



8th July 2026

CIRCULAR NO. 5/2026

Distribution List Attached

THE NATIONAL EDUCATION AND TRAINING FOR HEALTH POLICY, 2025, AND ITS IMPLEMENTATION STANDARDS AND GUIDELINES, 2026

Cabinet of the Government of Uganda approved the National Education and Training for Health Policy on 6th October 2025 under Minute No. 328 (CT2025).

The National Education and Training for Health Policy, 2025 was developed by the Ministry of Education and Sports, in collaboration with the Ministry of Health. In addition, its Implementation Standards and Guidelines of 2026 have also been developed. The Policy is intended to strengthen the governance, quality, coordination and regulation of education and training for health in Uganda.

The purpose of this letter is to disseminate Circular Standing Instruction No. 01 of 2026, **attached** for ease of reference, which communicates the National Education and Training for Health Policy, 2025, and its Implementation Standards and Guidelines, 2026. The Circular sets out the actions required of Ministries, Departments and Agencies, Local Governments, Regulatory Authorities, Training Institutions and other stakeholders responsible for implementation.

You are requested to study the Circular and ensure its timely dissemination and implementation within your institution or area of jurisdiction. Particular attention should be accorded to the responsibilities assigned to your institution and the prescribed implementation timelines, to facilitate effective and coordinated implementation of the Policy.

The Ministry of Education and Sports appreciates your continued commitment to improving the quality of education and training for health and looks forward to your full cooperation in implementing this Policy.

Thank you for your cooperation.


Dr. Kedrace R. Turyagyenda
PERMANENT SECRETARY

Copy: Acting Minister for Education and Sports
Ministers of State for Education and Sports

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All Chief Administrative Officers and Town Clerks of Local Governments;

All Vice-Chancellors of Health Training Institutions (Public and Private)

All Principals/Heads of Health Training Institutions (Public and Private)

All Designated Clinical Training Sites (Public and Private)

All Stakeholders in Education and Training for Health

Registry/Master file - Education and Training for Health (ETH/POL/VOL.1)

4(b)

MINISTRY OF EDUCATION AND SPORTS

OFFICE OF THE PERMANENT SECRETARY

Embassy House, King George VI Way, P.O. Box 7063, Kampala, Uganda

Our Ref: MoES/CSI/01/2026

Date:^{9th} day of^{July}..... 2026

(File Ref: ETH/POL/VOL.1)

CIRCULAR STANDING INSTRUCTION No. 01 OF 2026

(Issued by the Permanent Secretary, Ministry of Education and Sports)

TO: ALL ACCOUNTING OFFICERS, HEADS OF MINISTRIES, DEPARTMENTS AND AGENCIES, REGULATORY AUTHORITIES AND COUNCILS, LOCAL GOVERNMENTS, HEADS OF MEDICAL SCHOOLS, HEADS OF HEALTH TRAINING INSTITUTIONS, AND ALL OTHER STAKEHOLDERS IN THE EDUCATION AND TRAINING FOR HEALTH *(Full distribution list at the end of this Instruction)*

RE: COMMUNICATION AND COMING INTO EFFECT OF THE NATIONAL EDUCATION AND TRAINING FOR HEALTH POLICY, 2025, AND ITS IMPLEMENTATION STANDARDS AND GUIDELINES, 2026

1.0 INTRODUCTION AND PURPOSE

This Circular Standing Instruction is issued to formally communicate to the service the **National Education and Training for Health Policy, 2025** (hereinafter “the Policy”), together with its **Implementation Standards** and **Implementation Guidelines, 2026**, and to direct all institutions, authorities and officers to whom it applies to give full effect to the Policy in the discharge of their respective mandates.

The purpose of this Instruction is to:

- (a) notify all stakeholders of the adoption and coming into effect of the Policy;
- (b) state the authority on which it rests;
- (c) set out the substance of the Policy and what it requires; and

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- (d) specify the actions to be taken by each category of recipient, the officers accountable, and the date from which compliance is required.

This Instruction remains in force until it is amended, superseded or formally withdrawn.

