

TRACKING NEWLY QUALIFIED DOCTORS IN UGANDA



ACHEST African Centre for Global Health
And Social Transformation

Francis Omaswa, Freda Omaswa, Elsie Kiguli-Malwadde

Background

- 150 doctors graduate from Makerere and Mbarara University Medical schools each year
- 2 more medical schools have been set up
 - IHK
 - Busitema
- Vacancies at health facilities in Uganda
- 2541 registered doctors in Uganda (22/06/15)
- Doctor/ population ratio 1:15,000
- 30% outside Uganda- 1984 MUK Cohort (Dhambisya 2011)

Purpose of this study

- To track six cohorts of newly qualified doctors from Makerere and Mbarara University Medical Schools in 2005, 2006 and 2007.

Methods

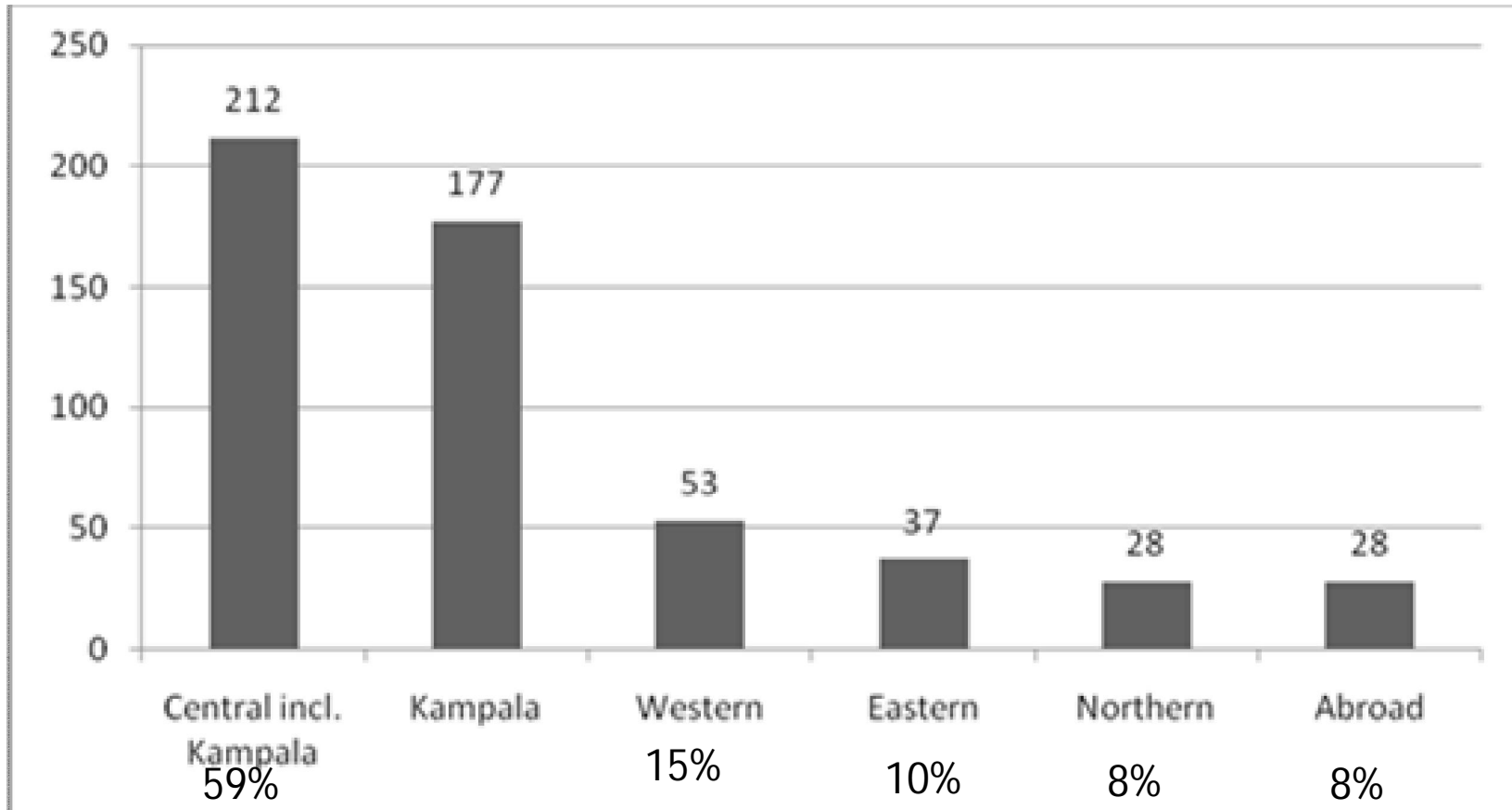
- A cross sectional survey of the six cohorts was done in August 2009.
- One representative was identified from each cohorts to gather information.
- A questionnaire was filled out by either the cohort representative or the individual doctor.

