Ministry of Health and Ministry of Science and Higher Education

Ethiopian Residency Matching Program (ERMP)

Guideline for the Implementation of ERMP

Strategic Steering Group-SSG
July 2020

This guideline is subject to revision at least every year and can be amended as deemed necessary by the SSG

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Acronyms

ERMP: Ethiopian Residency Matching Program

EBRMP: Exam Board for Residency Matching Program

MOE: Ministry of Education

MOFED: Ministry of Finance and Economic Development

MOH: Ministry of Health

MOU: Memorandum of Understanding

MOSHE: Ministry of Science and Higher Education

RHB: Regional Health Bureau

SSG: Strategic Steering Group

I. Background

The Government of Ethiopia recognizes that healthcare is one of the crucial components of basic social services with direct linkage to growth and development of the country as well as to the welfare of the society. Accordingly, Ministry of Health is committed to reduce morbidity, mortality, and disability and to improve the health status of the Ethiopian people through accessing basic health services. (FMOH, 2011)

Attainment of the sustainable development goal targets depends partly on ensuring universal access to health through enhancing quality and quantity of health workforce who can provide ranges of health care services including advanced and specialized care. Hence, the Federal Ministry of Health has rightly identified strengthening advanced training of health workers as one of the strategic priorities of the national human resources for health. Among the strategic plans are to:

- Expand residency training programs through increasing the enrollment capacity of training institutions
- Increase the number and capacity of faculty at the training institutions through availing fellowship opportunities

The rise in public needs for advanced and better-quality care, the epidemiological transition, rapid urbanization, rising health literacy, and broader social and economic changes occurring in the country necessitate increased quality and number of medical specialists. However, the existing health care service is not meeting those needs and changes. The country is not producing highly trained health professionals in enough quantity though there has been an increase in medical specialty training programs opening in past few years. Enrollment and output has been persistently low failing to match the supply of specialist doctors to population needs.

Existing training capacity is not fully utilized, with only a handful of universities running residency programs and graduating a small number of specialists. There is a tendency on part of some physicians to want to be trained only in a certain institution even though there are other institutions with comparable training capacity.

To address these challenges, the Federal Ministry of Health launched a national residency matching program which caters coordination, recruitment, testing, and matching of applicants for residency training programs centrally.

II. Objectives of ERMP

The program is intended to create a well-functioning and efficient system of residency matching under the leadership of the ministry to have well trained specialists in adequate number and quality so as to meet the health needs of the people. The program is also intended to assure all schools with residency program to have enrolled to their full capacity, applicants get accepted to their preferred program and institution, schools with residency program to meet the minimum requirement and aspire for quality and most sought-after program and strive to be and remain competitive to attract the best applicants.

III. Definitions

- **Candidate:** An eligible applicant to the residency matching program
- **Declaration:** a statement that announces the candidate's responsibility for the information provided during application and the consequences thereafter.
- **Eligible applicant:** A medical doctor with or without sponsorship. However, those self-sponsored applicants MUST produce evidence proving that they are free from any government obligation as General Practitioner.
- **Sponsor:** Ministry of Health or federal institutions (Federal police, Ministry of defense, etc…) or private or charity organizations or other organizations (Defense, Police) that supports the resident financially during the period of training and deploy them to work by the end of the training.
- **Self-sponsor**: A candidate who planned to support him/her self during the period of residency.
- **Resident:** A candidate who is accepted to clinical residency program, registered and started education
- **Matching:** Applicant's choice of specialties and institutions are matched with candidates' performance in centrally administered written entrance exam
- **Standardization of institutions:** supporting, encouraging, and enforcing institutions to meet the minimum requirement to start and or run residency programs in terms of infrastructure, human resource, residency well-being, vaccines, learning environment, housing, offices, duty room, laundry, patient load and mix as set by the professional associations. Standardization tool shall be endorsed by committee nominated by SSG

