Head of Department A0	350	760	7.III	3	378.062
11	Nurse A1/A0	350	660	7.II	9	328.317
12	Midwife A1/A0	350	660	7.II	2	328.317
13	Mental Health Nurse A1/A0	350	660	7.II	2	328.317
14	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
15	Anaesthesia Technician A1/A0	350	660	7.II	2	328.317
16	Medical Imagery Technician A1/A0	350	660	7.II	2	328.317
17	Dental Therapist A1/A0	350	660	7.II	2	328.317
18	Physiotherapist A1/A0	350	660	7.II	2	328.317
19	Community & Environmental Health Officer A1/A0	350	660	7.II	1	328.317
20	Nutritionist A1/A0	350	660	7.II	1	328.317
21	Lab Technician A1/A0	350	660	7.II	3	328.317
22	Data Manager & Statistician A1/A0	300	660	7.II	1	281.415

Official Gazette n° Special of 01/09/2020

23	Biomedical Technician A1/A0	300	660	7.II	2	281.415
24	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
25	Cashier A2/A1	300	508	8.II	2	216.604
26	Social Worker A2/A1	300	508	8.II	2	216.604
27	Driver	300	508	10.II	2	216.604

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KANYINYA MEDICALIZED CENTER SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director	350	1369	3.II	1	687.864
2	Medical Officer/ Dental Surgeon	350	1313	4.III	1	653.152
3	Junior Medical Officer/ Junior Dental Surgeon	350	1141	4.II	1	567.590
4	Administration and Logistics Officer	300	951	5.II	1	405.493
5	Accountant A1	300	951	5.II	1	405.493
6	ICT Officer	300	951	5.II	1	405.493
7	Recovery Officer	300	951	5.II	1	405.493
8	Documentation and Archive Officer	350	793	6.II	1	394.478
9	Customer Care Officer	300	793	6.II	1	338.124
10	Nurse, Head of Department A0	350	760	7.III	3	378.062
11	Nurse A1/A0	350	660	7.II	9	328.317
12	Midwife A1/A0	350	660	7.II	2	328.317
13	Mental Health Nurse A1/A0	350	660	7.II	2	328.317
14	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
15	Anaesthesia Technician A1/A0	350	660	7.II	2	328.317
16	Medical Imagery Technician A1/A0	350	660	7.II	2	328.317
17	Dental Therapist A1/A0	350	660	7.II	2	328.317
18	Physiotherapist A1/A0	350	660	7.II	2	328.317
19	Community & Environmental Health Officer A1/A0	350	660	7.II	1	328.317
20	Nutritionist A1/A0	350	660	7.II	1	328.317
21	Lab Technician A1/A0	350	660	7.II	3	328.317
22	Data Manager & Statistician A1/A0	300	660	7.II	1	281.415

Official Gazette n° Special of 01/09/2020

23	Biomedical Technician A1/A0	300	660	7.II	2	281.415
24	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
25	Cashier	300	508	8.II	2	216.604
26	Social Worker A2/A1	300	508	8.II	2	216.604
27	Driver	300	508	10.II	2	216.604

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GATENGA MEDICALIZED CENTER SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director	350	1369	3.II	1	687.864
2	Medical Officer/ Dental Surgeon	350	1313	4.III	1	653.152
3	Junior Medical Officer/ Junior Dental Surgeon	350	1141	4.II	1	567.590
4	Administration and Logistics Officer	300	951	5.II	1	405.493
5	Accountant A1	300	951	5.II	1	405.493
6	ICT Officer	300	951	5.II	1	405.493
7	Recovery Officer	300	951	5.II	1	405.493
8	Documentation and Archive Officer	350	793	6.II	1	394.478
9	Customer Care Officer	300	793	6.II	1	338.124
10	Nurse, Head of Department A0	350	760	7.III	3	378.062
11	Nurse A1/A0	350	660	7.II	9	328.317
12	Midwife A1/A0	350	660	7.II	2	328.317
13	Mental Health Nurse A1/A0	350	660	7.II	2	328.317
14	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
15	Anaesthesia Technician A1/A0	350	660	7.II	2	328.317
16	Medical Imagery Technician A1/A0	350	660	7.II	2	328.317
17	Dental Therapist A1/A0	350	660	7.II	2	328.317
18	Physiotherapist A1/A0	350	660	7.II	2	328.317
19	Community & Environmental Health Officer A1/A0	350	660	7.II	1	328.317
20	Nutritionist A1/A0	350	660	7.II	1	328.317
21	Lab Technician A1/A0	350	660	7.II	3	328.317
22	Data Manager & Statistician A1/A0	300	660	7.II	1	281.415

