

Function	Cadre	Proposed number	Criteria
	Social Scientist	1	activities per year 8 hours service delivery
	Epidemiologist	1	
	Biostatistician	1	
	Nursing Officer	1	
	Medical recorder	1	
Screening	Nursing Officer (PHN)	6	Average of 50 clients per day 8 hours service delivery per day
	Nursing Officer (MPH)	1	
	Medical Officer	2	
	Medical Attendant	1	
	Medical recorder	1	
Monitoring and Evaluation	M&E Specialist/Epidemiologist	1	Quarterly M&E of projects 2 publication in peer review journals annually
Total		489	

Summary Ocean Road Hospital

Department/Function	Cadre	Proposed number
Director	Executive Director	1
Specialist	Surgical oncologist	3
	Gynaecologist	2
	Haematologist	1
	Medical oncologist	4
	Microbiologist (MO)	1
	Nuclear medicine physician	2
	Nuclear Medicine Physicist	1
	Nuclear medicine technologist	4
	Paediatric oncologist	4
	Pathologist	2
	Physician	4
	Physicist	3
	Radiation oncologist	4
	Specialist (Public Health)	1
	Sub-total	37
Medical Officers	Medical Officer	29
	Medical Officer (MPH)	1
	Sub-total	30
Nurses	Assistant Nursing Officer	121
	Nursing Officer	62
	Nursing Officer (MPH)	1
	Nursing Officer (PHN)	9
	Nursing Officer (Critical care nurse)	4

Department/Function	Cadre	Proposed number
	Sub-total	197
Laboratory Personal	Laboratory Technologist	1
	Laboratory scientist	1
	Laboratory Technologist	2
	Laboratory Scientist	3
	Laboratory Technologist	11
	Sub-total	18
Anaesthetist	Anaesthetist	3
	Anaesthetist	1
	Sub-total	4
Dosimetrist	Dosimetrist	2
Epidemiologist	Epidemiologist	1
Health Officer	Health Officer	1
Artisan	Artisan	2
Bio-medical engineer	Bio-medical engineer	2
Biostatistician	Biostatistician	1
Nutritionist	Nutritionist	1
Pharmaceutical Personals	Assistant Pharmacist Technician	1
	Nuclear Pharmacist	1
	Pharmacist	1
	Pharmacist Assistant	1
	Pharmacist Technician	2
	Pharmacist Technologist	1
	Sub-total	7
Physiotherapist	Physiotherapist	1
Radiotherapist & Radiographers	Radiographer	8
	Radiologist	1
	Radiotherapist	20
	Radiotherapy clerk	1
	Sub-total	39
M&E Specialist/Epidemiologist	M&E Specialist/Epidemiologist	1
Medical Attendant	Medical Attendant	70
Medical recorder	Medical recorder	12
Mortuary Attendant	Mortuary Attendant	4
	Sub-total	88
Technician	ICT Technician	1
	Technician (Dark room)	1
	Technologist (Mould room)	2
	Sub-total	5
Non - Medical Professionals	ICT Officer	1
	Public Relation Officer	1
	Accountant	3
	Accounts Assistant	3
	Chief Accountant	1

Department/Function	Cadre	Proposed number
	Chief Internal auditor	1
	ICT technician	1
	Human Resources Officer	2
	Internal Auditor	1
	Librarian Assistant	1
	Librarian Attendant	1
	Planning officer	2
	Procurement & Supplies officer	1
	Procurement & supplies assistant	1
	Social Scientist	1
	Social Welfare officer	5
	Sub-total	26
Support staff	Drivers	10
	Catering officer	1
	Nutritionist	1
	Cook	9
	Cook Attendant	4
	Office attendant	5
	Office management secretary	3
	Personal Secretary	5
Sub-total	37	
Total		489

6.7 Mirembe Mental Health Hospital

Introduction

Mirembe is a special and referral hospital for mental health services in the country. It is divided into 4 dependent centers, namely, Mirembe Hospital, Isanga Institution, Mirembe Annex and Hombolo Rehabilitation Centre. Each center is an integral part of the other. In total the hospital has 600 beds. The hospital attends to an average of 550 inpatients and outpatients per day.

The Isanga Institution is a medical legal component of the Hospital with a bed capacity of 250. It mainly deals with criminal mental Patients awaiting Legal Procedures. The Mirembe Annex consists of three wards of 25 beds each. This is an area where convalescing patients await discharge or are being prepared to be discharged.

The Hombolo Rehabilitation center is a village where patients are rehabilitated to be self-reliant and useful to the community they live in after their discharge. The center has three buildings of 15 beds each.

Table 10: Staffing level for Mirembe Mental Health Hospital

Function	Cadre	Proposed Number	Criteria
Administration	Director of Hospital Services	1	12 departments 262 staff
	Hospital Matron	1	550 patients per day 4 Nursing Officers 50 Assistant Nursing Officers 87 medical attendants
	Director of Hospital Services	1	12 departments 262 staff
	Hospital Matron	1	550 patients per day
	Health secretary	3	
Library Services	Librarian	1	
	Assistant Librarian	2	
	Personal secretary	3	
Finance	Accountant	1	
	Assistant Accountant	2	
	Accounts Assistant	4	
Transport	Drivers	4	
Catering	Catering Officer	1	
	Cook	6	
Laundry	Dhobi	2	
Maintenance	Biomedical Technician	1	
	Office attendant	2	
General registry	Records Management Assistant	4	
OUTPATIENT SERVICES			
General Clinic	Psychiatrist	3	Average of 120 out patients per day 3 shifts per day
	Medical Officer	15	
	Nursing Officer	2	
	Assistant Nursing Officer	4	

Function	Cadre	Proposed Number	Criteria
	Medical Recorder	6	
	Data entry Operator	4	
	Medical Attendant	3	
Emergency Psychiatric Clinic	Psychiatrist	1*from general clinics	Average of 20 patients daily 3 shifts per day
	Medical Officer	4*from general clinics	
	Nursing Officer [Psychiatry]	1	
	Assistant Nursing Officer (Psychiatry)	4	
	Medical Attendant	3	
CTC/TB/HIV Services	Medical Officer	3*from general clinics	Average of 40 clients per day 1 shift per day
	Nursing Officer	2	
	Assistant Nursing Officer	4	
	Medical Attendant	2	
Minor Theatre	Medical Officer	2* from general clinic	Average of 36 cases per day 2 shifts per day
	Assistant Nursing Officer	3	
	Medical Attendant	2	
Central Sterilization Supplies	Assistant Nursing Officer	1	Approximately 3 packs for sterilization per day 2 shifts per day
	Medical Attendant	2	
Community Psychiatry Clinic	Psychiatrist	1*from general clinics	Average of 50 out patients per day
	Psychologist	1	
	Medical Officer	1*from general clinics	
	Nursing Officer	1	
	Assistant Nursing Officer	4	
	Medical Attendant	1	
Child and Adolescent Psychiatry Clinic	Psychiatrist	1*from general clinics	Average of 10 out patients per day
	Nursing Officer [Psychiatrist]	1	Average of 10 out patients per day
CBT Clinic	Psychologist	1	Average of 12 patients per day 1shift per day
	Nursing Officer	1	
	Assistant Nursing Officer	2	
	Medical Attendant	1	
Dental Clinic	Dental Officer	1	Average of 15 patients per day 1 shift per day
	Assistant Dental Officer	1	
	Assistant Nursing Officer	2	
	Medical Attendant	1	
VCT Clinic	Nursing Officer	1	Average of 15 patients per day 1 shift per day
	Assistant Nursing Officer	2	
	Medical Attendant	1	
Physiotherapy	Physiotherapist	1	Average of 8 Patients per day 1 shift per day
	Assistant Physiotherapist	2	