2.0 AUTHORITY AND POLICY / LEGAL BASIS

This Instruction is issued by the Permanent Secretary, Ministry of Education and Sports, as the Responsible Officer of the lead Ministry, in collaboration with the Ministry of Health as co-lead Ministry, pursuant to and in implementation of the following:

1. The Constitution of the Republic of Uganda, 1995, and the National Vision 2040, which recognise human capital development as the foundation of socio-economic transformation;
2. The decision of Cabinet approving the National Education and Training for Health Policy, vide **Cabinet Minute No. 328 (CT2025) of 6th October 2025**;
3. The National Education and Training for Health Policy, 2025, issued under the joint authority of the Minister of Education and Sports and the Minister of Health;
4. The Policy Implementation Standards and the Policy Implementation Guidelines, 2026, jointly issued to give full operational effect to the Policy; and
5. The Uganda Public Service Standing Orders, 2021, under which Circular Standing Instructions are issued from time to time by the Responsible Permanent Secretary to communicate approved policy to the service.

This Instruction is to be read together with the Technical and Vocational Education and Training (TVET) Policy and the National Higher Education Policy, and with the laws regulating universities, other degree-awarding institutions and TVET, which remain the applicable laws for education and training for health.

3.0 BACKGROUND

Health systems are highly labour-intensive, and the delivery of quality health services depends on having the right number, mix, competence and motivation of health workers. Uganda has, however, faced long-standing challenges in the education and training of its health workforce, including inadequate quantity and quality of health trainees, a limited number of specialised

trainers, the absence of harmonised admission and examination standards, outdated curricula, poorly equipped training facilities, fragmented regulatory mandates, weak linkage between training and service delivery, and inadequate investment in continuous professional development.

These challenges have constrained the production of a competent, ethical and practice-ready health workforce and, in turn, the attainment of Universal Health Coverage, the Sustainable Development Goals and African Union Agenda 2063.

To address them, Government developed and approved the Policy to provide a single, coherent national framework governing the entire lifecycle of health professional formation — from admission, through training, qualification and supervised practice, to lifelong professional development.

4.0 THE DIRECTIVE

All institutions, authorities and officers to whom this Instruction is addressed are hereby directed to apply, comply with, and give full effect to the National Education and Training for Health Policy, 2025, and its Implementation Standards and Guidelines, 2026, within their respective mandates. The essential content of the Policy is communicated as follows.

4.1 Policy Vision, Mission and Goal

Vision: “A competitive health workforce for a healthy and productive population.”

Mission: “To transform the Uganda health workforce by providing quality, sustainable and equitable health education and training which is responsive to the requirements of the labour market.”

Goal: “To attain optimal quantity and quality of education and training for health.”

4.2 Policy Objectives

The Policy pursues six (6) core objectives, namely to:

- (a) Attain adequate quality and quantity of health trainees;
- (b) Increase enrolment of specialised health trainees;
- (c) Increase the quantity and quality of professional health trainers;
- (d) Improve the quality of health training facilities;

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- (e) Strengthen internship, clinical rotation and practice; and
 - (f) Implement continuous capacity development in the health sector.

These objectives are aligned to four broad categories, namely:

- (i) student admission (entry);
- (ii) student training;
- (iii) internship; and
- (iv) continuous capacity building, post-graduate training and upgrading.

4.3 Scope and Key Aspects Governed by the Policy

The Policy provides a comprehensive, end-to-end governance framework for Education and Training for Health (ETH) across both the lower (TVET) and upper (university and other degree-awarding) levels, and governs the following aspects:

- (a) **Recruitment and admissions / entry** — transparent, merit-based and equitable admission aligned to programme level, the Uganda Qualifications Framework (UQF) and approved institutional capacity;
- (b) **Training, assessment and certification** — competency-based, outcomes-oriented curricula, teaching and assessment, with certification reflecting demonstrated competence;
- (c) **Clinical practice, rotation and internship** — supervised practice only at approved and designated sites with adequate supervision, case mix and learner protection;
- (d) **Continuous professional development and growth** — lifelong learning, specialisation, re-licensure and career progression;
- (e) **Trainers of health trainees** — standards for qualification, registration, pedagogical competence and clinical currency of tutors, instructors, preceptors, lecturers and consultants; and
- (f) **Training facilities, equipment and materials** — minimum standards for classrooms, laboratories, skills and simulation centres, and clinical facilities, including safety and infection-prevention requirements.