Roles and Responsibility of stakeholders

ERMP-SSG

- Set action plan for the SSG with detailed budget
- Produce guideline for the national residency matching program
- Define membership, mandates and accountability of the EBRMP
- Develop and periodical revise ERMP guideline
- Develop a detailed implementation plan for national residency matching
- Organize awareness creation and advocacy activities
- Support implementation of ERMP

- Monitor, evaluate and improve ERMP
- Quality control and assessment of the residency matching program
- Approve the minutes of the last meeting with input from board members
- Centrally manage the recruitment, examination and placement of residents to the universities
- Follow, direct and execute the process of guideline preparation and implementation
- Organize a consultative workshop with broader group of stakeholders
- Can establish various committees as needed
- Support quality assurance offices of universities on development of standardization tools

FMOH

- Communicate meetings
- Facilitate financing of SSG
- Prepare and distribute minute to board members
- Presents the SSG recommendations to higher bodies in written form
- Collect and disseminate relevant documents that are approved by the Chairperson
- Keep copy of documents and records of the SSG and the examination board
- Chair meetings in the absence of the Chairperson
- Communicate agendas two weeks prior to the meeting

MOSHE

- Chair the board
- Responsible with all communication and follow-up of the universities
- Call regular and extraordinary meetings
- Draft meeting agendas and announce the meeting date and venue
- Communicate with other stakeholders as needed on technical issues
- Maintain all data and records together with FMOH

Members' responsibilities

- Participate in SSG meetings
- Provide technical inputs and resources in the SSG
- Complete individual assignments on time

- Follow standard meeting procedures and activities
- Propose an agenda for a meeting
- Each member has one vote

IV. Training Institutions

These are either university-based or hospital-based medical schools which are recognized to run clinical medicine graduate program in specific discipline after being evaluated as per the agreed up on standard and fulfilled the minimum requirement (accredited). These schools / institutions can be publicly owned or privately owned.

V. Recruitment

Who can apply?

- A medical Doctor (MD) or holder of equivalent degree (for British system schools) graduated from MOSHE recognized institution or any accredited medical schools abroad and recognized by the respective regulatory body. Foreign graduates must produce evidence of equivalence from HERQA.
- Since medium of instruction is English, foreign applicants must be fluent in writing and spoken English and are encouraged to learn the major language in the area they are assigned.
- Any certified and licensed medical doctor fulfilling the above criteria can apply for residency whether she/he has sponsorship or not. However, the following quota allocation will apply during matching. If the private/charity organizations, foreign candidates and self-sponsored applicants do not utilize, the allocated quota, will be used by government sponsored.
    - A minimum of 90% is dedicated for candidates sponsored by government (MOH, Defense, Police)
    - A maximum of 7% is dedicated for candidates sponsored by private and charity institutions and for those who applies for self-sponsorship
    - A maximum of 3% is dedicated for neighboring countries (requested by Ministry of Foreign Affairs)
- Medical doctors who already matched and registered for education in the previous years are not eligible. If such mischievous candidates will be punished by the ERMP secretariat in discussion with the SSG.

How can they apply?

- The first step is to apply to sit for the written entrance exam. This is done through the online registration system on the dedicated website. The following MUST be included:
    - Completed Application form
    - During application, candidates MUST upload
        - Their valid (active) medical licensure certificate.
        - The scanned copy of the application fee receipt.
        - The scanned copy of their marriage certificate if couples are applying for residency in the same academic year.
    - Declaration of health status for specific fields they are applying for. Applicants are advised to conduct thorough medical checkup for (for the field they are competing

for) before completing the application to avoid latter discomfort. However, applicants must know that respective departments will do medical check-up as it is stated in the curriculum to attest it.

- After processing the application, the SSG announces:
  - The eligible candidates list with allocated exam centers
  - The exam dates.

What do they apply for?