Function	Cadre	Proposed Number	Criteria
	Medical Attendant	1	
Occupational Therapy	Occupational therapist	1	Average of 47 Patients per day 1 shift per day
	Assistant O/T	2	
	Carpenter	2	Repairs an average of 600 hospital linens for per month Trains 60 patients attending agriculture work per day,
	Tailor	4	
	Assistant Agricultural Officer	2	
Optometry	Optometry assistant	1	
WARD NO 2 [Serving mental Patient with Physical Infection]	Psychiatrist	1* from OPD	Average of 10 mental patients NO/ANO to Patient ratio 1:4 3 shift per day
	Medical Officer	1	
	Nursing Officer	1	
	Assistant Nursing Officer	7	
	Medical Attendants	2	
WARD NO 3 [Serving ACUTE Mental Patients]	Psychiatrist	1* from OPD	Average of 10 acute mental patients NO/ANO to patient ration 1:1 3 shifts per day
	Medical Officer	1*from general Clinic	
	Nursing Officer	1*from ward 2	
	Assistant Nursing Officer	30	
	Medical Attendants	6	
WARD NO 6 [General mental Inpatient]	Psychiatrist	1* from OPD	Average of 24 mental patients NO/ANO to patient ration 1:4 3 shifts per day
	Medical Officer	1*from general Clinic	
	Nursing Officer	1*from ward 2	
	Assistant Nursing Officer	24	
	Medical Attendants	6	
WARD NO 7 [General mental Inpatient]	Psychiatrist	1* From OPD	Average of 51 chronic mental patients NO/ANO to patient ration 1:4 3 shifts per day
	Medical Officer	1	
	Nursing Officer	1*from ward 2	
	Assistant Nursing Officer	38	
	Medical Attendants	6	
WARD NO 8 [General Physical Inpatient]	Medical Officer	1	Average of 8 physical patients NO/ANO to patient ratio 1:8 3 shifts per day
	Nursing Officer	1	
	Assistant Nursing Officer	2	
WARD NO 13 [Acute mental inpatient]	Psychiatrist	1* from OPD	Average of 10 acute mental patients NO/ANO to patient ratio 1:1 3 shift per 24 hours
	Medical Officer	1*from general Clinic	
	Nursing Officer	1*from ward 2	
	Assistant Nursing Officer	30	
	Medical Attendants	6	
WARD NO 14 [Grade One and two Physical Inpatient]	Psychiatrist	1* from OPD	Average of 6 physical patients in grade one NO/ANO to patient Ratio 1:8 3 shifts per day
	Medical Officer	1*from general Clinics	
	Nursing Officer	1*from ward 2	
	Assistant Nursing Officer	2	
	Medical Attendants	2	

Function	Cadre	Proposed Number	Criteria
WARD NO 15 [General Physical Inpatient]	Psychiatrist	1*from general Clinics	Average of 16 physical patients, NO/ANO to patient ratio 1:8 2 shift per day
	Medical Officer	1*from general Clinics	
	Nursing Officer	1*from ward 2	
	Assistant Nursing Officer	4	
	Medical Attendants	2	
WARD NO 16 [General Psychiatric Inpatient]	Psychiatrist	1*from general Clinics	Average of 32 general mental patients per day NO/ANO to patient ratio 1:4 3 shifts per day
	Medical Officer	1*from general Clinics	
	Nursing Officer	1	
	Assistant Nursing Officer	29	
	Medical Attendants	8	
WARD NO 18 [General Psychiatric Inpatient]	Psychiatrist	1* From OPD	Average of 22 general mental patients ward NO/ANO to patient ratio 1:4 3 shifts per day
	Medical Officer	1*from general Clinics	
	Nursing Officer	1from ward 16	
	Assistant Nursing Officer	17	
	Medical Attendants	8	
WARD NO 20 [General Psychiatric Inpatient]	Psychiatrist	1*from general Clinics	Average of 61 general mental patients ward NO/ANO to patient ratio 1:4 3 shifts per day
	Medical Officer	1*from general Clinics	
	Nursing Officer	1	
	Assistant Nursing Officer	46	
	Medical Attendants	8	
WARD NO 21 [General Psychiatric Inpatient]	Psychiatrist	1*from general Clinics	Average of 9 general mental patients ward NO/ANO to patient ratio 1:4 3 shifts per day
	Medical Officer	1*from general Clinics	
	Nursing Officer	1	
	Assistant Nursing Officer	6	
	Medical Attendants	6	
WARD NO 22 [General Psychiatric Inpatient]	Psychiatrist	1*from general Clinics	Average of 54 general mental patients ward NO/ANO to patient ratio 1:4 3 shifts per day
	Medical Officer	1	
	Nursing Officer	2* from general Clinics	
	Assistant Nursing Officer	41	
	Medical Attendants	8	
WARD NO 4 [Grade one and two physical Inpatient]	Physician	1*from general Clinics	Average of 8 physical patients NO/ANO to patient ratio 1:8 3 shift per day
	Medical Officer	1	
	Nursing Officer	1	
	Assistant Nursing Officer	2	
	Medical Attendants	2	
WARD NO 19	Psychiatrist	1* from OPD	Average 24 general mental

Function	Cadre	Proposed Number	Criteria
[General Psychiatry, under construction]	Medical Officer	1	patients ward NO/ANO to patient ratio 1:4 3 shifts per day
	Nursing Officer	1	
	Assistant Nursing Officer	17	
	Medical Attendants	6	
ISANGA FORENSIC INSTITUTION			
Unit A	Forensic Psychiatrist	2	Average of 24 forensic mental patients NO/ANO to patient ratio 1:8 3 shifts per day
	Medical Officer	2	
	Nursing Officer	2	
	Assistant Nursing Officer	5	
	Medical Attendants	12	
Unit B	Forensic Psychiatrist	1*from unit A	Average of 18 forensic mental patients NO/ANO to patient ratio 1:8 3 shifts per day
	Medical Officer	1	
	Nursing Officer	1	
	Assistant Nursing Officer	11	
	Medical Attendants	8	
Unit C	Forensic Psychiatrist	1*from unit A	Average of 16 forensic mental patients NO/ANO to patient ratio 1: 4 3 shifts per day
	Medical Officer	1*From unit B & A	
	Nursing Officer	4	
	Assistant Nursing Officer	8	
	Medical Attendants	6	
Unit D	Forensic Psychiatrist	1*From unit A	Average of 32 forensic mental patients NO/ANO to patient ratio 1:4 3 shifts per day
	Medical Officer	1	
	Nursing Officer	8	
	Assistant Nursing Officer	24	
	Medical Attendants	6	
ITEGA DRUG DEPENDENCE TREATMENT UNIT			
WARD 1	Addiction specialist	1	Average of 25 patients with substance misuse NO/ANO to patient ratio 1:8 3 shifts per day
	Psychologist	1	
	Medical Officer	1	
	Nursing Officer	1	
	Assistant Nursing Officer	8	
	Medical Attendants	6	
Ward 2	Addiction specialist	1*from ward 1	Average of 25 patients with substance misuse NO/ANO to patient ratio 1:8 3 shifts per day
	Psychologist	1*from ward 1	
	Medical Officer	1	
	Nursing Officer	1*from ward 1	
	Assistant Nursing Officer	9	
	Medical Attendants	6	
Ward 3	Addiction specialist	1*from ward 1	Average of 25 patients with substance misuse
	Psychologist	1*from ward 1	