Results

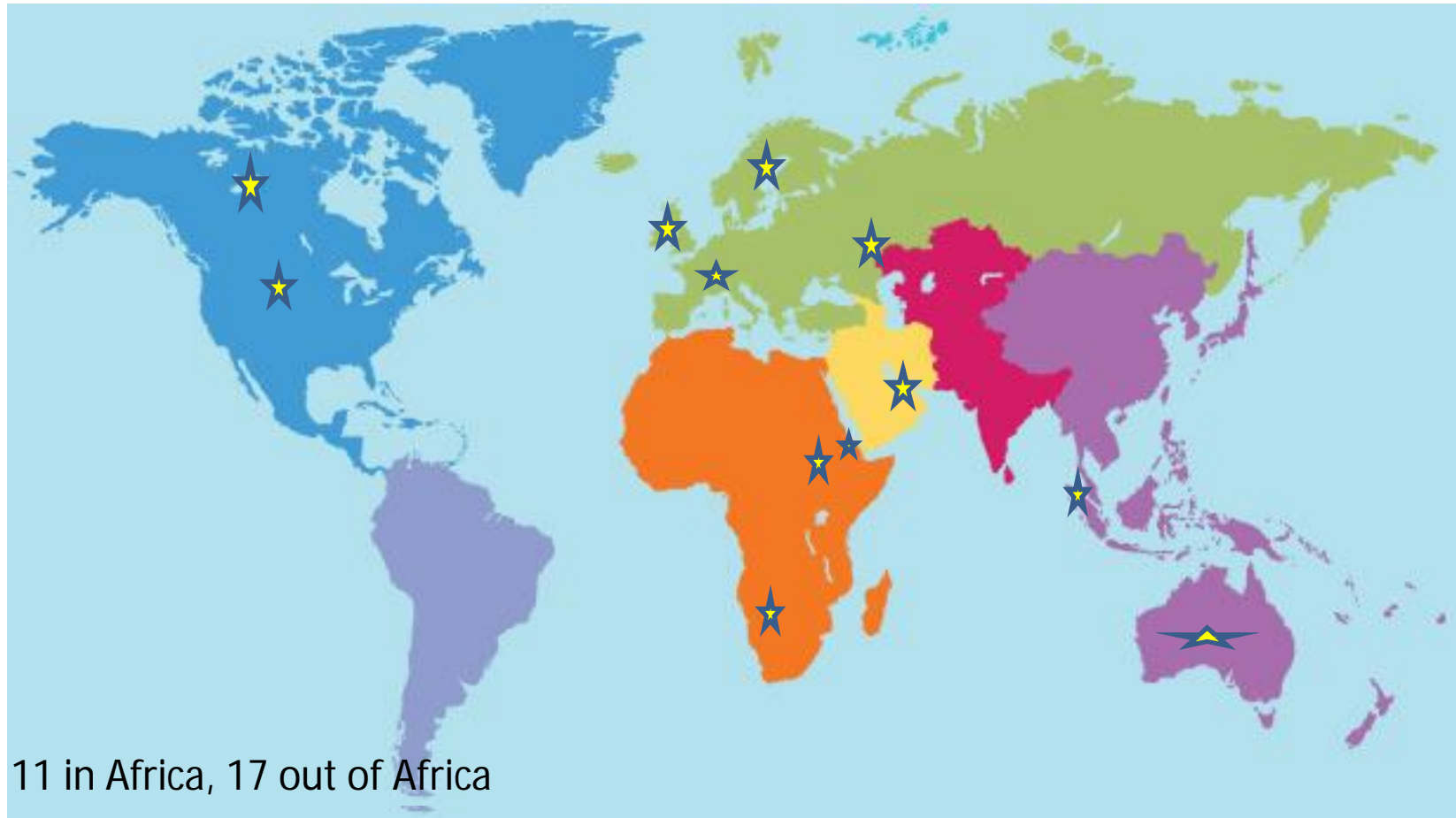
- 425 Ugandan doctors graduated from both Makerere and Mbarara University Medical Schools over 2005, 2006 and 2007.
- 158 from Mbarara and 267 from Makerere. Of those, 358 (84%) doctors responded to the survey.

