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CIRCULAR STANDING INSTRUCTION NO. 01 OF 2024

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

1. Circular Standing Instruction No. 01 of 2024 provides for a Scheme of Service for the Physiotherapy cadre which addresses the many changes in curriculum, technology and current demands of developing economies.
2. Physiotherapy is a medical profession that provides services that develop, maintain, and restore people's maximum movement and functional ability. They can help people at any stage of life, when movement and function are threatened by ageing, injury, diseases, disorders, conditions, or environmental factors. Physiotherapy professionals help people maximize their quality of life, looking at physical, psychological, emotional, and social wellbeing. They work in the health spheres of promotion, prevention, treatment/intervention, habilitation, and rehabilitation.
3. The functions and requirements for the Physiotherapists have been streamlined to clearly delineate career development and progression necessary to attract and retain suitably qualified Physiotherapists in the Health Service.
4. In view of the above, the Scheme of Service for the Physiotherapy cadre has been developed to support and strengthen the cadre's functionality and professionalism for the meaningful contribution to the achievement of Health sector objectives. In this regard, the nomenclature, Job descriptions and Person Specifications of the Physiotherapy cadre have been developed.
5. The nomenclature and grading for Physiotherapy Officers; Cadre is as detailed in the table below:

Table 1: The existing nomenclature and grading for Physiotherapy Officers; Cadre

SNO	Current Job Title	Current Salary Scale
1	Principal Physiotherapist	U3 Med 2
2	Senior Physiotherapist	U4 Med 2
3	Physiotherapist	U5 Med 2

Table 2: The new nomenclature and grading for Physiotherapy Officers Cadre

SN	Current	New Job Title	Salary Scale
1.	N/A	Assistant Commissioner - Physiotherapy	U1E (Med 2)
2.	N/A	Principal Physiotherapist	U2 (Med 2)
3.	N/A	Senior Physiotherapist	U3 (Med 2)
4.	N/A	Physiotherapist	U4 (Med 2)
5.	Principal Physiotherapist	Abolished	U 3 (Med 2)
6.	Senior Physiotherapist	Senior Physiotherapy Technician	U 4 (Med 2)
7.	Physiotherapist	Physiotherapy Technician	U 5 (Med 2)

6. 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.
7. Responsible Officers are required to make submissions on all serving Physiotherapy Officers to the Health Service Commission, District and City Service Commissions, for redesignation.
 8. Upon receipt of submissions, the Health Service Commission, District and City Service Commissions shall undertake the exercise to redesignate the Officers.
 9. 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.
 10. The recruitment of new entrants into the service will be dependent on availability of wage and vacant positions.
 11. Staffing norms of Physiotherapy Officers for the Health facilities will be provided for accordingly.
 12. Ministry of Health is the parent Ministry of the Physiotherapy Officers cadre. The Ministry will be responsible for the strategic and professional development; professional guidance and establishment of professional standards, amongst other responsibilities.

13. The respective Responsible Officers will take full responsibility for the management of the Physiotherapy Officers' day-to-day performance at work; periodic performance appraisal; remuneration; training; discipline and custody of personal and confidential records of the Physiotherapy Officers.
14. The Scheme of Service for the Physiotherapy Officers Cadre is attached for information and implementation.
15. 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**

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