Function	Cadre	Proposed Number	Criteria
	Medical Officer	1	NO/ANO to patient ratio 1:8 3 shifts per day
	Nursing Officer	1*from ward 1	
	Assistant Nursing Officer	9	
	Medical Attendants	6	
Haematology and Blood Transfusion	Laboratory scientist	1	Average of 20 transfusion/day 3 shifts/day
	Laboratory Technologist	4	
	Assistant Laboratory Technologist	8	
	Medical Attendant	1	
Pharmacy	Pharmacist	3	3 shifts per day 8 dispensing points Average 150 patient/day
	Pharmaceutical Technologist	6	
	Assistant Pharmaceutical Technologist	9	
X-ray	Radiologist	1	2 shifts per day Average of 30 patients per day
	Radiographer	6	
EEG	Assistant Nursing Officer	2	
Ultrasound	Sonographer	2	
	Medical Attendant	1	
Mortuary	Mortuary Attendant	2	Dead bodies/Mortuary
Social Welfare	Social Welfare Officer	4	
Occupational therapy Rehabilitation services	Occupational therapist	1	Average of 25 clients per day 1 shift per day
	Assistant occupational Therapist	6	
	Assistant Technician (Mason)	3	
	Assistant Technician (Tailor)	3	
	Assistant Technician (Plumbing)	2	
	Assistant Technician (Electrical)	2	
	Assistant Technician (Carpentry)	2	
	Assistant technician (Welding)	2	
	Assistant Technician (Paint)	2	
	Agricultural field assistant	2	
	Assistant technician (Shoe making)	2	
Rehabilitation services	Assistant Nursing Officer	2	Average of 25 clients per day 1 shift per day
Environment	Environmental Health Officer	1	
	Assistant Environmental Health Officer	2	
Nutrition	Nutritionist	1	Number of patients
Eye Care Service	Ophthalmologist	1	Number of patients
	Nursing Officer (Ophthalm.)	2	
	Optometrists	2	
Total		762	

Summary Mirembe Hospital

Functions	Cadre	Proposed number
Directors	Director of Hospital Services	2
Specialist	Addiction specialist	1
	Forensic Psychiatrist	2
	Psychiatrist	3
	Psychologist	3
	Sub-total	9
Medical Officer	Medical Officer	28
Dentists	Assistant Dental Officer	1
	Dental Officer	1
	Sub-total	2
Health secretary	Health secretary	3
Laboratory Personals	Laboratory Technologist	4
	Assistant Laboratory Technologist	8
	Laboratory scientist	1
	Sub-total	13
Nurses	Assistant Nursing Officer	2
	Assistant Nursing Officer	393
	Assistant Nursing Officer [Psychiatry]	4
	Assistant O/T	2
	Hospital Matron	2
	Nursing Officer	30
	Nursing Officer [Psychiatry]	2
	Sub-total	435
Medical Recorder	Medical Recorder	6
Biomedical Professionals	Biomedical Technician	1
Pharmaceutical Personals	Assistant Pharmaceutical Technologist	9
	Pharmaceutical Technologist	6
	Pharmacist	3
	Sub-total	18
Radiologists & Radiographers	Radiographer	6
	Radiologist	1
	Sub-total	7
Nutritionist	Nutritionist	1
Occupational and physiotherapists	Assistant occupational therapist	6
	Assistant Physiotherapist	2
	Occupational therapist	2

Functions	Cadre	Proposed number
	Physiotherapist	1
	Sub-total	11
Sonographer	Sonographer	2
Optometry assistant	Optometry assistant	1
Environmental Health Officers	Assistant Environmental Health Officer	2
	Environmental Health Officer	1
	Sub-total	3
Medical Attendants	Medical Attendants	145
Mortuary Attendant	Mortuary Attendant	2
Artisan	Assistant Technician (Carpentry)	2
	Assistant Technician (Plumber)	2
	Assistant technician (Welding)	2
	Assistant Technician (Electrical)	2
	Assistant Technician (Mason)	3
	Assistant Technician (Paint)	2
	Assistant technician (Shoe making)	2
	Assistant Technician (Tailor)	3
	Sub-total	18
Non - Medical Professionals	Accountant	1
	Accounts Assistant	4
	Agricultural field assistant	2
	Assistant Accountant	2
	Assistant Agricultural Officer	2
	Assistant Librarian	2
	Carpenter	2
	Librarian	1
	Social Welfare Officer	4
	Sub-total	20
Support Staff	Catering Officer	1
	Cook	6
	Data entry Operator	4
	Dhobi	2
	Drivers	4
	Office attendant	2
	Personal secretary	3
	Records Management Assistant	4
	Tailor	4
	Sub-total	30
Total		762

6.8 Kibong'oto Hospital

Introduction

Kibong'oto Hospital is among the six-referral hospitals in the country. It is located in Kilimanjaro Region. It offers specialized service for tuberculosis all over the country, for both inpatients and outpatients. It has a capacity of 300 beds with an average of 44 beds per ward. It comprises six wards of which one is for general cases and the rest admit TB patients only. The staffing for this hospital is as follows:

Table 12: Staffing level for Kibong'oto Hospital

Function	Cadre	Proposed Number	Criteria
General Clinic	Physician	4	Average of 5 patients referred for TB/day, HIV and other medical conditions per day 8 clinics per day Average of 11,450 clients served per annum 2 blocks will be expanded
	Medical Officer	20	
	Nursing Officer	3	
	Assistant Nursing Officer	6	
	Medical Attendant	1	
TB Clinic	Medical Officer	2*from general clinics	5 clinics per week 30 patient per day
	Nursing Officer	1	
MDR TB Clinic	Medical Officer	6*from general clinics	Average of 780 MDR TB patients per year 2 shifts per day New expanded MDR-TB Complex
	Nursing Officer	4	
	Assistant Nursing Officer	6	
	Medical Attendant	2	
CTC Clinic	Medical Officer	6*from general clinics	5 clinics per week Average of 70 patients per day
	Nursing Officer	3	
	Assistant Nursing Officer	4	
	Medical Attendant	1	
HIV/AIDS Testing and Counseling	Nursing Officer (counselors)	3	5 clinics per week Average of 70 patients per day
	Assistant Nursing Officer (Counselors)	4	
	Medical Attendant	1	
TB HIV Clinic	Medical Officer	2*from OPD	
	Nursing Officer	3	
	Assistant Nursing Officer	4	
	Medical Attendant	2	
NHIF/Geriatric Services	Medical Officer	1* From OPD	Two shifts/Day Average of 25 patients per day,
	Nursing Officer	1* From OPD	
	Assistant Nursing Officer	2	
	Medical Attendant	1	
Casualty and Emergency services	Medical Officer	2* From OPD	Average of 5 emergency cases per day 3 shifts per day One additional room is being built
	Nursing Officer	4	
	Assistant Nursing Officer	4	
	Medical Attendant	1	

Function	Cadre	Proposed Number	Criteria
Administration (For outpatient clinics)	Medical Officer	1* From OPD	
	Nursing Officer	1	
Registry	Medical Records Officer	1	Two shifts per day 8 clinics per day Average 100 in patients per day
	Medical Recorder	5	
Ward AB/ Pediatric ward	Physician	1* From OPD	Average of 4 cases per day 3 Shifts per day NO/ ANO ratio 1:8
	Medical Officer	2* From OPD	
	Nursing Officer	1	
	Assistant Nursing Officer	2	
	Medical Attendant	3	
Ward CD	Physician	1* From OPD	Average of 4 cases per day 3 Shifts/day NO/ ANO to patient ratio 1:8
	Medical Officer	2 * From OPD	
	Nursing Officer	1	
	Assistant Nursing Officer	2	
	Medical Attendant	3	
Ward EF	Physician	1* From OPD	3 Shifts/day Average of 20 patients/day NO/ ANO to patient ratio 1:8
	Medical Officer	2 * From OPD	
	Nursing Officer	2	
	Assistant Nursing Officer	7	
	Medical Attendant	3	
Ward GH	Medical Officer	2* From OPD	3 Shifts/day Average of 18 patients/day NO/ ANO to patient ratio 1:8
	Nursing Officer	2	
	Assistant Nursing Officer	7	
	Medical Attendant	3	
Ward IJ	Medical Officer	2*from OPD	3 Shifts per day Average of 24 patients/day NO/ ANO to patient ratio 1:8
	Nursing Officer	2	
	Assistant Nursing Officer	7	
	Medical Attendant	3	
Ward KL	Physician	1*from OPD	3 Shifts per day Average of 15 patients/day NO/ ANO to patient ratio 1:8
	Medical Officer	2*from OPD	
	Nursing Officer	2	
	Assistant Nursing Officer	4	
	Medical Attendant	3	
MDR - TB Convalescence Ward	Physician	1*from OPD	3 Shifts per day Average of 20 patients/day NO/ ANO to patient ratio 1:8
	Medical Officer	2*from OPD	
	Nursing Officer	2	
	Assistant Nursing Officer	7	
	Medical Attendant	3	
MDR - TB Isolation Ward	Medical Officer	2*from OPD	3 Shifts per day Average of 12 patients/day NO/ ANO to patient ratio 1:8
	Nursing Officer	2	
	Assistant Nursing Officer	4	
	Medical Attendant	3	
Proposed ICU	Physician	1* from OPD	3 Shifts per day NO/ ANO to patient ratio 1:1
	Medical Officer	1*from OPD	
	Nursing Officer	12	
	Assistant Nursing Officer	12	
	Anesthetist	2	
Minor Theatre	Medical Officer	1*from OPD	3 Shifts per day
	Nursing Officer	1	
	Assistant Nursing Officer	1	
	Medical Attendant	1	
	Anesthetist	2	