- A candidate could apply for up to three specialty fields and rank these based on their interest. If the candidate fails to get his/her first choice, he/she will compete for his/her second choice, if not the second will compete for his/her third choice. Candidates are advised to read the declaration in annex-I and ensure that they chose the appropriate field for their condition.
- A candidate could choose one, some or all places of studies in ranking order
- Private and charity organizations candidate should rank all the programs and institutions as to his/her and the sponsor's preference

When do they apply?

- Application will be either during the months of March / April
- Within a period of one month of notice (during the registration period)
- Screening one month
- Examination after screening (to be decided accordingly)

How frequent can they apply?

- No limit. Candidate can apply every year, but in a year an applicant is able to register only once. Those who register multiple times using different accounts will be disqualified from the competition.

Application fee

- Ethiopian citizens – 300 Birr
- Foreign applicants – 50 USD
- Waiver for candidates coming through Ministry of Foreign Affairs
- Mechanism payment: through an account at-MoH- Ethiopian Commercial Bank (account number_____)

Who can take the residency entrance examination?

- An applicant whose eligibility has been verified and listed to sit for the exam.
- Applicants who properly submitted their application (application in draft status will be disqualified)
- Candidates with duplicate applications will not be allowed to sit for examination.
- Candidates who uploaded inappropriate documents will not be allowed to sit for examination. He/she will also be denied from competing in the next academic year.

About the entrance exam

The entrance exam is only multiple-choice question

- The objective of the MCQ exam is to assess the applicant's knowledge and practice in general medicine.
- The MCQ covers all medical disciplines including ethics and professionalism based on the blue print.
- The MCQ exam will be administered to all candidates at the same time through computer.
- The MCQ (200 questions) accounts for 100% of the total score
  - This exam is organized in to two parts (100 questions each)
  - Part-I will be given in the morning and part-II in the afternoon
- 1.5 minutes is allotted for each question

All applicants (including foreign candidates) must take exams.

Affirmative action

- Female candidates will get additional 3% of their total mark

Result Notification

- Result out of 100% will be posted on the ERMP website a week before matching.

VI. Field and Place of Study Choice Revision

Candidates can revise their field choice and place of study after seeing the result. In doing so;

- De-identified result of all examined candidates will be shared to all examined candidates
- Within one week, they will revise their field and place of study. If they do not do so in a week time, the first choice (made during application) holds true.

VII. Matching and Assignment

- Matching is not simply placement of applicants for a program and place of study; it is rather valuing the merit of good performers so that quality is maintained.
- Applicants preference for field of study is considered first to do the matching followed by institution choice. Those candidates with high score are given their preference first and then next the rest gets their choices based on their score. Those with highest scores are likely to get their preferred specialty and school.
- In case of tie;
    - Female candidate will be given priority
    - If they are same sex, the candidate with longer service year will be given priority
    - If they are same sex and have same year of experience, ranking order of field of study and then place of study will be considered.
    - If they are same sex and have same year of experience, and in cases where the order of field and place of study choice is the same, lottery method (software matching) will be used
- It must be noted that some applicants might not be matched as the available residency spots are less than the number of applicants.
- Some tips to improve chance of matching:
    - Choose a sizable number of residency programs and place of study on your Rank Order List. The more residency programs and place of study you choose, the more likely you are to match. Choosing too few, and you may find yourself unmatched.

    - Choose programs which you know and where you will be happy. Consider geographic location, competitiveness of program, and your true interest in a specialty. If you aren't honest with yourself in your selection, then you'll end up in a residency program which will fail to meet your professional needs.
- Unmatched candidates have the following options;
    1. Based on their total score, they can be listed in reserves for their **first field** of choice only. Please NOTE that candidates who are already matched (even with their 2nd or 3rd choice) cannot be considered in the reserve list.
    2. "Scramble": when the NRMP announces vacant spots, they can apply for those spots even if they were not their choice during registration. However, securing sponsorship or declaration to support self is a must.

