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09th February, 2024

CIRCULAR STANDING INSTRUCTION NO. 03 OF 2024

SCHEME OF SERVICE FOR THE DENTAL CADRE IN THE UGANDA PUBLIC SERVICE

1. Circular Standing Instruction No. 03 of 2024, provides for a Scheme of Service for the Dental cadre which addresses the many changes in curriculum, qualifications offered by the institutions of learning, technological advancement, the patterns, trends and burden of Non-Communicable Diseases (NCDs) that affect people throughout their lifetime, and health demands of developing economies.
2. Oral Health according to World Health Organization is a state of being free from chronic mouth and facial pain, oral and throat cancer, oral infection and sores, gum disease, tooth decay, tooth loss, and other diseases and disorders that limit an individual's capacity in biting, chewing, smiling, speaking, and psychosocial wellbeing.
3. Oral Health professionals help people maximize their quality of life, by providing services including; diagnosing and management of oral diseases, promoting oral health and disease prevention, monitoring growth and development of the teeth and jaws, performing surgical procedures on the teeth, bone, and soft tissues of the oral cavity and making replacements for lost parts to improve the patient's appearance, speech and ability to chew.
4. The functions and requirements for the Oral Health professionals have been streamlined to clearly delineate career development and progression necessary to attract and retain suitably qualified oral health professionals in the health service delivery system.

5. In view of the above, the Scheme of Service for the Dental cadre has been developed to support and strengthen the cadre functionality and professional contribution to the achievement of the Health Sector Strategic Objectives. In this regard, the nomenclature, job descriptions and person specifications of the Dental cadre have been reviewed and rationalized.
6. The nomenclature and grading for Dental professionals is as detailed in the table below:

Table 1: The existing nomenclature and grading for Dental professionals

Table 1(a): Specialist and Surgeons

Specialist	Scale
Senior Consultant / Dentistry	U1 SE
Consultant / Dentistry	U1 SE
Medical Officer Special Grade /Dental Surgery	U2 Med1
Dental Surgeons	Scale
Principal Dental Surgeon	U2 Med-1
Senior Dental Surgeon	U3 Med-1
Dental Surgeon	U4 Med-1

Note: The specialist areas include Prothodontist, Orthodontist, Paedodontics (Pediatrics Dentistry), Oral and Maxillofacial Surgery, Conservative Dentistry, Periodontology and Dental Public Health.

Table 1(b): Technologists and Technicians

Dental Technologist	Scale
Principal Dental Technologist	U3-Med-2
Senior Dental Technologist	U4 Med-2
Dental Technologist	U5 Med-2
Dental Technician	Scale
Principal Dental Technician	U3 Med2
Senior Dental Technician	U4 Med2
Dental Technician	U5 Med2

Table 1(c): Public Health Dental Officer and Support Staff

Dental Technologist	Scale
Principal Public Health Dental Officer	U3 Med-2
Senior Public Health Dental Officer	U4 Med-2
Public Health Dental Officer	U5 Med-2
Support Staff	Scale
Chair-Side Assistants	U8U
Dental Attendant	U8L

Table 2: The new nomenclature and grading for Dental professionals

Table 2(a): Dental Surgeons

SN	Current	New Job Title	Salary Scale
1.	Senior Consultant/ Dentistry	Senior Consultant <ul style="list-style-type: none"> • Prosthodontist • Orthodontist • Paedodontics (Pediatrics Dentistry) 	U1SE

		<ul style="list-style-type: none"> • Oral and Maxillofacial Surgery • Conservative Dentistry • Periodontology • Dental Public Health 	
2.	Consultant/ Dentistry	Consultant <ul style="list-style-type: none"> • Prosthodontist • Orthodontist • Paedodontics (Pediatrics Dentistry) • Oral and Maxillofacial Surgery • Conservative Dentistry • Periodontology • Dental Public Health 	U1 SE
3.	Assistant Commissioner Oral Health	Assistant Commissioner Oral Health	U1E (Med 1)
4.	Medical Officer (SG) Dental Surgery	Medical Officer (SG) Dentistry	U2 (Med 1)
5.	Senior Dental Surgeon	Senior Dental Surgeon	U3 (Med 1)
6.	Dental Surgeon	Dental Surgeon	U4 (Med 1)

Table 2(b): Dental Technologists

1.	Nil	Assistant Commissioner Dental Technology	U1E (Med 2)
2.	Principal Dental Technologist	Principal Dental Technologist	U2 (Med 2)
3.	Senior Dental Technologist	Senior Dental Technologist	U3 (Med 2)
4.	Dental Technologist	Dental Technologist	U4 (Med 2)

Table 2(c): Dental Technicians			
1.	Senior Dental Technician	Senior Dental Technician	U4 Med 2
2.	Dental Technician	Dental Technician	U5 Med 2
Table 2(d): Assistant Public Health Dental Officer			
1.	Principal Public Health Dental Officer	Principal Assistant Public Health Dental Officer	U3 Med 2
2.	Senior Public Health Dental Officer	Senior Assistant Public Health Dental Officer	U4 Med 2
3.	Public Health Dental Officer	Assistant Public Health Dental Officer	U5 Med 2

7. Conversion to the New Grading Structure

- (a) Serving Officers will adopt and convert as appropriate to the equivalent new designations provided in the Scheme of Service;
- (b) For advancement to the higher grades, Officers must possess the prescribed minimum qualifications and experience required for the grade;
- (c) Where posts have been abolished;
 - i. The serving Officers shall be considered for appointment to appropriate position provided they possess the minimum qualifications and experience required for the position.
 - ii. Where an Officer does not possess the minimum requirements for the appropriate position, he/she will be deployed elsewhere in the service in a same level position for which he/she is qualified.
 - iii. In case this is not possible, the Officer shall be given a grace period of Five years within which to acquire the required qualifications for retention,
 - iv. Failure of which shall be considered for retirement in accordance with the Public Service policy and legal framework.

8. Responsible Officers are required to make submissions on all serving Dental Health professionals to the Health Service Commission, District and City Service Commissions, for redesignation.

9. Upon receipt of submissions, the Health Service Commission, District and City Service Commissions shall undertake the exercise to redesignate the Officers.
10. For advancement to the higher grades, Officers must possess the prescribed minimum qualifications and experience required for appointment to the grades in accordance with the new Scheme of Service.
11. The recruitment of new entrants into the service will depend on availability of wage and vacant positions.
12. Staffing norms of Dental Health professionals for the health facilities will be provided for accordingly.
13. Ministry of Health is the parent Ministry of the Dental Health professionals and will be responsible for the strategic and professional development, technical guidance and establishment of professional standards, amongst other responsibilities.
14. The respective Responsible Officers will take full responsibility for the management of the Dental Health professionals' day-to-day performance at work, periodic performance appraisal, remuneration, training, discipline and custody of personal and confidential records.
15. The Scheme of Service for the Dental Cadre is attached for information and implementation.
16. The contents of this circular should be brought to the attention of all Public Officers, for information and implementation.



Catherine Bitarakwate Musingwiire (Mrs.)
PERMANENT SECRETARY

Distribution "B"