Function	Cadre	Proposed Number	Criteria
Administration wards	Physician	1* From OPD	Management of over 100 physicians, MOs, NO and ANOs.
	Nursing Officer	1	
Sterilization	Assistant Nursing Officer	2	2 shift per day
	Medical Attendant	2	
Laboratory Services	Laboratory Technologist (Haematology)	1	Average of 10 sputum specimen per person per day (culture), 2 shifts per day 3 Labs
	Laboratory Technologist (Histology)	2	
	Laboratory Technologist (Microbiology)	2	
	Laboratory Technologist (Parasitology)	2	
	Medical Attendant	1	
Radiology and Imaging	Radiologist	1	2 Shifts per day Average of 40 patients per day
	Radiographer	4	
	Sonographer	1	
	Assistant Nursing Officer	1	
	Medical Attendant	1	
Bronchoscope Services	Medical Officer	1*from OPD	Average of 15 patients per week
	Assistant Nursing Officer	1	
	Medical Attendant	1	
Pharmacy	Pharmacist,	2	1 main pharmacy 2 sub stores
	Pharmaceutical Technologist	5	
	Assistant Pharmaceutical Technologist	5	
	Medical Attendant	2	
Procurement	Supplies Officer	2	2 main stores
	Assistant Supplies Officer	3	
	Medical Attendant	1	
Maintenance	Bio Medical Engineering	1	
	Bio Medical Technician	2	
Administration	Health Secretary	2	Serves Over 400 staff Average of 250 books, 100 journals, 500 brochures and newspapers.
	Human Resource Officer	1	
	Personal Secretary	2	
	Telephone operator	2	
	Library Assistant	1	
Eye Care service	Ophthalmologists	1	
	Nursing Officer (Ophthal)	2	
	Optometrists	2	
Environmental Health	Environmental Health Officer	1	
	Assistant Environmental Health Officer	1	
Transport	Driver	4	4 vehicles
Maintenance	Technician	2	
	Artisan	4	
Nutrition	Nutritionist	1	Serves over 100 patients
Catering services	Catering Officer	1	
	Cooks	5	
	Medical Attendant	5	
Laundry	Dhobi	6	Average of 150 linens per day

Function	Cadre	Proposed Number	Criteria
			Average of 100 blanket per week Average 60 pajama suits/week
Finance and Accounting	Accountant	1	
	Assistant Accountant	2	
	Accounts Asst.	3	
Information Technology	ICT Technician	2	Computers sets available
Social Welfare	Social Welfare Officer	2	
Mortuary	Mortuary Attendant	3	3 Mortuary refrigerators Average of 14 dead bodies' capacity,
Total		302	

Summary Kibong'oto Hospital

Function	Cadre	Proposed number
Specialist	Physician	4
Medical Officer	Medical Officer	20
Nurses	Assistant Nursing Officer	83
	Assistant Nursing Officer (Councillor)	4
	Nursing Officer	47
	Nursing Officer (Councillors)	3
	Nurses	42
	Sub - Total	179
Laboratory Technologists	Laboratory Technologist (Haematology)	1
	Laboratory Technologist (Histology)	2
	Laboratory Technologist (Microbiology)	2
	Laboratory Technologist (Parasitology)	2
	Sub - Total	7
Radiologist & Radiographers	Radiographer	4
	Radiologist	1
	Sub - Total	5
Pharmacy	Pharmaceutical Technologist	5
	Pharmacist,	2
	Sub - Total	7
Eye Care Service	Ophthalmologist	1
	Nursing Officer (ophthalmologists)	2
	Optometrists	2
	Sub - Total	5
Environmental Health	Environmental Health Officer	1
	Assistant Environmental Officer	1
	Sub - Total	2

Function	Cadre	Proposed number
	Assistant Technologist	5
	Technician	2
	Sub - Total	7
Bio Medical Personnel	Bio Medical Engineering	1
	Bio Medical Technician	2
	Sub - Total	3
Sonographer	Sonographer	1
Health Secretary	Health Secretary	2
Medical Recorder	Medical Recorder	5
	Medical Records Officer	1
	Sub - Total	6
Nutritionist	Nutritionist	1
Medical Attendant	Medical Attendant	47
Mortuary Attendant	Mortuary Attendant	3
Non - Medical Professionals	Accountant	1
	Accounts Asst.	3
	Anaesthetist	4
	Artisan	4
	Assistant Accountant	2
	Assistant Supplies Officer	3
	Human Resource Officer	1
	ICT Technician	2
	Library Assistant	1
	Procurement & Supplies Officer	2
	Social Welfare Officer	2
	Sub - Total	25
Support Staff	Catering Officer	1
	Cook	5
	Dhobi	6
	Driver	4
	Personal Secretary	2
	Telephone operator	2
	Sub - Total	20
TOTAL		302

6.9 Comprehensive Community Based Rehabilitation In Tanzania (CCBRT)

Comprehensive Community Based Rehabilitation in Tanzania (CCBRT) is a locally registered non-governmental organisation first established in 1994. It is the largest local provider of disability and rehabilitation services in the country. CCBRT comprises a well-established disability hospital in Dar es Salaam, community programmes in and around Dar es Salaam and Moshi, a training unit, maternal and newborn health programmes and an advocacy unit. Every year, around 120,000 adults and children with disabilities and their caregivers achieve a better quality of life through CCBRT services.

Each year, CCBRT changes the lives of over 1 million people in Tanzania. Immediate impact is achieved through the provision of services and capacity building and a wider long-term impact is seen through the strengthening of referral systems, health education and the inclusion of disability into main-stream services.

In the disability services each year we do about 70,000 eye consultations, 8,000 eye surgeries, 19,000 orthopaedic consultations, 1200 orthopaedic surgeries, 500 cleft lips, 300 reconstructive surgeries and 500 Vesicle Vagina Fistula repair.