3. For fields where there are no enough reserves, unmatched candidates will be invited to apply
4. Remained unmatched for the academic year

Post matching procedures

- Matching result of all institutions including all fields and available vacant spots will be posted. Candidates will be notified about their assignment through the website.
- E-mail will be sent to every candidate stating his/her status
- Official letter will be written to the institution including the names of trainees in their respective specialties.
- Any transfer request from one program to another or from one institution to another will not be entertained before registration and starting training. However, after registration and starting residency training and secured pass mark, the respective college/school academic rules and regulations apply for all in all matters.

Post-matching special scenarios

- Candidates will not be matched to a program they did not apply or sponsored for. Those candidates who do not get matched to any of the three specialties they applied for has the following options.
    - Can scramble for any vacant positions announced
    - Based on their merit can be considered in the reserve list for their first field choice
    - Waiting for another year to take the exam.
- A candidate cannot refuse the matching if he/she doesn't get his/her first choice. If he/she does not want the program he matched for, he/she will wait for another year and will go through all the process as a new applicant.
- Exchange/ transfer among matched candidates (both field or place of study) before registration and starting education is not allowed.

Appeals

- Appeal on the result is made to the medical education team in MOH either by email or in written with in one week of result notification
- Appeal on matching is made to the medical education team in MOH either by email or in written with in two weeks of matching notification
- Response for the appeal will be given in another one week

- Candidates must be reserved from any harassment or offense of ERMP staff in whichever way during appeal or any other time. If happened, the SSG will disqualify them
    - Deny matching
    - Deny ERMP examination for the next application/s upon SSG decision
    - Will be asked legally

Special considerations to appeal to change institutions:

Candidates should now that these special considerations are not **right**, rather, they are privileges.

Couple matching: Married couples (who took exam and matched in the same academic year and already submitted marriage certificate during initial application) can apply to be placed in the same institution as long as their marriage certificate is in the database and submit an application letter stating institution they want to be placed in. The institution they request shall be in either of the institutions where one of the spouses has matched for.

Note:

- After all matching results are announced, those candidates who did not match can be considered for vacant or unfilled residency spots in different institutions.

VIII. Sponsorship Agreement

Any Ethiopian medical residency candidate is eligible to seek for public sponsorship as far as he/she commits to serve in the public system after graduation. A candidate who seeks for public sponsorship will sign legal sponsorship agreement with MOH using the agreement form in annex II. These group of candidates will be disconnected from their former employer (RHB, Hospital or Training Institution) and get employed in the training intuitions they are assigned for the period of their training. If one discontinues his/her education at certain point, there is no guarantee to attain general practitioner position in the public system. The steps to follow are the following;

1. Candidates will sign the sponsorship agreement using the approved agreement form at MOH legal directorate. For those who wish to sign the agreement in schools, arrangements will be made to handle the agreement signing in respective schools.
2. Candidates need to print the form (four copies), make the three guarantors and their spouses sign on the respective places and present the forms to the legal directorate delegate in the respective school.
3. The signing of the sponsorship agreement is in four copies (two copies to be submitted to MOH, the third to the school they are assigned and the fourth to themselves).
4. Candidates are accountable to submit one of the signed agreements copy in sealed envelope to the school they are assigned while registering.

Similarly, Federal organizations (Federal Police and Defense) or Private institution or Charity organization sponsored candidates are supposed to sign sponsorship agreement with their institution/organization.

Sponsorship change:

a. A candidate who had sponsor during application can change to self-sponsor status after matching but, before start of education.
b. If MOH gets convinced, a self-sponsor can change his/her status to government sponsor status any time.

IX. Admission and Registration

From 2012 Ethiopian academic year on, all colleges/ schools agreed to admit residents during the months of **Meskerem – Tikmit.**

Admission and Registration: Successful candidates are expected to report to the department / school they matched for within the department/ school deadline. Those candidates who did not register with in the deadline will not be entertained; instead a reserve candidate will be replaced.

