

UGANDA MEDICAL LABORATORY TECHNOLOGY PROFESSIONALS ASSOCIATION

Secretariat; Tel:
Website: website.eumлта.com
Email: aumлта3@gmail.com
Reg No. 80034120445327
P.O.BOX: 137481,
Kampala GPO, Uganda



President: H.E Erick.J.Okek
Tel: +256 776 207 089 / 782 869 365
Email: president@eumлта.com
Secretary General: Hon Muyingo Yusuf
Tel: +256 773 732 537 / 703 962 977
Email: secretarygeneral@eumлта.com

UMLTA STRATEGIC PLAN IMPLEMENTATION FRAMEWORK 2025 - 2030

Key Area	Policy Statement	Policy Objective	Strategies to Achieve Policy Objective	Performance Indicator	Time Frame (5-Year Plan)	Responsible Person
Membership and Registration	UMLTA advocates for compulsory registration and professional recognition of all laboratory practitioners in Uganda.	Maintain a national member registry in collaboration with the AHPC.	<ul style="list-style-type: none"> Digitize and maintain a real-time membership database; Collaborate with AHPC for registry updates. 	Functional digital registry; Number of registered members.	Annually	Secretary General Dep Sec General
		Support laboratory graduates through the registration, subscription and AHPC licensing process.	<ul style="list-style-type: none"> Organize orientation sessions; Develop a guide for registration and licensing. 	Number of supported graduates; Satisfaction survey results.	Quarterly	Secretary General Dep Sec General
		Sensitize stakeholders on registration, subscription and AHPC licensing obligations and benefits.	<ul style="list-style-type: none"> Develop IEC materials; Conduct outreach via social media and regional meetings. 	Number of sensitization activities; Reach and engagement metrics.	Bi-annually	Publicity Secretary
Professional Standards and Ethics	UMLTA is committed to upholding the highest standards of professional ethics, integrity, and accountability among its members.	Develop and disseminate a code of conduct for laboratory professionals.	<ul style="list-style-type: none"> Consult members and stakeholders; Publish and distribute the code. 	Code developed and distributed; Member signed the code.	Year 1	Vice President, Ethics Committee Chairperson
		Ensure compliance to ethical practice through awareness and enforcement.	<ul style="list-style-type: none"> Conduct CPD sessions on ethics; Create anonymous reporting mechanisms. 	Number of trainings held; Reported violations addressed.	Annually	Disciplinary Committee
		Establish a disciplinary and grievance resolution mechanism.	<ul style="list-style-type: none"> Form disciplinary committee; Develop SOPs for grievance handling. Conduct monthly meetings to settle grievances 	Grievance cases handled; SOPs available and applied.	Year 1-2	Secretary General, NEC
Elections of	The election follows a	Conduct timely and	<ul style="list-style-type: none"> Develop election calendar; 	Timely elections	Every 2 years	Independent

Treasurer: Hon Wabuyi Patrick
Tel: +256 772 545 250 / 704 646 674

Email: fin@eumлта.com

Page 1 of 5

Public Relations officer: Hon Damali Babirye
Tel: +256 781 504 024 Email: info@eumлта.com

NEC and BEC	free and fair all participatory adult suffrage. All members eligible to vote are to be given an opportunity through secret ballot and all means possible as determined by IEC.	transparent elections.	<ul style="list-style-type: none"> Share guidelines and timelines via official channels. 	held; Member turnout rates.		Electoral Committee (IEC)
		Set mechanism to allow all voters irrespective of their location to cast their vote.	<ul style="list-style-type: none"> Adopt hybrid voting systems (electronic and physical); Sensitize members on procedures. 	Member participation rate; Voting error rate.	Every 2 years	IEC, ICT Lead
		Prepare election reports within 48 hours following declaration of winner.	<ul style="list-style-type: none"> Assign dedicated reporting team; Use real-time tally tools. 	Time taken to release election report; Report completeness.	Every 2 years	IEC Chairperson
		Ensure hand over of office within 7 days following declaration of winner.	<ul style="list-style-type: none"> Prepare handover checklist; Schedule NEC transition meeting post-election. 	Timely handover of responsibilities; Transition feedback report.	Every 2 years	Outgoing NEC Chairperson and IEC
		Appoint and revise Independent Electoral Committee roles every NEC cycle.	<ul style="list-style-type: none"> NEC to issue call for nominations; Vet and appoint IEC members with clear TORs. 	IEC appointed within cycle; TOR reviewed and approved.	Every 2 years	UMLTA NEC
Education, Training, and CPD	UMLTA supports structured lifelong learning to promote the competencies of its members.	Ensure all practicing members participate in CPD activities annually.	<ul style="list-style-type: none"> Mandate CPD participation for licensing; Host accredited workshops and online courses. 	Percentage of members meeting CPD targets.	Annually	Vice President CPD Coordinator
	UMLTA supports structured lifelong learning...	Accredit CPD service providers and programs.	<ul style="list-style-type: none"> Establish CPD accreditation committee; Develop evaluation criteria. 	Number of accredited CPD providers.	Bi-annually	Vice President CPD Committee
	UMLTA supports structured lifelong learning...	Facilitate national, regional, and international knowledge exchange forums.	<ul style="list-style-type: none"> Partner with academic and professional bodies; Organize exchange visits and symposium. 	Number of exchange activities held.	Yearly	Vice Pres, CPD Com Chief Sci editor
Advocacy and Representation	UMLTA positions itself as a strong voice in advancing the interests and welfare of medical laboratory professionals.	Influence national health and human resource policies in favor of lab professionals.	<ul style="list-style-type: none"> Participate in key stakeholder meetings; Submit policy briefs and position papers. Engagement with AHPC to Review extract rates and frequency 	Number of policy engagements attended.	Ongoing	President Vice preS Chief scientific editor (policy briefs)
National Visibility and	Position UMLTA as a vibrant and relevant	National Media Campaign	<ul style="list-style-type: none"> Host bi-monthly TV and Radio 	Number of media campaigns conducted	Monthly, quarterly	Publicity Secretary