Summary of the Staffing levels of the CCBRT Hospitals

Sn	Cadre	Proposed Number
1	Accounts and Finance Staff	36
2	Administrator	1
3	Advocacy Officer	2
4	Anaesthiologist	11
5	Assistant Advocacy Officer	1
6	Assistant Nursing Officer	122
7	Assistant S/ Welfare Officer	3
8	Biomedical Engineer	2
9	Biomedical Technician	2
10	Carpenter	5
11	Specialist and Consultants	13
12	Chief Operating Officer	1
13	Cleaners	25
14	Communication Officer	3
15	Community Rehabilitation Workers	28
16	Cook	2
17	Drivers	9
18	Electrical Engineer	1
19	Electrician Technician	5
20	Environmental Health Officer	3
21	Gardeners	8
22	Guards	7
23	Health Administration Officer	1

Sn	Cadre	Proposed Number
24	Human Resource Officers	5
25	Labaratory Tehnician	3
26	Laundry Technician	5
27	Low Vision Therapist	2
28	Mason	1
29	Medical Attendant	31
30	Medical Doctor	6
31	Medical Records Officers	9
32	Medical Records Technician	2
33	Monitoring and Evaluation Officer	1
34	Nursing Officers	36
35	Office Secretary	4
36	Optical Technologist	3
37	Optometrist	12
38	Orthopedic Surgeon	5
39	Orthopedic Technologist	13
40	Pediatrician	2
41	Pharmaceutical Technician	5
42	Pharmacist	2
43	Physiotherapist	8
44	Plastic Surgeon	2
45	Plumber	1
46	Procurement & Supplies Officer	17
47	Programme Administrator	1
48	Programme Development Officer	3
49	Project Manager	2
50	Public Relations Officer	9
51	Quality And Safety Officer	2
52	Radiologist	2
53	Receptionist	7
54	Registry Clerk	7
55	Research Assistant	2
56	Secretary	2
57	Social Welfare Officer	4
58	Specialist Ophthalmologist	13
59	Sterilization And Instruments Technician	6
60	System Administrator and IT Manager	6
61	Tailors	7
62	Teacher - Sign Language	7
63	Transport Officer	1
64	Welding Technician	1
65	Wheel Chair Technician	2
	Total	550

The Distribution of staffing levels of the CCBRT Hospital

Function	Cadres	Proposed	Criteria
Administration and management	CEO	1	Manages 1140 staff
	Deputy CEO	1	
	Chief Operating Officer	1	
	Office Secretary	2	
	Administrator	1	
Hospital administration	Hospital Director	1	Manages 270 staff in the Disability Hospital
	Deputy Hospital Director	1	
	Office Secretary	2	
Nursing administration	Director Of Nursing Services	1	Manages 120 nurses 8 hours per day. Serving 500 out patients each day, bed capacity of 200 be
	Nursing Officers	7	
EYE OPD	Specialist Ophthalmologist	9	Average of 400 patients /day
	Nursing Officer	4	
	Assistant Nursing Officer	23	
	Optometrist	4	
	Low Vision Therapist	2	
	Medical Attendant	4	
	Research Assistant	2	
Eye ward	Specialist Ophthalmologist	1	60 Bed , 3 shifts nurse patient ratio 1:6 morning duty, 1:10 evening duty 1:15 night duty
	Nursing Officer	2	
	Assistant Nursing Officer	18	
	Medical Attendant	4	
	Pediatrician	1	
Eye theatre	Specialist Ophthalmologist	9*from OPD	50 patients/day, 4 operating tables Nurse Table ratio 1:3 Nurse Surgeon ratio 1:3
	Nursing Officer	4	
	Assistant Nursing Officer	10	
	Medical Attendant	2	
	Anaesthesiologist	1	
	Anesthetist Officer	2	
Private clinic	Nursing Officer	2	Orthopedic, eye and ENT private clinic 100 patients per day. Conducting LASER treatment
	Medical Records Officer	4	
	Accountant Assistant	2	
	Receptionist	2	
	Specialist Ophthalmologist	3	
	Assistant Nursing Officer	7	
	Medical Attendant	4	

Function	Cadres	Proposed	Criteria
Orthopedic pediatric ward	Orthopedic Surgeon	1	Bed capacity 60, 3 shifts , nurse patient ratio 1:6 morning duty, 1:10 evening, 1:15 night duty
	Medical Doctor	1	
	Pediatrician	1	
	Nursing Officer	2	
	Assistant Nursing Officer	16	
	Medical Attendant	4	
Orthopedic OPD	Orthopedic Surgeon	3	Attending 70 orthopedic cases and 30 reconstructive cases. 8 hour/day
	Medical Doctor	3	
	Plastic Surgeon	2	
	Nursing Officer	2	
	Assistant Nursing Officer	6	
Orthopedic and reconstructive theatre	Orthopedic Surgeon	2*	4 operating rooms, 15 surgeries/day, 8 hours/day Nurse Surgeon ratio 1:3
	Medical Doctor	1*	
	Plastic Surgeon	1*	
	Anesthesiologist	2	
	Amo/Ano Anesthetist	6	
	Nursing Officer	2	
	Assistant Nursing Officer	10	
	Medical Attendant	4	
PRIVATE WARD	Orthopedic Surgeon	1	Bed capacity 12 beds
	Medical Doctor	1	
	Nursing Officer	2	
	Assistant Nursing Officer	8	
	Medical Attendant	3	
VVF WARD	Obstetrician/Gynecologist	1	3 shifts,70 bed, nurse patient ratio 1:6 morning duty 1:10 evening duty 1:15 night duty
	Medical Doctor	1	
	Nursing Officer	4	
	Assistant Nursing Officer	19	
	Medical Attendant	4	
VVF THEATRE	Obstetrician/Gynecologist	2	Nurse Table ration 1:3 Nurse Surgeon ratio 1:3 aiming at 650 surgeries per year
	Nursing Officer	2	
	Assistant Nursing Officer	4	
	Medical Attendant	2	
VVF OPD	Obstetrician/Gynecologist	1*	Attend 30 patients/day, work 8 hours/day
	Nursing Officer	1*	
	Assistant Nursing Officer	2*	
	Medical Attendant	2*	
Physiotherapy	Physiotherapist	8	
Prothesis And Orthotics	Orthopedic Technologist	13	
	Receptionist	1	
Labaratory	Labaratory Tehnician	3	70

Function	Cadres	Proposed	Criteria
			specimen/day
X-Ray	Radiologist	2	
Pharmacy	Pharmacist	1	Work 8 hours/ day, serve about 300 OPD patients and
	Pharmaceutical Technician	3	
Social services	Social Welfare Officer	1	
	Social Welfare Officer	2	
	Assistant S/ Welfare Officer	3	
	Environmental Health Officer	3	
	Receptionist	4	
Optical Centre	Accountant Assistant	7	
	Optical Technologist	3	
	Optometrist	8	
Community Services/Department	Assistant Officer	1	
	Community Rehabilitation Workers	24	
	Teacher - Sign Language	7	
	Social Welfare Officer	1	
	Tailor	2	
	Community Rehabilitation Worker - Adult Blind	4	
	Wheel Chair Technician	2	
	Public Relations Officer	3	
	Tailor -Beader And Crocheter	1	
	Tailor - Print Production Unit	1	
	Tailor - Production Unit	3	
VVF PROJECT	Project Manager	1	
	Public Relations Officer	3	
	Secretary	2	
	Communication Officer	1	
Information Technology	System And It Manager	1	Supervise the IT department
	Principal System Administrator	2	
	System Administrator	2	
	Computer System Analyst	1	
Human Resource	Director Of Human Resource	1	
	Human Resource Officer	4	
Accounts And Finance	Director Of Finance	1	
	Chief Accountant	1	
	Assistant Accountant	16	
	Accounts Assistant	9	
Sterilization And Instruments Unit	Sterilization And Instruments Technician	6	
Advocacy	Advocacy Officer	2	
	Assistant Advocacy Officer	1	

Function	Cadres	Proposed	Criteria
Pharmacy	Hospital Pharmacist	1	
	Pharmaceutical Technician	2	
Procurement	Procurement Manager	1	Supplies
	Senior Procurement Officer	3	Stock Controller
	Procurement Officer	3	Supply Officer
Supplies and Ware House	Procurement & Supplies Officer	10	Store Keeper
Quality Improvement Unit	Quality And Safety Officer	2	
Hospital Equipment Maintanance	Biomedical Engineer	2	
	Biomedical Technician	2	
Communication and Development Office	Senior Communication Officer	2	
	Programme Development Officer	3	
	Programme Administrator	1	
	Health Administration Officer	1	
	Monitoring and Evaluation Officer	1	
	Public Relations Officer	1	
	Senior Lecturer	1	
MNCH Project	Project Manager	1	
	Obstetric/Gynacologist Specialist	3	
	Nursing Officer	2	
	Public Relation Officer	2	
	Obstetric And Gynaecologist	2	
Maintainance, Cleaning, Estate and Electrical Services	Electrical Engineer	1	
	Mason	1	
	Electrician Technician	5	
	Plumber	1	
	Carpenter	5	
	Cleaners	25	
	Welding Technician	1	
	Guards	7	
	Gardeners	8	
	Cook	2	
Laundry	Laundry Technician	5	
Transport and Logistics	Transport Officer	1	
	Drivers	9	
Medical Records	Medical Records Officers	5	
	Medical Records Technician	2	
	Registry Clerk	7	
Total		550	

6.10 Lugalo General Military Hospital

Introduction

It is one of the Referral hospital located in Dar es salaam. which offers health services for outpatients and inpatients as well as training and research. The minimum number of inpatient beds is 240. The Hospital provides specialized services in Medical, Surgical paediatric Obstetrics/gynaecology, etc. The Hospital has 14 departments. All departments have outpatients clinics which operates five working days per week.