4.4 Binding Guiding Principles

Implementation of the Policy shall be governed by its binding guiding principles, which include: equity, access and fairness; public interest and patient safety first; competency, quality and fitness for purpose; health-system and labour-market responsiveness; clear mandates, regulatory coherence and coordination; ethics, professionalism and integrity; institutional accountability and transparency; evidence-based decision-making and continuous improvement; integration across the education–training–practice continuum; sustainability and efficient use of resources; environmental sustainability; innovation; public-private partnerships; a human-rights-based approach; and decency, including occupational health and safety for learners and workers.

4.5 Implementation, Financing and Monitoring

The Policy shall be implemented through a programme approach under the Human Capital Development Programme, guided by the Education and Training for Health Implementation Plan and aligned to the National Development Plan.

The Ministry of Education and Sports (lead) and the Ministry of Health (co-lead) hold primary responsibility and accountability for implementation, working with other Ministries, Departments and Agencies, Local Governments, regulators, professional councils, training institutions, the private sector, civil society, academia and development partners.

Financing shall be met through funds appropriated from the Consolidated Fund, leveraging of private equity and public-private partnerships, domestic revenue mobilisation including Non-Tax Revenue, and Overseas Development Aid.

Monitoring, review and evaluation shall be conducted using the Policy's Monitoring and Evaluation framework and key performance indicators, with data captured through the Education for Health Management Information System; every implementing entity shall conduct its own monitoring and report on its interventions.

5.0 EFFECTIVE DATE AND DURATION

The Policy and its Implementation Standards and Guidelines take effect on the date of signature of this Instruction and the accompanying issuance instruments, and shall remain in force until reviewed, amended, superseded or replaced in accordance with applicable laws and procedures.

Transitional arrangements apply. Trainees who commenced training before the commencement of the Standards shall be allowed to continue and complete their training under the arrangements provided. Institutions and training sites operating before commencement shall be granted a defined transitional compliance period within which to align fully with the Standards; existing approvals, placements, funding arrangements and training sites shall be progressively aligned during this period.

At the expiry of the transitional period, full compliance becomes mandatory. Transitional flexibility shall not be construed as a waiver of fundamental safety, ethical or professional requirements.

6.0 ACTION AND RESPONSIBILITY

Each category of recipient shall take the following actions and is accountable as indicated.

6.1 Ministry of Education and Sports (Lead Ministry)

- (i) Provide overall regulation, guidance, technical support and coordination of Policy implementation, jointly with the Ministry of Health;
- (ii) Set and enforce standards for curricula, accreditation and quality assurance of education and training for health;
- (iii) Issue, with the Ministry of Health, the joint implementation directive, certified copies, the publication/gazettement notice and the official dissemination package; and
- (iv) Develop and maintain the Management Information System for the sector. **Accountable officer: the Permanent Secretary, Ministry of Education and Sports.**

6.2 Ministry of Health (Co-Lead Ministry)

- (i) Provide, jointly with the Ministry of Education and Sports, overall guidance on implementation;
- (ii) Manage the medical internship programme and support clinical training, placements and supervision;
- (iii) Issue the complementary circular operationalising the Standards within the health mandate; and

- (iv) Support capacity building, including the provision of critical training inputs.
Accountable officer: the Permanent Secretary, Ministry of Health.

6.3 Regulators, Professional Councils and the National Council for Higher Education

- (i) Anchor all licensing, accreditation, inspection, funding and enforcement decisions in the Policy, Standards and certified copies;
- (ii) Harmonise subsidiary instruments — licensing conditions, inspection tools, funding criteria and reporting templates — with the Standards; and
- (iii) Apply the admission, training, internship and CPD requirements uniformly.
Accountable officers: the respective Chief Executive/Registrar of each body.