Official Gazette n° Special of 01/09/2020

23	Biomedical Technician A1/A0	300	660	7.II	2	281.415
24	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
25	Cashier A2/A1	300	508	8.II	2	216.604
26	Social Worker A2/A1	300	508	8.II	2	216.604
27	Driver	300	508	10.II	2	216.604

50

BIGOGWE MEDICALIZED CENTER SALARY STRUCTURE

N°	POSITION	I.V	Index	Level	Nbr	Gross Salary (Month)
1	Director	350	1369	3.II	1	687.864
2	Medical Officer/ Dental Surgeon	350	1313	4.III	2	653.152
3	Junior Medical Officer/ Junior Dental Surgeon	350	1141	4.II	2	567.590
4	Administration and Logistics Officer	300	951	5.II	1	405.493
5	Accountant A1	300	951	5.II	1	405.493
6	ICT Officer	300	951	5.II	1	405.493
7	Recovery Officer	300	951	5.II	1	405.493
8	Documentation and Archive Officer	350	793	6.II	1	394.478
9	Customer Care Officer	300	793	6.II	1	338.124
10	Nurse, Head of Department A0	350	760	7.III	3	378.062
11	Nurse A1/A0	350	660	7.II	11	328.317
12	Midwife A1/A0	350	660	7.II	4	328.317
13	Mental Health Nurse A1/A0	350	660	7.II	2	328.317
14	Ophthalmology Technician A1/A0	350	660	7.II	2	328.317
15	Anaesthesia Technician A1/A0	350	660	7.II	2	328.317
16	Medical Imagery Technician A1/A0	350	660	7.II	2	328.317
17	Dental Therapist A1/A0	350	660	7.II	2	328.317
18	Physiotherapist A1/A0	350	660	7.II	2	328.317
19	Community & Environmental Health Officer A1/A0	350	660	7.II	1	328.317
20	Nutritionist A1/A0	350	660	7.II	1	328.317
21	Lab Technician A1/A0	350	660	7.II	4	328.317
22	Data Manager & Statistician A1/A0	300	660	7.II	1	281.415

Official Gazette n° Special of 01/09/2020

23	Biomedical Technician A1/A0	300	660	7.II	2	281.415
24	Infrastructure Maintenance Officer A1/A0	300	660	7.II	1	281.415
25	Cashier A2/A1	300	508	8.II	4	216.604
26	Social Worker A2/A1	300	508	8.II	2	216.604
27	Driver	300	508	10.II	2	216.604

59

SALARY STRUCTURES FOR 311 HEALTH CENTERS (23)