Training institutions will notify the list of candidates who didn't register in the deadline to MOH within one week. The ERMP secretariat will immediately assign from reserves. Reserves must start education within one month of start of education.

Post Registration scenarios: After registration and starting residency training and have grade record (pass mark), the respective college/school rules and regulations apply for all. However, change of field of study is strictly prohibited since it seriously affects the merit-based matching and the sponsor human resource development plan.

Official Transcript: candidates are responsible to process official copy of their undergraduate transcript from the school/ university where they studied medicine to the school/university where they matched for residency. The school/university where respective candidates received MD degree, need to cooperate in sending the official transcript when requested by candidates.

Clearance:

X. Salary and Incentives of Public Sponsored Residents

- **Memorandum of understanding:** Ministry of health and the residency training institutions will sign MOU
- **Source of Funding:** Federal government (Ministry of Finance and Economic Development) will allocate budget to cover the salary, incentives, duty payments and research funding of

residents during training. It must be noted that this freedom does not include self, private institutions, charity organizations and foreign countries sponsored residents.

- **Way of effecting payment:** Ministry of health will facilitate budget allocation from MOFED to each training institute as per their capacity. Residency Training institutes will request budget as per the available residency spots they set.
- **Amount of Salary:** matched public sponsored candidates will earn a uniform salary amounting the salary of a beginner lecturer. In doing so, public sponsored candidates will sign contract agreement with the training institution for the period of the training.
- **Incentives**: these include allowances that are given to residents during the period of training namely housing, transportation allowances amounting 2700 Birr on monthly basis irrespective of the placement.
- **Duty Payment**: Each resident will receive duty payment as per the Civil Service Commission duty payment guideline published on "Sene" 29, 2001 Eth. Calendar.
- **Research Budget:** Each public sponsored resident will receive budget from the school to conduct research as per the training institution legislation.
- **Leaves:** A resident will have 4 weeks annual leave each year. A pregnant resident can take legally permitted 4 months leave, but she must know that she might not go with her cohorts.

XI. Deployment and service year

Ministry of Health will develop detailed deployment guideline. Accordingly, MOH will collect information on demand and facility readiness from regions, city administrations and training institutions and deploy specialists accordingly. Each public sponsored candidate is expected to provide service in the institution he / she is assigned. The duration of service will be as per the official sponsorship agreement.

For candidates who either didn't finish their compulsory service as general practitioner or didn't pay-back their undergraduate cost-sharing expense (loan), the remaining year of service will be added in their service as a specialist. In doing so, while signing the sponsorship agreement, matched public-sponsored candidates need to submit to MOH legal directorate delegate the official evidence that shows duration of service from the institution they were working (if any). Otherwise, no evidence will be considered as zero year service.

Annex I: Declaration

Declaration by applicants

We advise applicants to undergo meticulous medical (general, ophthalmologic) examination before completing this declaration.

1. I am solely responsible for the ranked choices of specialties and institutions and for the match outcome based on these choices
2. I understand that I should report to the program and institution I am matched to within the deadline and failing to report might affect my result in being unmatched for the academic year
3. I understand that both the residency program and myself as an applicant are bound by the result of the Match. I also understand that my actual entry into the training program is contingent upon satisfactory completion of the medical fitness prerequisites set by the program. e.g. for Ophthalmology, all surgeries, etc…. Prior medical fitness test is the responsibility of the candidate.
    - In case the department for which I am matched denies me a spot for registration because of any health-related issues, I do agree to consider myself as unmatched.
4. I understand that the ERMP cannot guarantee my continuation of training in the residency program rather this is contingent upon my performance as a resident based on the curricular requirements of that specific program.
5. I declare that I have no medical conditions that can hinder my performance in any of the residency programs I have listed for matching.
6. I declare that I have no obligations that prevent me from accepting the matched institution or program.
7. I authorize the use of any information I provided in any study approved by the ERMP provided that the information is kept anonymous and unique identifiers are not revealed.