Location of Doctors

330 (92%) are in Uganda



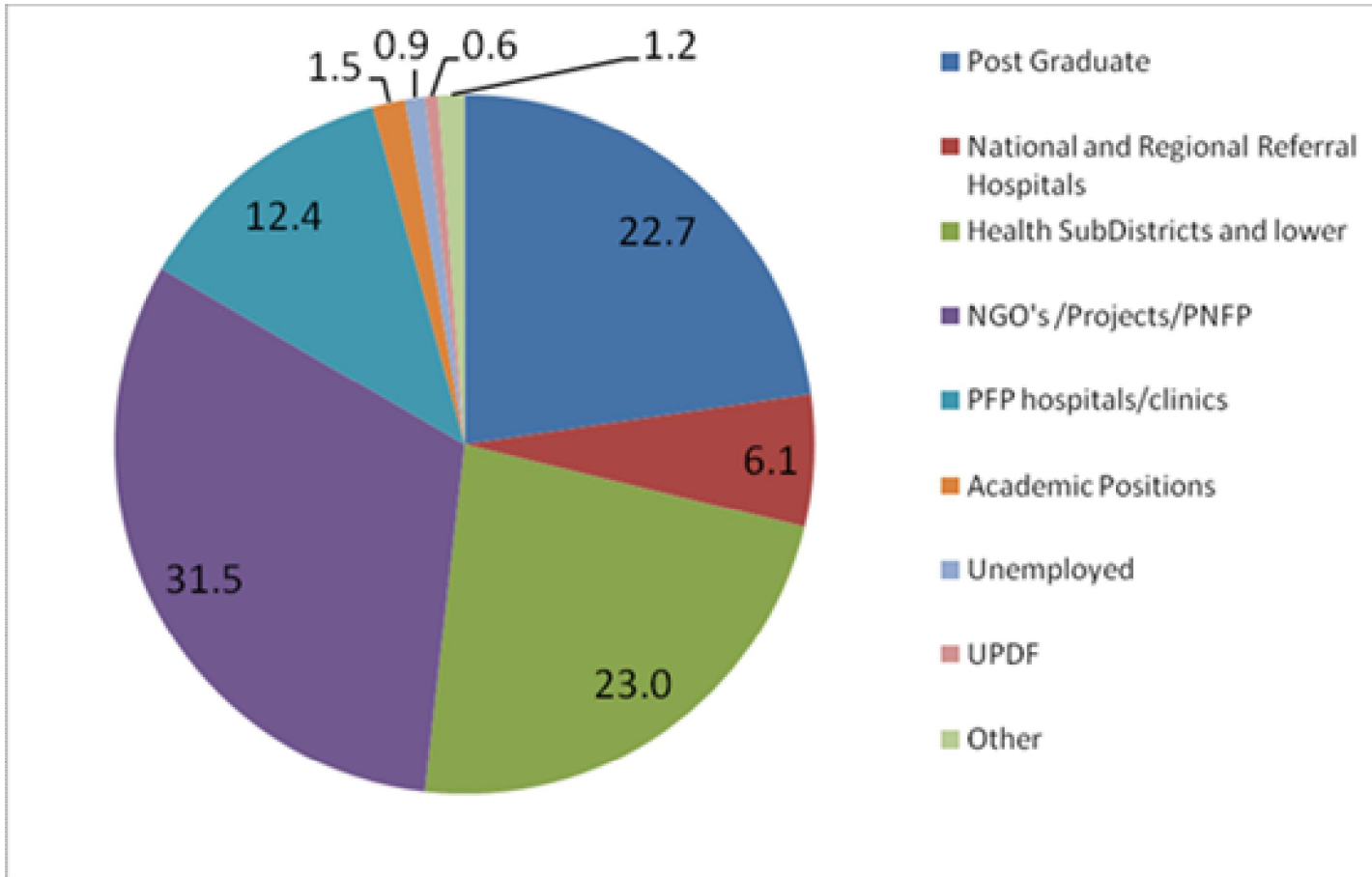
Migration



11 in Africa, 17 out of Africa

Kenya, Southern Sudan, Somalia, Eritrea, USA, Canada, the UK, Israel, Malaysia, Afghanistan, Botswana, Lesotho and South Africa Norway, Belgium, UAE and Australia.

Employment of respondents in Uganda.



Employment experience

- 79.3% -very easy or easy to find a job in the health sector.
- 5.3% -difficult or very difficult
- one and a half years to get a job in the health sector.
- 4.2% did not attempt to find a job because they went straight to post graduate education.

Experience with the Recruitment Process.

- 103 of the 358 respondents described difficulties with the recruitment process.
- The biggest difficulty was the lengthy application process through the HSC/DSC

Difficulty with recruitment process

Difficulty with recruitment process

Reported difficulty with the recruitment process						103
Lengthy process						64
Bureaucracy/ Lack of transparency						21
Limited/competitive job choices						19
Delays in getting on the payroll						11
Sectarianism						5
Had to volunteer for several months with no pay						2
Delay in getting registration certificate prior to application						2
Gender segregation (Male respondent)						1

Why no to Subdistricts

- Low Salary, delays, no benefits 251
- Inadequate facilities 155
- Political interference and corruption 108
- Heavy Work Load 87
- Remoteness 57
- No funding for further education 28
- no incentives-poor housing, no allowances 25
- No opportunities for CMEs/supervision/training 24
- Difficulty getting on payroll 12
- Poor staff morale 10
- No business opportunities 5
- No networking opportunities 4

Summary

- Largest no in Uganda
- The majority in Kampala.
- Only 23% work in the districts and HSDs
- 43.9% work NGOs

There's a real demand for workers in developed countries, and excess population in many developing countries, so migration is showing no signs of slowing down anytime soon.

Mark Weber