6.4 Heads of Health Training Institutions and Training Sites

- (i) Align admissions, curricula, assessment, certification, trainers, facilities and clinical placements with the Policy and Standards within the prescribed transitional compliance period;
- (ii) Ensure supervised practice occurs only at approved and designated sites with adequate supervision and learner protection; and
- (iii) Maintain mandatory records and submit returns as required. **Accountable officer: the Head/Principal/Vice-Chancellor of the institution.**

6.5 Accounting Officers, Local Governments and Other MDAs

- (i) Disseminate this Instruction to all officers under their charge and incorporate the Policy into planning, budgeting and reporting;
- (ii) Collect and report data on education and training for health within their jurisdiction; and
- (iii) Conduct their own monitoring and report on complementary interventions.
Accountable officer: the respective Accounting Officer.

6.6 All Recipients

- (i) Acknowledge receipt of this Instruction, study the Policy, Standards and Guidelines, and brief all relevant staff; and

- (ii) Ensure consistent, timely and good-faith compliance, reporting any constraints to the lead Ministry. **Non-compliance shall attract the consequences provided for under the Standards and applicable law.**

7.0 RELATIONSHIP WITH EXISTING INSTRUMENTS AND SUPERSESSION

This Instruction is consistent with, and supplements, the Uganda Public Service Standing Orders, the TVET Policy, the National Higher Education Policy and the laws regulating universities, other degree-awarding institutions and TVET.

To the extent that any prior circular, instruction or administrative practice is inconsistent with the Policy, Standards or this Instruction, the Policy, Standards and this Instruction shall prevail.

Any existing instrument expressly superseded by the Standards ceases to have effect from the effective date stated above, subject to the transitional arrangements in paragraph 5.0.

8.0 QUERIES, FEEDBACK AND ACKNOWLEDGEMENT OF RECEIPT

Requests for clarification or interpretation of this Instruction, and feedback on implementation, shall be directed in writing to the **Permanent Secretary, Ministry of Education and Sports** (Attention: Head, Education and Training for Health), Embassy House, King George VI Way, P.O. Box 7063, Kampala; designated focal points and inter-agency coordination mechanisms shall be communicated through the joint implementation directive.

All recipients are required to **acknowledge receipt of this Instruction in writing within fourteen (14) days** of its date, and to confirm the steps taken to disseminate and implement it within their institutions.

9.0 AUTHORITY AND SIGNATURE

Issued at Kampala this day of 2026.


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Dr. Kedrace R. Turyagyenda
PERMANENT SECRETARY
MINISTRY OF EDUCATION AND SPORTS

In collaboration with the Permanent Secretary, Ministry of Health.

10.0 DISTRIBUTION

This Circular Standing Instruction is circulated to the following:

1. The Head of the Public Service and Secretary to Cabinet;
2. The Deputies of the Head of the Public Service and Secretary to Cabinet;
3. The Permanent Secretary, Ministry of Health;
4. The Permanent Secretary, Ministry of Finance, Planning and Economic Development;
5. All Permanent Secretaries / Accounting Officers of Ministries, Departments and Agencies;
6. The Executive Director, TVET Council;
7. The Executive Director, National Council for Higher Education;
8. The Executive Secretary, UHPAB;
9. The Executive Secretary, UVTAB;
10. The Executive Secretary / Registrar of the Uganda Medical and Dental Practitioners Council;
11. The Executive Secretary/ Registrar of the Uganda Nurses and Midwives Council;
12. The Executive Secretary/ Registrar of the Allied Health Professionals Council;
13. The Executive Secretaries / Registrar of the Pharmacy Council of Uganda;
14. All Chief Administrative Officers and Town Clerks of Local Governments;
15. All Vice-Chancellors, Principals and Heads of Health Training Institutions and designated clinical training sites (public and private);
16. Development partners, Professional Associations, civil society organisations and the private sector engaged in education and training for health; and
17. Registry / Master file — Education and Training for Health (ETH/POL/VOL.1).