Annex II: Applicant and MOH/ Training Institutions Sponsorship Agreement form

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MINISTRY OF HEALTH-ETHIOPIA

የስፔላይዘሽና ሰብ-ስፔሻላይዜሽን የትምህርት ዕድል ያገኙ ሐኪሞች ከሥልጠና በኋላ የሚጠበቅ ሙብትና ግዴታ በተመለከተ የሚደረግ የውል ስምምነት

እኔ ዶ/ር_____ አድራሻ ክልል/ከተማ_____ ዞን _____ ከተማ_____ ቀበሌ የቤት ቁጥር _____ ስልክ (የመ/ቤት) _____ የግል ስልክ ቁጥር (ሞባይል) _____ የሆነና የ_____ሆስፒታል ሠራተኛ የሆንኩ አሁን _____ በ_____ ሙያ ፤ በ _____ ዩኒቨርሲቲ ገብቼ እንድማር **በኢትዮጵያ ጤና ሚኒስቴር** ስፖንሰር ተሰጥቶኛል፡፡ አንድ ጀማሪ የአካዳሚክ ጠቅላላ ሃኪም (lecturure) የሚከፈለውን ደመወዝ ዘ305 (አስራ አንድ ሺ ሦስት መቶ አምስት) ብር እና የሥራ ግብር የማይቆረጥበት ሌሎች ጥቅማጥቅሞች (የቤት ኪራይ፤ ፤ የትራንስፖርትና የጽሕፈት መሣሪያ) ብር 2700 በድምሩ 12,150 (አስራ ሁለት ሺ አንድ መቶ ሃምሳ) ብር በየወሩ እየተከፈለኝ ትምህርቴን ለመቀጠል ተስማምቻለሁ፡፡ የምርምር ወጭም በመንግስት ይሸፈናል። ትምህርቴን መጨረሴን የሚገልጽ ማስረጃ ከትምህርት ክፍሉ እንደተሰጠኝ የዩኒቨርሲቲ የምረቃ ፕሮግራም ጊዜ ሳልጠብቅ ስፖንሰር ወደ አደረገኝ የኢትዮጵያ ጤና ሚኒስቴር በመቅረብ ሪፖረት ላደርግና በመደበኝ ቦታ በትምህርት ላይ የቆየሁበትን ጊዜ ያህል አገልግሎት ልሰጥ ተስማምቻለሁ፡፡

ከላይ ከሀ-ሐ በተጠቀሰው መሠረት የጤና ድርጅት በአንዱ ተመድቤ የአገልግሎት ግዴታዬን ሳልወጣ የሙያ ፈቃድም ሆነ የስፔሻሊቲ ሰርትፊኬቴን መውሰድ እንደማልችል ዐውቄ ተስማምቻለሁ። ምክንያቱ ምንም ይሁን ምን ግዴታዬን በአገልግሎት ከልተውጣሁ ስፖንሰር ላደረገኝ የጤና ሚኒስቴር በትምህርት ቆይታዬ ጊዜ የተከፍለኝ ወርሃዊ ደመወዝ ፤ ወርሃዊ የቤት ኪራይ ፤ ወርሃዊ የፎቶኮፒ እና የምርምር ጥቅማ-ጥቅም ፤ 9% (ዘጠኝ በመቶ) የባንክ ወለድ ተሰልቶ ልከፍል ተስማምቻለሁ፡፡ በዚህም ስሌት መሰረት ስፖንሰር ላደረገኝ የጤና ሚኒስቴር (**ሙያው በሚፈልገው የትምህርት ጊዜ መሰረት ከሚከተሉት አንዱ ይከበብ**)፥