Publicity Campaign	professional association		<ul style="list-style-type: none"> Talk Shows on national and regional stations. Schedule appearances during World Laboratory Week and Health Weeks. Quarterly e-newsletters featuring member spotlights, NEC updates, and professional articles. Periodic Press Releases: For all major events and achievements. 			
		Social Media campaign & YouTube Use	<ul style="list-style-type: none"> Launch “Faces of Lab Tech Uganda” series – short videos showcasing success stories, workplace highlights, and health tips. Weekly updates on Facebook, Twitter (X), Instagram, LinkedIn, and a YouTube channel. Content creations 	Number of social media campaigns Number of persons subscribing to the MLTA youtube channel	monthly	Publicity Secretary
		Mobilization and awareness campaigns	<ul style="list-style-type: none"> Door to Door, District to District , Region to Region visits Participate in MoH policy review and forums Have UMLTA ambassadors , field reporters in all regions Host nominations for best inspiring, best scientific officer, best lab esp private, best training school, best lab performer Go green Uganda under tree 	Number of awareness campaigns conducted	monthly	Publicity Secretary

			planting with branded stones <ul style="list-style-type: none"> • Host Pageant activities that is Mrs or Miss Lab fraternity and Mr lab fraternity • Bulungi bwansi activities 			
Employment and Labor Rights	UMLTA is committed to promoting fair labor practices and dignified working conditions.	Advocate for implementation of the scheme of service and recruitment of laboratory staff.	<ul style="list-style-type: none"> • Engage MoH and Public Service; • Develop position paper on current status of employment and gaps not filled in public sector. • Payment for supervision of laboratory in private sector • Designate a legal entity to represent laboratory professionals and support with legal issues of the association 	Adopted scheme of service document.	Within 3 years	Vice President
Research and Innovation	UMLTA shall promote a culture of research, innovation, and evidence-based laboratory practice.	Encourage operational and clinical research among members. Support development of scientific writing culture among professionals	<ul style="list-style-type: none"> • Organize research competitions and provide proposal writing training; review newspaper articles, abstracts, and manuscripts; • Collaborate with ASLM to facilitate subsidized publication for members; • Host the UMLTA conference. 	Number of members undertaking research and scientific writing.	Annually	Chief scientific editor
Quality Assurance and Laboratory Standards	UMLTA will promote compliance with national and international standards in medical laboratory services.	Strengthen member understanding and application of ISO 15189 and related standards.	<ul style="list-style-type: none"> • Conduct training on quality systems; Disseminate simplified guidance tools. 	Number of members trained; Certification achievements.	Annually	Vice president
Public Health and Disease Surveillance	UMLTA recognizes the vital role of laboratory professionals in disease prevention, detection, and response.	Train and deploy members in public health emergency responses.	<ul style="list-style-type: none"> • Collaborate with MOH; Maintain a national rapid response member list. 	Number of members trained and deployed.	Yearly	Emergency Response Focal Person
Partnerships and Resource	UMLTA shall leverage partnerships and	Develop proposals and concept notes for donor	<ul style="list-style-type: none"> • Form a grant writing team; Identify funding opportunities. 	Number of proposals submitted and	Quarterly	Treasurer Deputy

Mobilization	resources to support its goals and the professional development of its members.	funding.		funded.		treasurer
Governance and Institutional Development	UMLTA upholds democratic governance, accountability, and robust internal systems.	Set up and maintain offices for the association with an active administrator.	<ul style="list-style-type: none"> Secure physical office space; Hire full-time administrative personnel. 	Operational offices in all regions.	Within 2 years	President General Secretary
Finance Policy	UMLTA shall ensure prudent financial management guided by transparency and accountability.	Prepare and implement annual budgets aligned with priorities.	<ul style="list-style-type: none"> Develop budgets through participatory planning; Present for approval by NEC. 	Budget implementation rate.	Annually	Treasurer Deputy treasurer
		Maintain financial records and subject them to periodic audits.	<ul style="list-style-type: none"> Set up an electronic accounting system Digitize payment format using MM, Merchant pay or another platform Review and approve all payments before effected Develop quarterly financial reports 	Accounting systems set up Digital payment system set up Number of approved payments made Financial report developed quarterly	Quarterly	Treasurer Deputy treasurer
		Manage income streams including membership dues, grants, and services responsibly	<ul style="list-style-type: none"> Digitize cash receipt systems and avenues for receipt of cash 		Quarterly	Treasurer Deputy treasurer
Business Development of UMLTA	UMLTA shall make investments through the UMLTA SACCO and ensure all its members benefit...	Functionalize a vibrant SACCO with UMLTA membership.	<ul style="list-style-type: none"> Followup on the SACCO; Launch membership drive campaign. 	Number of registered SACCO members.	Year 1-2	VP SACCO Committee Chair



MR. ERICK J. OKEK
THE PRESIDENT



MR. MUYINGO YUSUF
THE SECRETARY GENERAL

Treasurer: Hon Wabuyi Patrick
Tel: +256 772 545 250 / 704 646 674

Email: fin@eumlta.com

Page 5 of 5

Public Relations officer: Hon Damali Babirye

Tel: +256 781 504 024

Email: info@eumlta.com