Agahabwa, Arusha, Avega Kigali, Avega Rwamagana, Bethsaida, Bigugu, Biguhu, Birambo, Birembo, Biruyi, Bisate, Bisesero (karongi), Bitenga, Bubangu, Bubazi, Bugarura, Bugeshi, Buhabwa, Bukora, Bumbogo (ex-Gikomero I), Buramba, Burega, Buruhukiro, Busengo, Bushara, Bushoka, Busigari, Busoro-gishamvu, Butamwa, Buyoga, Bweyeye, Bwisige, Byumba, Coko (ruli), Coko, CUSP Butare, Cyabingo, Cyanika (nyamagabe), Cyaratsi, Cyarubare, Cyeru, Cyimbili, Cyivugiza (Nyamasheke), Cyondo, Cyumba, Gahengeri, Gahunga, Gakamba, Gasange, Gasetza, Gashaki, Gashanda, Gashongora, Gashonyi, Gashubi, Gasiza (musanze), Gasovu, Gatagara (Nyanza), atare (twumba), Gatebe, Gatsata, Gatsibo, Gihara, Giheke, Gihinga, Gikomero (Kabgayi) , Gishweru, Gisiza, Gisovu, Gitare, Gitega (kibangu), Gitega (Nyarugenge), Giti, Gituku, Gituza, Gitwe, Hanika I (NYANZA), Humure, Iwawa, Jali, Janja, Jenda (nyamagabe), Jomba, Kabari (Rubavu), Kabarondo (kayonza), Kabatwa, Kabere, Kabilizi, Kabona, Kabuga (karama Nyagatare), Kabuga (ntamba Kamonyi), Kabuye (kirehe), Kaduha, Kageyo (gatsibo), Kageyo (Ngororero), Kageyo I (Kayonza Gahini), Kagitumba, Kamubuga, Kansi, Karama (huye), Karama (Kamonyi), Karama (kayonza), Karambi (nyamasheke), Karambo (gakenke), Karangara, Karangazi, Kareba, Karongi (gisunzu) Police, Karora, Karumbi, Karwasa, Katabagemu, Kayenzi, Kibilizi (nyanza), Kibingo (nyamasheke), Kibingo (rutsiro), Kibirizi (Nyamagabe), Kibondo, Kibumbwe, Kigeme Refugee Camp, Kigina, Kigufi, Kimonyi, Kinigi, Kinihira (rutsiro), Kinini, Kinoni, Kintobo, Kinyababa, Kinyamakara, Kirambi, Kirambo (gitesi), Kirwa, Kisaro, Kitabi, Kivu, Kivumu (muhanga), Kivuye, Kiyanza, Kizibere, Mahama, Mahembe, Maraba (huye), Maraba (nyaruguru), Marembo, Masoro, Mata, Mataba, Matimba, Matyazo, Mbazi, Mbuga, Mimuri, Minazi, Miyove, Mont Cyangugu, Mpembe, Mubuga, Mucaca, Mucubira, Mugano, Muganza, Mugeru, Mugombwa Refugee Camp, Mugonero, Muhambo, Muhondo (gakenke), Muhondo (kageyo), Muhororo, Mukarange (Gicumbi), Muko, Mukoma (nyamasheke), Mukono, Mukungu, Mukura (Huye), Mukura (Rutsiro), Mulindi (gicumbi), Mulindi (kirehe), Munanira, Munini (nyaruguru), Munyaga, Munyiginya, Munyinya , Munzanga, Murambi (rwamagana), Murambi, Murandi, Muremure, Musango, Musanze, Musasa, Musaza, Musebeya, Musenyi (gicumbi), Musha (rwamagana), Mushikiri, Mushishiro, Mushongi, Mushubati, Mututu, Muyange, Muyanza, Muyongwe, Muyunzwe, Mwendu (Gitwe), Mwendu (karongi), Mwendu (nyarugenge), Mweya, Mwiyanike Nasho, Ndego Ndongezi, Nduba, Ngange, Nganzo Ngara, Ngera, Nkanka, Nkombo, Nkungu, Ntaganzwa, Ntaruka (kinoni Burera), Ntaruka (nasho Kirehe), Ntobwe, Ntyazo, Nyabimata, Nyabinoni, Nyabinyenga, Nyabitare (kirehe), Nyagahanga, Nyagahita, Nyagihanga, Nyakabungo, Nyakaliro, Nyakarenzo, Nyakigando (Nyagatare), Nyakigezi, Nyakiliba, Nyakinama, Nyakiriba, Nyamiyaga (Nyanza), Nyamure, Nyange (Musanze), Nyange (ruli), Nyange A, Nyange Nyantanga, Nyarugenge, Nyarurama, Nyarurema, Nyarusange (muhanga), Nyarusange (nyanza), Nyarusiza, Nyarwungu, Nyundo (gakenke), Nzige, Rambura Rangiro, Remera (Ngoma), Remera-mbogo, Rubaya (gicumbi), Rubaya (ngororera), Rubona (ngoma), Rubona (ngororera), Rufungo, Rugabano, Rugege, Rugendabali, Ruhenda, Ruheru (kanjongo Nyamasheke), Ruhombo, Ruhunde, Rukozo, Rukura, Ruramba, Ruramira, Rurembo, Rurenge, Rusasa, Rusatira-kinazi, Rushashi, Rusoro, Rususa, Rutake, Rutare (kayonza), Rutenderi, Ruvune, Ruyenzi, Rwahi, Rwanda Women's Network, Rwaniro, Rwankeri, Rwankuba, Rwaza, Rwempasha, Rwerere, Rwesero, Rwinkwavu, Sangaza, Save, Shaba (nyamagabe), Shingiro, Shyira, Simbi, Solace Ministries, Sovu (Huye) , Sovu (Ngororero), Tanda, Tumba, Uwinkingi, Yove