1. ለሦስት ዓመት የትምህርት ቆይታ **576,806.2** ብር (አምስት መቶ ሰባ ስድስት ሺ ስምንት መቶ ስድስት ብር ከ 20 ሳንቲም)
2. ለአራት ዓመት የትምህርት ቆይታ **759,991.6** ብር (ሰባት መቶ ሃምሳ ዘጠኝ ሺ ዘጠኝ መቶ ዘጠና አንድ ብር ከ 60 ሳንቲም)
3. ለአምስት ዓመት የትምህርት ቆይታ **943,177** ብር (ዘጠኝ መቶ አርባ ሦስት ሺ አንድ መቶ ሰባ ሰባት)

ልከፍል ተስማምቻለሁ፡፡ ለዚሁም 1ኛ _____ 2ኛ_____ 3ኛ _____ዋስ ጠርቻለሁ፡፡ እኛም ስማችን ከ1ኛ-3ኛ ተራ ቁጥር የተጠቀሰነው ዶ/ር _____ የሚፈለግበትን አገልግሎት ካልተወጣ በትምህርት ቆይታው ጊዜ ከመንግስት የተከፈለውን ካልከፈለ በጋራ ወይም በተናጠል ለመክፈል ተስማምተን ፈርመናል፡፡

የጤና ሚኒስቴርም ከላይ በተጠቀሰው ውል መሠረት በየወሩ ደመወዝና ጥቅማ ጥቅሙን እንዲማር ከተመደበበት ዩኒቨርሲቲ እያገኘ ትምህርቱን እንዲከታተል ሁኔታዎችን ለማመቻቸትና ትምህርቱን ለመጨረሱ ማስረጃ ከትምህርት ቤቱ ወይም ትምህርት ክፍሉ እንዳቀረበ በሠለጠነበት ሙያ መነሻ ደመወዝና የተወሰነ ጥቅማ-ጥቅም በመክፈል በሃገሪቱ ባላው ክፍት ቦታ መድበን ለማሠራት ተስማምተናል፡፡

<u>ውል ተቀባይ</u>

ዶ/ር _____ ፊርማ _____ ቀን _____

ዋስች **የዋስ ባለቤት (ያላገባ/ች ከሆነ ከሚኖሩበት ቀበሌ ማስረጃ)**

1ኛ ዋስ ስም _____ ስም _____
ፊርማ _____ ፊርማ_____
ቀን _____ ቀን _____
2ኛ ዋስ ስም _____ ስም _____
ፊርማ _____ ፊርማ_____
ቀን _____ ቀን _____
3ኛ ዋስ ስም _____ ስም _____
ፊርማ _____ ፊርማ_____
ቀን _____ ቀን _____

ውሉን ያስሞላ ሠራተኛ **ስምምነቱን የጸደቀ የውልና ማስረጃ ባለስልጣን ሥራ አስፈጻሚ**

ስም _____ ስም _____
ኃላፊነት _____ ኃላፊነት _____
ፊርማ _____ ፊርማ _____
ቀን _____ ቀን _____

ውሉን ያጸደቀና ስፖንሰርሺፕ የሰጠ ኃላፊ

ስም _____
ኃላፊነት _____
ፊርማ _____
ቀን _____

ይኽ የውል ስምምነት በአራት ቅጽ ተሞልቶ ከተፈረመ እና ከፀደቀ በ|ላ አንዱ ኮፒ ለጤና ሚኒስቴር የህግ ዳይሬክቶሬት ፤ ሁለተኛው ኮፒ ለጤና ሚኒስቴር የሰው ኃብት ልማት ዳይሬክቶሬት ፤ ሦስተኛው ኮፒ ሃኪሙ ለተመደበበት ትምህርት ቤት እና አራተኛው ኮፒ ለሃኪሙ ይሰጣል። ውል ሰጭው ሃኪም ለጤና ሚኒስቴር የህግ ዳይሬክቶሬት ፤ ለጤና ሚኒስቴር የሰው ኃብት ልማት ዳይሬክቶሬትእና ሃኪሙ ለተመደበበት ትምህርት ቤት የሚሰጠውን ኮፒ በፖስታ አሽጎ ማስረከብ ይኖርበታል።