



Location and Geographical Area of Operation

Kumi Hospital is located in Eastern Uganda 260 Km from Kampala the Capital City. It is Located in the Plains of Teso in the savanna Belt. Mt Elgon Borders Kumi and is the Physical Boundary Between Kenya and Uganda. Currently Kumi Hospital treats people from the Teso Sub-region. Kumi also receives patients from Central, Northern and Eastern Uganda.

Kumi Hospital the Organization

Our Vision

To be a center of excellence providing high quality Health care and rehabilitative services with strong Christian Values.

Our Mission

Kumi Hospital shall provide Holistic, Preventive, Curative and Rehabilitative services that are efficient accessible and affordable to all based on the healing ministry of Christ.

Biblical Foundation

Being a Faith Based Organization Kumi Hospital has its roots in the Biblical verse in Mathew 25:40 "What you have done to the Least of Mine". Our Motto is "We Treat God Heals".

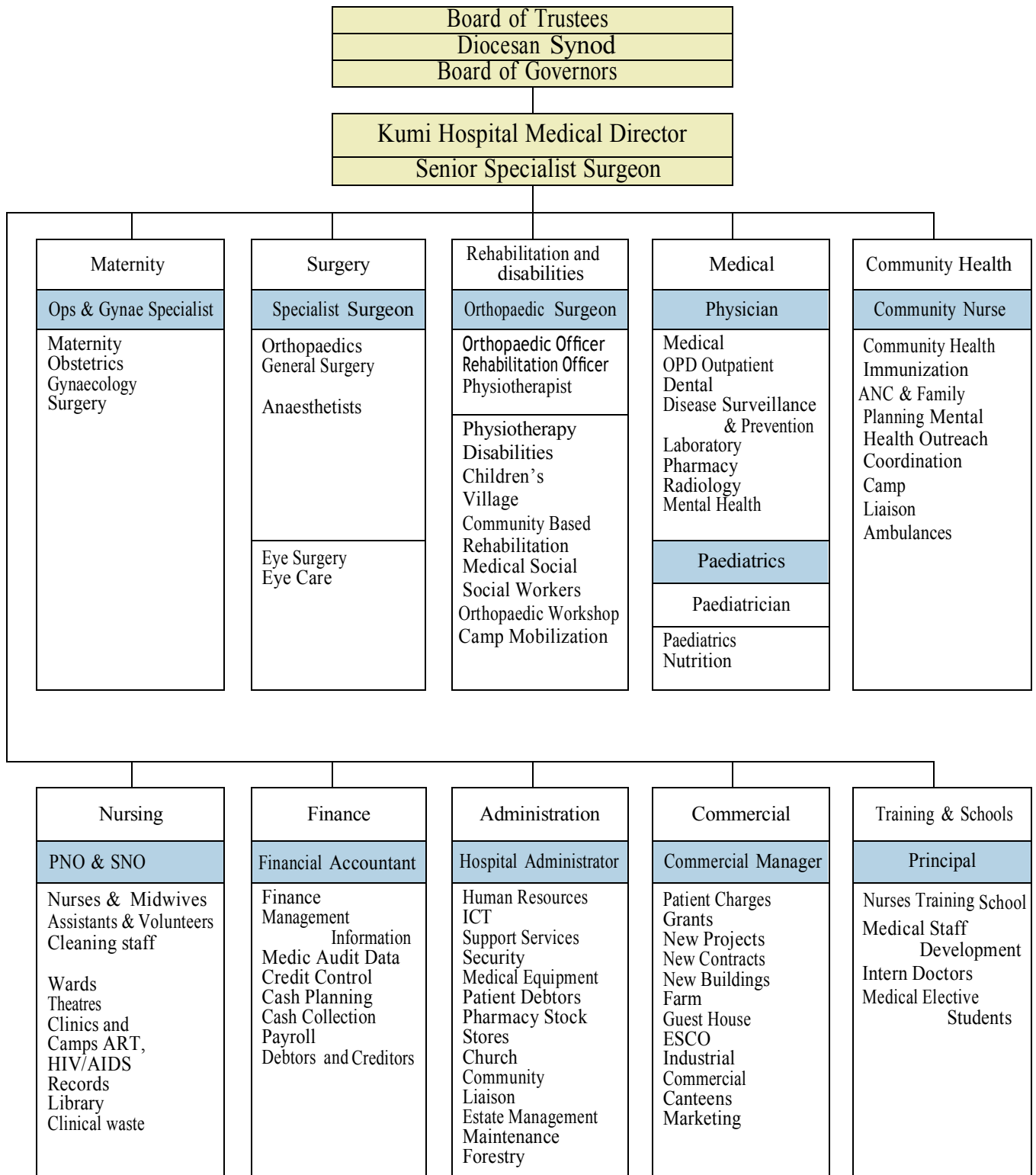
Values

The following are the core values, beliefs and principles upon which Kumi operates

- * We Recognize the Supremacy of Jesus Christ in all that we do.
- * We Seek to be Compassionate to the Poor, highly stigmatized and Disabled Persons.
- * We Cherish Commitment, transparency, accountability and continuous consultation with our stake holders.
- * We Believe in strengths of Team work; we aim at promoting team building, teamwork and involvement.
- * We promote Truthful Communication with the Beneficiaries

KUMI HOSPITAL ORGANISATION CHART

The organization structure to achieve this strategic direction.



Institutional Governance and management Structure

Kumi Hospital is governed by a 14-member Board of Governors.

The Board of Trustees is composed of 3 members

The Board of Governors (BOG) supervises the running of the Hospital and ensures that it is managed according to the set Policies and strategies.

The Medical Director is secretary to the BOG and reports to the BOG.

Kumi Hospital has in place the Hospital Management Committee (HMC).

HMC is comprised of the Medical Director (MD), assisted by the Senior Hospital Administrator (SHA), Human Resource Manager (HRM), Chief Accountant (CA), Senior Nursing Officer (SNO), Farm Manager and two staff Representatives.

The Board of Governors is the supreme policymaking and controlling body of the Hospital, including the Training School and the Hospital Farm.

Rev. Dr. Janet White is the Chairman of the Board of Governors of the Hospital (July 2022) and has specific appointment and veto powers as stipulated in this Statute.