Official Gazette n° Special of 01/09/2020

N°	POST	I.V	Level	Index	Nbr	Gross
1	Head of Health Center A0/A1	350	5.II	951	1	473 075
2	Nurse/Clinical Officer A1/A0	350	7.II	660	3	328 317
4	Midwife A1/A0	350	7.II	660	1	328 317
5	Mental Health Officer A1/A0	350	7.II	660	1	328 317
6	Dental Theurapist A1/A0	350	7.II	660	1	328 317
7	Community & Environmental Health Officer A1/A0	350	7.II	660	1	328 317
8	Nutritionist A1/A0	350	7.II	660	1	328 317
9	Lab Technician A1/A0	350	7.II	660	1	328 317
10	Data Manager A1/A0	300	7.II	660	1	281 415
13	Accountant A1	300	7.II	660	2	281 415
11	Nurse A2	350	9.II	391	5	194 503
12	Lab Technician A2	350	9.II	391	2	194 503
14	Cashier	300	9.II	391	2	166 717
15	Social Worker A2	300	9.II	391	1	166 717
	Total				23	
	Grand total				7 153	

ORGANIZATIONAL STRUCTURES FOR 29 HEALTH CENTERS

CYABAYAGA, CYANIKA (BURERA), GAKURAZO, GASHORA, JARAMA, JURU, KABUGA (KICUKIRO), KAMABUYE, KARAMBO (RUBAVU), MUDENDE, MUHURA, MUSHUBI, MWOGO, NDAMA (NYAGATARE), NGERUKA, NTOMA, NYABIRASI, NYABITIMBO, NZANGWA, RAMBA, RILIMA, RUGARAMA (NYARUGENGE), RUHERU, RUKUMBERI, RUTOBWE, RUTSIRO, RWIMITERERI, TABAGWE, ZAZA
ORGANIZATIONAL STRUCTURES FOR 29 HEALTH CENTERS

N°	POST	I.V	Level	Index	Nbr	Gross Salary (month)
1	Health Center Manager A0/A1	350	5.II	951	1	473 075
2	Nurse/Clinical Officer A0	350	7.II	660	3	328 317
3	Midwife A1/A0	350	7.II	660	2	328 317
4	Mental Health Officer A1/A0	350	7.II	660	1	328 317
5	Dental Theurapist A1/A0	350	7.II	660	1	328 317
6	Community & Environmental Health Officer A1/A0	350	7.II	660	1	328 317
7	Nutritionist A1/A0	350	7.II	660	1	328 317
8	Lab Technician A1/A0	350	7.II	660	1	328 317
9	Data Manager A1/A0	300	7.II	660	1	281 415
10	Accountant A1	300	7.II	660	2	281 415
11	Nurse A2	350	9.II	391	5	194 503
12	Lab Technician A2	350	9.II	391	2	194 503
14	Cashier A2	300	9.II	391	2	166 717
14	Social Worker A2	300	9.II	391	1	166 717
					24	
					696	

