

Understaffing crippling health, education services delivery

By **Yosam Guwaki**

Severe understaffing in Masindi's health and education departments is crippling service delivery in the district.

Authorities attribute the shortage to insufficient wage allocations to hire new workers and the lack of a functional district service commission (DSC), which is responsible for recruiting civil servants.

The commission is non-functional following the expiry of the terms of its chairperson, Benjamin Byaruhanga and another member.

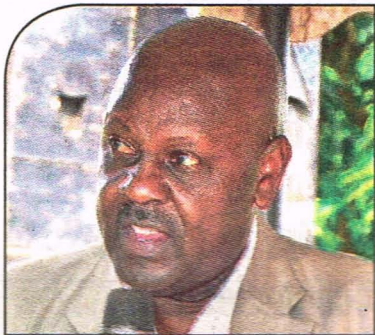
During the last council meeting in March, district chairperson Cosmas Byaruhanga proposed Shamim Kasemire and David Kyetume Kasanga for council approval.

However, district council speaker Moses Kiirya and the council members declined to approve them, insisting that Byaruhanga be retained as chairperson, a proposal Kiirya rejected.

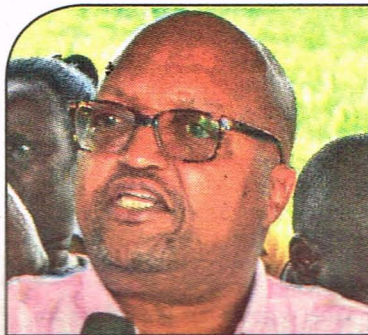
Early this month, the Office of the Prime Minister (OPM) conducted a public accountability meeting in Masindi's Pakanyi sub-county where civil servants addressed community members and engaged in discussions.

Acting district education officer Monica Kiiza presented a report indicating that Masindi has 69 government-aided primary schools, but with only 43 substantive headteachers, leaving a gap of 25.

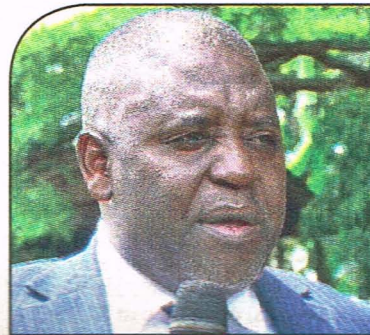
Furthermore, out of 69 required deputy headteachers, only 30 are in



Masindi CAO Samuel Ruhweza



Emmanuel Turyatunga



Masindi RDC Darius Nandinda

MASINDI LOCAL GOVERNMENT PERFORMANCE

The assistant commissioner in the Office of the Prime Minister, Emmanuel Turyatunga, who represented general duties minister Kasule Lumumba, said public meetings are a government initiative designed to enhance accountability and improve livelihoods.

Turyatunga added that an assessment of Masindi district in 2024 and 2025 revealed a worrying decline in the district's performance, which needs to be addressed.

Specifically, in the Local Government Management of Service Delivery Performance Assessment Report of 2024, Masindi ranked 73rd out of 176 local governments with a score of 63.87% and in 2025, it ranked 160th with a score of 48.71%.

place and out of 207 necessary senior education assistants, there are only 61. This understaffing is severely affecting the smooth running of educational activities.

SECONDARY SCHOOLS STAFFING

Kiiza said the district has nine government-aided secondary schools

with an enrollment of 4,632 students.

These schools are supposed to have 366 teachers, but only 160 are substantive, leaving a gap of 206.

She added that the challenges extend beyond staffing to infrastructural development. According to her; in the 69 government-aided primary schools, only 464 of 782 required

classrooms are available.

Similarly, of 1,037 latrine stances required, only 721 exist; of 13,821 desks needed, only 8,942 are present; and of 69 staff houses needed, only 33 are present.

"These challenges greatly affect teaching. For instance, the lack of desks impacts a learner's sitting posture and overcrowding inconveniences learners. Effective teaching cannot occur," she said, urging those concerned to address the wage issue to facilitate recruitment.

HEALTH DEPARTMENT

The situation in the health department mirrors that of education, with a staffing rate of only 38% across the district.

"We are missing key cadres, including special grade medical officers, midwives, specialists, physicians, gynaecologists,

paediatricians and a surgeon, especially at Masindi General Hospital," assistant district health officer in charge of maternal health, Brian Mugisha, who represented district health officer Nicolas Kwikiriza Magambo, said during the meeting.

He added that health workers face a high workload due to understaffing, leading to delays at health facilities.

Mugisha said the lack of key cadres increases referrals, which are costly for both the Government and patients.

"Our request to the district council is to expedite the establishment of the DSC so that the recruitment process can proceed," he said.

He added that five sub-counties lack a health centre III, contributing to inadequate services provided by health centre II facilities.

FUNDS ARE AVAILABLE

Masindi chief administrative officer Samuel Kaija Ruhweza said funds are available for recruitment, but the process is stalled due to the non-functional DSC.

He added that where wage allocations are insufficient, they have written to relevant ministries to provide the necessary funds for key positions.

Masindi resident district commissioner Darius Nandinda commended OPM for the public meetings, saying they help the community hold their leaders to account.