She is Deputy Director of J.O.Y Hospice Mbale.

The Hospital Management Team comprises of the following members;

- * Medical Director (MD)
- * Senior Hospital Administrator / Secretary (SHA)
- * Financial Manager /Accountant (CA)
- * Human Resource Manager (HRM)
- * Principal Nursing Officer (SNO)
- * Hospital Chaplain (HC)
- * I/C Community Health
- * Farm Manager

The management Team is responsible for the policy of the organization.

They set the tone for, among other things, the objectives, priorities and the mission and vision. They determine the long term of for the organization and ensure that it can be easily translated for implementation in the organization.

There is a medical core team that meets daily to discuss the daily management issues in the hospital and make forward for the smooth running of the hospital activities. This is composed of the Medical Director, Senior Hospital Administrator and Principal Nursing Officer.

The HODS supervise various Departments namely Outpatients Department, Accounts, Wards Children's (Stone), Surgical (Ojikan) Medical Ward (Busimo), Maternity, Main Theatres Physiotherapy and Rehabilitation, Orthopedic Workshop, Eye Department, Pharmacy, Garage, Radiology Department, Laboratory, Pharmacy, Farm, Compound and Maintenance, Records, Electrical, Medical Social, Chaplaincy, Community Health, Nutrition Department, ART, Theatre, Kitchen

We are regularly supported by GOU through the Districts Local Government Quarterly Grants.

We have had Overseas supporting Partners over the years who have mainly supported, ESCO Project with the introduction of metered power supply, also supported Construction of the Accommodation for Nurses and previously training of Nurses. Infrastructure improvements especially in the Maternal Child Health sector, Staff Housing Renovations and the Human Resource Development and Staff Children's welfare.

Human Resource

Staffing

We are a total of 180 staff with 4 Volunteers as of 1st Sept 2022.

Staffing Comprises of Medical Staff and Non-Medical Staff

We Have 7 Resident Specialists (G. Surgeon, Obstetrician Gynecologist, Orthopedic Surgeon and a Visiting Ophthalmologist, Dental Surgeon) and 5 Medical Officers GPs, 69 Nursing Staff and 100 administrative and support staff

Service Delivery Model

The Government of Uganda National Policies and Health Sector Strategic Plan as well as the Millennium Development Goals inform the services we offer.