SALARY STRUCTURES FOR 103 HEALTH CENTERS

Biryogo, Bugarama (Rusizi), Bungwe (Burera), Busanza, Bushenge, Busogo, Busoro, Byimana, Camp Gihembe, Camp Nyabiheke, Crete Congo Nil, Gacuba II, Gahara, Gahini, Gahombo, Gasagara (ex-Birehe), Gatare (Macuba), Gatonde, Gihogwe, Gikomero II, Gikore, Gikundamvura, Gisagara, Gisakura, Gishari (Police), Gishubi, Gitarama, Gitoki, Hanika (nyamasheke), Huye Police, Kabusunzu, Kacyiru, Kairos, Kajevuba, Kamonyi (Ruharambuga), Karambi (Ruhango), Karenge, Karengera, Kayanga, Kayove, Kibeho, Kibilizi (gisagara), Kibogora, Kibuye, Kigarama, Kigembe, Kigeme, Kigese, Kigogo, Kigoma, Kinihira (rulindo), Kinunu, Kirambo (burera), Kirinda, Kiziba Camp, Manyagi, Masaka, Mashasha, Mbuye, Mibilizi, Muhima, Mukoma (ruhango), Muramba, Murunda, Musambira, Musha (gisagara), Mutenderi, Muyumbu, Ngoma, Nyabikenke, Nyagasambu, Nyagihamba, Nyakabuye, Nyamagabe, Nyamirama, Nyamiyaga (Kamonyi), Nyamugali, Nyamyumba, Nyange B, Nyanza, Nyarubuye (kirehe), Nyarugunga, Rango, Remera Rukoma, Rubengera, Rubona (huye), Rubona (rwamagana), Rugarama, Ruhango, Ruhashya, Ruhunda, Rukira, Ruli, Rulindo, Rushaki, Rutonde, Rwantonde, Rwinziki, Ryamanyoni, Shyogwe, Shyorongi, St. Francois Rusizi, Tare

N°	POST	I.V	Level	Index	Nbr	Gross Salary (Month)
1	Head of Health Center A0/A1	350	5.II	951	1	473 075
2	Nurse/Clinical Officer A0	350	7.II	660	5	328 317
3	Midwife A1/A0	350	7.II	660	1	328 317
4	Mental Health Officer A1/A0	350	7.II	660	1	328 317
5	Dental Theurapist A1/A0	350	7.II	660	1	328 317
6	Community & Environmental Health Officer A1/A0	350	7.II	660	1	328 317
7	Nutritionist A1/A0	350	7.II	660	1	328 317

Official Gazette n° Special of 01/09/2020

8	Lab Technician A1/A0	350	7.II	660	1	328 317
9	Data Manager A1/A0	300	7.II	660	1	281 415
10	Accountant A1	300	7.II	660	2	281 415
11	Nurse A2	350	9.II	391	5	194 503
12	Lab Technician A2	350	9.II	391	2	194 503
13	Cashier A2	300	9.II	391	2	166 717
14	Social Worker A2	300	9.II	391	1	166 717
	Total				25	
	Grand total				2 575	