The Lugalo Hospital is divided into two wings Mwenge RCH and Paediatric department, both of them are stationed at Mwenge. The Hospital has four operating theatre and one specific for Obstetric and gynaecology located at Mwenge RCH, the other three are at Lugalo i.e OPD Minor theatre ICU unit with space for 3 beds The Hospital is owned and operated by TPDF.

The Staffing levels Summary of the Lugalo military Hospital is as following:

Sn	Cadre	Proposed Number
1	Assistant Laboratory Technologist	16
2	Assistant Nursing Officer	159
3	Dental Technician	2
4	Health Attendant	8
5	Laboratory Scientist	2
6	Laboratory Technologist	8
7	Medical Attendant	151
8	Medical Doctors	29
9	Mortuary attendant	8
10	Nursing Officer	56
11	Occupational therapist	3
12	Ophthalmologist	3
13	Optometrist	2
14	Paediatrician	2
15	Pharmaceutical Technologist	24
16	Pharmacist	4
17	Physiotherapist	10
18	Psychiatrist	1
19	Psychologist	1
20	Social Welfare Officer	1
21	Specialists & Consultants	15
	Total	507

Lugalo Military Hospital Staffing levels

Function	Cadre	Proposed number	Criteria
Executive Management	Executive Director General Officer Command	1	Manage about 750 personnel
	Head of Clinical Services	1	
	Administration	1	
	Heads of all Departments	1	
	Chief Nursing Officer	1	
	Chief instructor	1	
	Unit Pay master	1	
	Unit Quartermaster	1	
Administration	Head of administration	1	
	Administration officer	1	
	Chief Clerk	1	
	Record officer	1	
	Transport officer	1	
Medical Records	Medical recorder	20	Average of 160 clients per day 3 shifts per day 3 medical record sections
Casualty and emergency services	Physician Unit medical officer	1	3 shifts per day Average of patients/day 1 ambulance crew/shift 4 treatment rooms 1 resuscitation rooms 1 triage rooms Observation rooms with 2 beds
	Nursing Officer	8	
	MO's	6	
	Health Attendant	8	
Internal Medicine	Physician	4	3 wards 60 beds 5 consultation rooms
	Medical Officer	6	
	Nursing Officer	4	
	Assistant Nursing Officer	12	
	Medical Attendant	18	
CTC Services (TB/HIV Outpatient Clinic)	Medical Officer	2	Average 40 patients/day 8 hours services daily
CTC Services	Nursing Officer	1	Average of 80 clients per day 5 service stations
	Assistant Nursing Officer	6	
	Medical Attendant	4	

Function	Cadre	Proposed number	Criteria
Executive Management	Executive Director General Officer Command	1	Manage about 750 personnel
	Head of Clinical Services	1	
	Administration	1	
	Heads of all Departments	1	
	Chief Nursing Officer	1	
	Chief instructor	1	
	Unit Pay master	1	
	Unit Quartermaster	1	
Administration	Head of administration	1	
	Administration officer	1	
	Chief Clerk	1	
	Record officer	1	
	Transport officer	1	
Medical Records	Medical recorder	20	Average of 160 clients per day 3 shifts per day 3 medical record sections
Administrative Services	Physician	1*part of the above Physicians	
	Nursing Officer	1* part of the above	
Paediatrics	Paediatrician	2	2 wards 3 shifts per day 35 beds NO/ANO to patient ratio 1 16 cubic's for babies Resuscitation bed 1
	Medical Officer	8	
	Nursing Officer	20	
	Assistant Nursing Officer	50	
	Medical Attendant	53	
Administrative Services	Pediatrician	1*From among Pediatricians	
	Nursing Officer	1* part of the above	
Surgery	Surgeons(Gen Surgery, Trauma, ENT)	4	3 wards, 80 beds, Average of 10 operations per day 5 consultation rooms 2 operating rooms Each departments conducts one clinic per week
	Nursing Officer	3	
	Assistant Nursing Officer	22	
	Medical Attendant	10	
Central Sterilization and Supplies	Nursing Officer	1	1 working zone 100 trays per day
	Assistant Nursing Officer	6	
	Medical Attendant	6	
Minor Theatre	Nursing Officer	2	1 operating room + one dressing room 3 shifts per day
	Assistant Nursing Officer	8	
	Medical Attendant	8	
ICU	Nursing Officer	2	3 beds

Function	Cadre	Proposed number	Criteria
Executive Management	Executive Director General Officer Command	1	Manage about 750 personnel
	Head of Clinical Services	1	
	Administration	1	
	Heads of all Departments	1	
	Chief Nursing Officer	1	
	Chief instructor	1	
	Unit Pay master	1	
	Unit Quartermaster	1	
Administration	Head of administration	1	
	Administration officer	1	
	Chief Clerk	1	
	Record officer	1	
	Transport officer	1	
Medical Records	Medical recorder	20	Average of 160 clients per day 3 shifts per day 3 medical record sections
	Assistant Nursing Officer	6	
	Medical Attendant	4	3 shifts per day
Main Theatre	Nursing Officer	4	3 operating room 3 shifts per day Average of 10 operations per day
	Assistant Nursing Officer	15	
	Medical Attendant	8	
Administration	Surgeon	1*from among the surgeons	
	Nursing Officer	1* part of the above	
Dental	Dental Specialist (Maxillofacial Surgeon , Restorative dentist)	1	2 Consultant Rooms 1 Laboratory 2 x-ray machines
	Dental Surgeon	3	
	Nursing Officer	1	
	Medical Attendant	3	
	Dental Technician	2	
Gynecology and Obstetrics	Specialist	2	Average of 80 clients per day 4 consultation rooms Average of 5 Operation per day including emergency deliveries 3 shifts per day
	Medical Officer	6	
	Nursing Officer	5	
	Assistant Nursing Officer	21	
	Medical Attendant	18	
RCH	Nursing Officer	2	RCH Clinics working days. 120 clients /day
	Assistant Nursing Officer	5	
	Medical Attendant	4	
Physiotherapy	Physiotherapist	10	10 stations with four sessions/day
	Occupational therapist	2	

Function	Cadre	Proposed number	Criteria
Executive Management	Executive Director General Officer Command	1	Manage about 750 personnel
	Head of Clinical Services	1	
	Administration	1	
	Heads of all Departments	1	
	Chief Nursing Officer	1	
	Chief instructor	1	
	Unit Pay master	1	
	Unit Quartermaster	1	
Administration	Head of administration	1	
	Administration officer	1	
	Chief Clerk	1	
	Record officer	1	
	Transport officer	1	
Medical Records	Medical recorder	20	Average of 160 clients per day 3 shifts per day 3 medical record sections
			Average of 40 patients per day
Ophthalmology	Ophthalmologist	2	Average of 30-40 patients per day
	Assistant Medical Officer(Ophthalmologist)	2	
	Optometrist	2	
	Nursing Officer	2	
	Assistant Nursing Officer	2	
	Medical Attendant	4	
Psychiatry	Psychiatrist	1	Average of 10 clients per day Outreach sessions done twice per week
	Psychologist	1	
	Medical Officer	1	
	Nursing Officer	2	
	Assistant Nursing Officer	6	
	Medical Attendant	3	
	Social Welfare Officer	1	
	Occupational Therapist	1	
Laboratory Investigation	Laboratory Scientist	2	Three laboratories 3 shifts per day > 200 Number of specimen per day: Fridge with 12 bodies capacity
	Laboratory Technologist	8	
	Assistant Laboratory Technologist	16	
	Medical Attendant	8	
	Mortuary attendant	8	
Pharmacy	Pharmacist	4	3 shifts per day Average of 1200 prescription/day.
	Pharmaceutical Technologist	24	
Total		507	

7. STAFFING LEVELS FOR HEALTH TRAINING INSTITUTIONS

Introduction

The staffing levels for the Health Training Institutions was developed basing on the following criteria: number of subjects, number of students, nature of training, teaching hours, specialities, and number of teaching sessions.