Our activities contribute to achieving the MDGs.

Our target beneficiaries are mainly the rural poor community, the stigmatized, Vulnerable, women and Children from our Geographical area of operation and beyond.

Service Categories

- Free Health care services
- Tuberculosis and Leprosy management and care
- HIV care PMTCT, ART
- Antenatal care services and immunization
- Blood Transfusion
- Nutritional Rehabilitation
- Safe Male Circumcision
- Vesico - Vaginal Fistula and Repair of Birth injuries
- Highly subsidized Health care services
- Reconstructive and Rehabilitative Surgery
- Epilepsy treatment
- Cataract Surgery
- Malaria treatment (Under Fives) and Admissions to Children's ward
- Normal Delivery and Emergency Caesarean Section
- Treatment of the Elderly and Internally displaced persons
- Recovery Costs
- General Hospital Services, General Surgery, Orthopedics and Trauma services
- Fabrication and Fitting of Prosthesis
- Radiology and Ultra sound
- Laboratory Services

Financing of Activities, Previous Current and Planned.

Areas for consideration discussion and action.

Sustainability & realization Mission & Vision, continuously offer benefits to the Vulnerable. For Growth, Quality, Efficiency and Result oriented management driven by sustainable drivers or innovations,

Maintain strategic and non-exploitative partnerships.

Access to Health care should not be dependent on individual circumstance.

Sustainability strategies

We do recognize the prevalence of Poverty and our Role as a PNFP.

Mission Access to Health care should not be dependent on individual circumstances. Kumi Strategy of Growth and Development seeks to continue to

function, offer intended benefits indefinitely.

The Main Beneficiaries are mainly the Community, Nursing and Medical students, Visitors, Staff, Uganda as a Nation

We recognize that achievement of sustainability is a Long Journey, Progress is made through continuous improvement areas highlighted below.

- a) Health Service Provision/Community interventions
- b) Medical Education begin with Overseas Medical Electives and Nurses
- c) Internship Center
- d) Medical Research
- e) Collaboration with various overseas partners

Strategies for sustainability

- Develop and Maintain Strategic Partnerships / Broad-based / Collaboration with Various stakeholders.
- Seek Supportive Accountable strategically focused Organizational Governance BOG, HMC, who are Visionary.
- Financial Dimension/Needs. Initiate or strengthen strategies for financial sustainability Innovations that Minimize or Cut Costs or Expenses Save more and spend less, enhance Hospital income.
- Policy of Organizational Funding, non-exploitative strategic partnerships
- Set up a Compassionate Fund Holland for the poor.
- Community Health "Insurance" Schemes.
- Subsidies to poorest HIV, TB Leprosy, VVF, Safe Male Circumcision
- Improve Finances at Local Level, Private Ward, and Specialist Clinics
- Skilled Efficient Effective self-motivated Human Resource.
- Staffing Attract and Maintain Consultants, Nurses, Technical, Administrative, Financial staff.
- Attract Overseas Volunteers to offer their Skills Doctors, Nurses, Admin Finance managers.
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Medical Education at Kumi.

- Medical Electives program, formalized, Placement Fee to enhance the status of the organization and Electives could become, future supporters of KUMI/
- Medical Education Nurses School, Theatre Assistants school
- Enhance Loyalty by Train internally or Externally and Bond
- Circumvent Challenges, Govt Posting of staff, Attract Overseas Volunteers Doctors, Interns, Electives, Student Nurses.
- Optimal Infrastructural Utilization Theatre fully utilized, Ward improvement.
- Communication Website Share with the world the work of Kumi and its partners.
- Share, Expertise, Successes, Resources through UPMB with other sister Hospitals Reflection and Retreats by staff and Hospital Leadership Study Tours, learning opportunities to sister Hospitals.
- Emphasize Values Mission and Vision Regulation of Human Behavior to make staff more effective, Enforcing the Professional and Service Codes of Conduct and Ethics
- Staff Motivation Incentives, Recognition Employee of the Year.
- Support Facilitative Supervision, Protocols etc.
- Salary Support, "Sponsor a Nurse", "Sponsor a Doctor", etc. Ultimately Reduced Reliance on Donors and become self-sustain.