SALARY STRUCTURE FOR 59 HEALTH CENTERS

Official Gazette n° Special of 01/09/2020

Bugaragara, Busasamana, Butaro, Byahi (rubavu), Cor-unum, Cyahinda, Gahanga, Gakenke, Gakoma, Gataraga (MUSANZE), Gihundwe, Gikondo, Gisenyi, Islamic (Bugarama), Kabarore, Kabaya, Kabgayi, Kabuye, Kagugu, Kamonyi (gacurabwenge), Kibayi, Kibungo, Kicukiro, Kinazi, Kinyinya, Kirarambogo, Kirehe, Kivumu (rutsiro), Kiziguro (gatsibo), Kora, Mahama Refugee Camp, Mahama Refugee Camp II, Mareba, Mayange (bugesera), Mugina, Mugombwa, Muhoza (Ruhengeri), Mukarange, Murara, Mushaka, Mwezi, Nemba, Ngarama, Ntarama, Nyacyonga, Nyagatare, Nyamasheke, Nyamata, Nyundo (rubavu), Rubungo, Rugarama (gatsibo), Ruhuha, Rukara, Rukoma Sake, Rukomo, Runyombyi, Rusumo, Rwamagana, Rwembogo

N°	POST	I.V	Level	Index	Nbr	Gross salary
1	Health Center Manager A0/A1	350	5.II	951	1	473 075
3	Nurse/Clinical Officer A0	350	7.II	660	5	328 317
4	Midwife A1/A0	350	7.II	660	2	328 317
5	Mental Health Officer A1/A0	350	7.II	660	1	328 317
6	Dental Theurapist A1/A0	350	7.II	660	1	328 317
7	Community & Environmental Health Officer A1/A0	350	7.II	660	1	328 317
8	Nutritionist A1/A0	350	7.II	660	1	328 317
9	Lab Technician A1/A0	350	7.II	660	1	328 317
10	Data Manager A1/A0	300	7.II	660	1	281 415
13	Accountant A1	300	7.II	660	2	281 415
11	Nurse A2	350	9.II	391	5	194 503
12	Lab Technician A2	350	9.II	391	2	194 503
14	Cashier A2	300	9.II	391	2	166 717
15	Social Worker A2	300	9.II	391	1	166 717
	Total				26	
	Grand total				1 534	

<p>Bibonywe kugira ngo bishyirwe ku mugereka w'Amabwiriza ya Minisitiri w'Intebe n° 001/03 yo ku wa 01/09/2020 agena imbonerahamwe y'imyanya y'imirimo, imishahara n'ibindi bigenerwa abakozi bo mu Bitaro Bikuru, Ibitaro by'Intara, Ibitaro by'Uturere, Ibitaro Byihariye, Ibigo Nderabuzima bitanga Serivisi Zisumbuye ku Rwego rwa Dogiteri n'Ibigo Nderabuzima</p>	<p>Seen to be annexed to Prime Minister's Instructions n° 001/03 of 01/09/2020 determining organisational structure, salaries and fringe benefits for employees of Referral Hospitals, Provincial Hospitals, District Hospitals, Specialised Hospitals, Medicalised Health Centres and Health Centres</p>	<p>Vu pour être annexé aux Instructions du Premier Ministre n° 001/03 du 01/09/2020 déterminant la structure organisationnelle, salaires et avantages alloués au personnel des Hôpitaux de Référence, Hôpitaux de Provinces, Hôpitaux de Districts, Hôpitaux Spécialisés, Centre de Santé Médicalisés et Centres de Santé</p>
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Kigali, 01/09/2020

(sé)

Dr NGIRENTE Edouard

Minisitiri w'Intebe

Prime Minister

Premier Ministre

(sé)

RWANYINDO KAYIRANGWA Fanfan

Minisitiri w'Abakozi ba Leta n'Umurimo

Minister of Public Service and Labour

Ministre de la Fonction Publique et du Travail

Bibonywe kandi bishyizweho Ikirango cya Repubulika:

Seen and sealed with the Seal of the Republic:

Vu et scellé du Sceau de la République:

(sé)

BUSINGYE Johnston

Minisitiri w'Ubutabera akaba n'Intumwa Nkuru ya Leta

Minister of Justice and Attorney General

Ministre de la Justice et Garde des Sceaux