The staff allocations for the supporting staff for the Institutions located in the complex environment do not correspond to the number of Institutions available. these includes Medical Attendants, Office Attendants, Supplies Assistants Account Assistants, Trained Cooks, Kitchen Attendants, Library Assistant Watchmen and Laboratory Technician. The services offered by these cadres will be utilised on a sharing basis. As precondition Principals must possess Masters in Areas of his/her specific speciality, together with Management and computer skills. All teaching staff should possess Teaching methodology skills. The following are the proposed staffing levels for all types of Training courses.

7.1 Paediatric Nursing School (Advance Diploma)

Paediatric Nursing course was established to ensure production of competent Paediatric Nurses who will enhance the provision quality paediatric care to the community. The Ministry of Health own one specialised Paediatric Nursing School. The capacity of the school is 30 students and the duration of the course is 2 years, awarding the students with Advanced Diploma in Pediatric Nursing. The course is organized in 2 semesters per academic year. As a general criteria there are:

- 676 hrs for teaching and learning process
- 2 hrs per week for teaching session
- 1 assignment per week for 30 students
- 2 tests per semester for 30 students
- 1 semester examination for 30 students
- Demonstration per semester (ratio 1:8)
- 2 hrs practical supervision per weeks
- Evaluate 2 times per semester
- 1 hr practical per weeks

Table 13: Staffing Levels for Pediatric Nursing Advance Diploma Programme

Module/Section	Cadre	Profession	Proposed
Paediatric Nursing	Nursing Officer	BSc of Nursing or equivalent	2
Management and Leadership	Nursing Officer (Nurse Tutor)	BSc of Nursing or equivalent	1
Community Paediatric Nursing	Nursing Officer (Nurse Tutor)	BSc of Nursing or equivalent	2
Epidemiology, Demography and Biostatistics	Nursing Officer (Nurse Tutor)	BSc of Nursing or equivalent	1
Principles of Nursing	Nursing Officer (Nurse Tutor)	BSc of Nursing or equivalent	1
Basic sciences	Nursing Officer	BSc of Nursing or equivalent	1
Development Studies	Nursing Officer Nurse Tutor	BSc of Nursing or equivalent	1

Module/Section	Cadre	Profession	Proposed
Research Methodology	Nursing Officer (Nurse Tutor)	BSc of Nursing or equivalent	1*from Epidemiology, Demography, Biostatistics
Developmental Psychology	Nursing Officer (Nurse Tutor)	BSc of Nursing or equivalent	1*from Development Studies
Administration	Nursing Officer (Nurse tutor)	Master of Paediatric Nursing or equivalent	1* one of Teaching staff
	Warden	Diploma in Social welfare	1
	Health secretary	Bachelor of public Administration in health service management	1*from Administration
	Assistant Accountant	Diploma in Accountancy	1
	Cook	Certificate in hotel Management and above	4
	Assistant Supplies Officer	Diploma in supplies Management or equivalent	1
	Skills laboratory attendant	Certificate in Secondary Education or above	1
	Personal Secretary	Diploma Office management	1
	Assistant Librarian	Diploma in Library Management and above	1
	ICT Technician	Diploma in ICT/computer Studies and above	1
	Security guard	Certificate Secondary Education, People Militia or National service	4
	Office attendant	Certificate in Secondary School Education	2
Driver	Secondary Education & Valid Driving License class C	1	
TOTAL			28

Advanced Diploma In Paediatric Nursing Summary

	Cadre	Proposed Number
Teaching staff	Nursing Officer (Nurse Tutor)	9
Administrative staff	Principal	*1 one of the tutors
	Health Secretary	1
	Warden	1
	ICT Technician	1
	Assistant Librarian	1
	Assistant Accountant	1
	Personal secretary	1
	Skills laboratory Attendant	1
	Assistant Supplies Officer	1
	Security guard	4
	Cook	4
	Office attendant	2
Driver	1	
Sub total		19

7.2 Midwifery Nursing School (Advance Diploma)

Midwifery Nursing School was established to ensure production of competent Midwifery Nurses who will enhance the provision of a cost effective quality midwifery care to meet the reproductive and child health challenges that exist in the community.

The Ministry of Health own one specialised Midwifery Nursing School. The capacity of the school is 45 students and duration of the course is 2 years, awarding the students with Advanced Diploma in Midwifery Nursing. The course is organized in 2 semesters per academic year.

The numbers of staff are based on the following criteria:

- 325 hrs for teaching and learning process
- 3 hrs per week for teaching session
- 2 hrs assignment per week for 45 students
- 2 tests per semester for 45 students
- 1 semester examination for 45 students
- 1 counsel session per semester
- Evaluate 2 times per semester
- 1 hr practical per weeks

Table 14: Staffing Levels for Midwifery Nursing Advance Diploma Program

Module/Section	Cadre	Qualification	Proposed number
Development studies	Nursing Officer (Nurse Tutor)	Bachelor of Nursing and above	1
Health dynamics in Midwifery and Health care system	Nursing Officer (Nurse Tutor)	Bachelor of Nursing and above	*1 from Development studies
Communication Skills and ICT	ICT Technician	Diploma	1*from administration
Epidemiology, Demography and Biostatistics	Nursing Officer (Nurse Tutor)	Bachelor of Nursing and above	1
Basic Sciences	Nursing Officer (Nurse Tutor)	Bachelor of Nursing/ midwifery and above and Laboratory technologist	1
		Laboratory technologist	1
Management and Leadership in Midwifery services I	Health Secretary	Bachelor of Nursing/ midwifery and above	1*from Administration
Midwifery Practice I	Nursing Officer (Nurse Tutor)	Bachelor of Nursing/ midwifery and above	1
Community midwifery I	Nursing Officer (Nurse Tutor)	Bachelors degree in Midwifery or equivalent	1
Management and Leadership in midwifery II	Health Secretary)	Bachelor of Nursing and above	*1 from Management an Leadership 1
Research	Nursing Officer	Bachelor of Nursing/ midwifery	1

Module/Section	Cadre	Qualification	Proposed number
methodology	(Nurse Tutor)	and above	
Midwifery practice II	Nursing Officer (Nurse Tutor)	Bachelors degree in Midwifery or equivalent	1
Midwifery practice III	Nursing Officer (Nurse Tutor)	Bachelors in Midwifery or equivalent	1
Community midwifery II	Nursing Officer (Nurse Tutor)	Masters degree in Midwifery or equivalent	1* from community midwifery 1
Administration	Principal- (Nurse tutor)	Master of Nursing Education or Equivalent	1* one of teaching staff
	Health secretary	Bachelor of public Administration in health service Management	1
	Warden	Diploma in Social welfare	1
	Assistant Accountant	Diploma in Accountancy	1
	Cook	Certificate in hotel management and above	4
	Assistant Supplies officer	Diploma in supplies management or equivalent	1
	Skills laboratory Assistant	Certificate in Secondary Education or above	1
	Personal Secretary	Diploma in Office management	1
	Assistant Librarian	Diploma in Library Management and above	1
	ICT Technician	Diploma in ICT	1
	Security guard	Certificate Secondary Education and People Militia or National service	4
	Office attendant	Certificate in Secondary School Education	2
Driver	Certificate in Secondary School Education & Valid Driving license class C	1	

Midwifery Nursing School (Advance Diploma) Summary

Function	Cadre	Proposed Number
Teaching staff	Nursing Officer (Nurse Tutors)	8
	Teacher -Laboratory technologist	1
Sub total		9
Administrative staff	Principal	*1 from teaching staff
	Health Secretary	1
	Warden	1
	ICT Technician	1
	Assistant Librarian	1
	Accounts assistant	1
	Personal secretary	1
	Skills laboratory Assistant	1
	Assistant Supplies Officer	1
	Security guard	4
	Cook	4
	Office attendant	2
Driver	1	
Sub total		19
Total Number of staff		28

7.3 Ophthalmic Nursing School (Advance Diploma)

The Ophthalmic Nursing training was established to ensure the availability of ophthalmic nurses who are competent in knowledge, skills and have altitudes in provision of quality eye health services at all settings.

The Ministry of Health own one specialised Ophthalmic Nursing School located at KCMC Hospital. The capacity of the school is 30 students and duration of the course is 2 years, awarding the students with Advanced Diploma in Ophthalmic Nursing. The course is organized in 2 semesters per academic year and criteria for setting numbers are as follows:

- 40 sessions per week each 2 hours.
- 2 examinations each 4 hours.
- 2 examinations each 2 hours.
- 2 examinations each 4 hours.
- 2 examinations each 8 hours.
- 12 scripts 1 hour each.

Table 15: Staffing Levels for Advance Diploma in Ophthalmic Nursing Program

Module/section	Cadre	Qualification	Proposed number
Anatomy and Embryology of the Eye and Adnexa	Ophthalmologist	M. Med (Ophthalmology)	2
		AMO-Ophthalmology	1
Physiology of the eye and vision	Ophthalmologist	M. Med (Ophthalmology)	1* from anatomy and embryology of the eye
Ocular Pharmacology and Therapeutics	Ophthalmologist	M. Med (Ophthalmology)	1
	Nursing Officer (Theatre) with MSc. Speciality	Nursing Officer (Theatre) with M. Speciality	2
	Nursing Officer (Theatre) with MSc. Speciality	Nursing Officer (Theatre) with M. Speciality	3
Ophthalmic Optics and Refraction	Optometrist	BSc. Ophthalmology	1
Diagnostic and management of Eye Diseases	Ophthalmologist	M. Med (Ophthalmology)	1*(from Physiology of the eye and vision)
Eye Examination Techniques and Therapeutic procedures	Ophthalmologist	M. Med (Ophthalmology)	1* (from physiology of the eye)
Community Ophthalmology	Ophthalmologist	MSc(Community Eye health)	1
	Assistant Medical Officer-Ophthalmology	MPH	1
Minor Eye Surgery	Assistant Medical Officer - Ophthalmologist	AMO-Cataract surgeon	1
Cataract surgery	Assistant Medical Officer- Ophthalmologist	AMO-Cataract surgeon	1*(from minor eye surgery)
	Ophthalmologist	M. Med (Ophthalmology)	1
Eyeball trauma repair surgery	Assistant Medical Officer-Ophthalmology	AMO-O Cataract surgeon	1*from minor surgery
	Ophthalmologist	M. Med (Ophthalmology)	1* (from cataract surgery)
Instrument maintenance and sterilization	Nursing Officer	Advanced Diploma in Theatre management.	1
Epidemiology/biostatistics	Ophthalmologist	MPH Epidemiologist	1*(from community Ophthalmology)
Medical Ethics	Ophthalmologist	MPH	1*(from community Ophthalmology)
Management, Administration & leadership	Health Secretary	Bachelor of public administration in health service management	1*(from administration)
Computer applications	ICT Technician	Diploma in ICT).	1
Administration	Principal	M. Med (ophthalmology)	1*one of the tutors

Module/section	Cadre	Qualification	Proposed number
	Deputy principal	Advanced Diploma in Clinical Ophthalmology	1* one of the tutors
	Health secretary	Bachelor of public administration in health service management	1
	Warden	Diploma in Social welfare	1
	Assistant Accountant	Diploma in accounts	1
	Cook	Certificate in cookery	2
	Assistant Supplies Officer	Diploma in Supply &	1
	Record Management Assistant	Certificate in Office Management	1
	Personal secretary	Diploma in secretarial	1
	Librarian Assistant	GCSE/ ACSE	1
	ICT Technician	Diploma in ICT	1*from teaching staff
	Driver	Form I V with class C license	1
Total			24

Ophthalmic Nursing School (Advance Diploma) Summary

	Cadre	Proposed Number
Teaching staff	Ophthalmologist	5
	AMO-Ophthalmology.	2
	Nursing Officer (theatre management)	2
	Nursing Officer (MSc Ophthalmology)	2
	ICT Technician	1
SUB TOTAL NUMBER OF TEACHING STAFF		9
	Office Attendant	1
	Assistant Supplies Officer	1
	Assistant Librarian	1
	Cook	2
	Driver	1
	Assistant Accountant	1
	Personal Secretary	1
	Warden	1
	Health Secretary	1
	Principal	1*(one of the tutor)
	Deputy principal	1* (one of the tutor)
SUB TOTAL		10
GRAND TOTAL		24

7.4 Operating Theatre Nursing School (Advance Diploma)

Operating Theatre Nursing School was established to ensure production of competent Theatre Nurses who will enhance the provision of a cost effective theatre services to meet challenges that exist in the community.

The Ministry of Health own one Operating Theatre Management Nursing School. This is an In-service training programme for nurses trained at Advanced Diploma level. The capacity of the school is 30 students and duration of the course is 2 years, awarding the students with Advanced Diploma in Theatre Management Nursing. The course is organized in 2 semesters per academic year and criteria for setting numbers are as follows:

- 1050 hrs for teaching and learning process
- 3 hrs per week for teaching session
- 1hr assignment per week for 30 students
- 2 tests per semester for 30 students
- 1 semester examination for 30 students
- 6 demonstration per semester (ratio 1:8)
- 2 hrs practical supervision per weeks
- 2 times evaluate per semester

Table 16: Staffing Level For Advance Diploma In Operation Theatre Management Program

Module/Section	Cadre	Qualification	Proposed number
Theatre Technique	Nursing Officer (Nurse Tutor)	BSc in Nursing with speciality in Theatre Nursing	3
Management and Leadership	Nursing Officer (Nurse Tutor)	BSc of Nursing or equivalent	1
Anaesthesia and recovery room	Nursing Officer (Nurse Tutor)	BSc in Nursing or Equivalent with speciality in Theatre Nursing	1
Epidemiology, Demography and Biostatistics	Nursing Officer (Nurse Tutor)	BSc in Nursing or Equivalent with speciality in Theatre Nursing	1
Principles of Nursing	Nursing Officer (Nurse Tutor)	BSc in Nursing with speciality in Theatre Nursing	1
Basic sciences	Nursing Officer (Nurse Tutor)	BSc in Nursing with speciality in Theatre Nursing	1
Development Studies	Nursing Officer (Nurse Tutor)	BSc in Nursing with speciality in Theatre Nursing	1
Research Methodology	Nursing Officer (Nurse Tutor)	BSc in Nursing with speciality in Theatre Nursing	1*from Epidemiology, Demography and Biostatistics
Intensive care Nursing	Nursing Officer (Nurse Tutor)	BSc in Nursing with speciality in Theatre Nursing	*1 as from Anaesthesia and recovery room
Administration	Principal- (Nurse tutor)	Master of Nursing	1* one of teaching staff
	Health secretary	Bachelor of public administration in health service management	1
	Assistant Accountant	Diploma in Accountancy and	1