CONSTITUTION OF THE GRADUATE MEDICAL CLINICAL OFFICERS ASSOCIATION OF UGANDA

PREAMBLE

We, the Graduate Medical Clinical Officers of Uganda, united in purpose and dedicated to the advancement of our profession, hereby establish this Constitution to guide the operations and governance of our Association.

Recognizing the need for a unified body that represents the interests and aspirations of all holders of a Bachelor's Degree in Clinical Medicine and Community Health in Uganda, and inspired by a shared commitment to excellence, professionalism, and ethical standards,

Acknowledging the significant role we play in delivering essential health services, improving community health outcomes, and supporting the healthcare system of Uganda, and understanding our responsibility to the communities we serve, our patients, and the healthcare profession,

Believing in the power of collaboration, solidarity, and continuous professional development to enhance our capabilities and promote our contributions to healthcare, and determined to foster an environment that encourages innovation, leadership, research, and advocacy in Clinical Medicine and Community Health,

Affirming our commitment to uphold the principles of equity, integrity, accountability, and exclusivity in all our endeavors, and dedicated to advancing the interests of our members, promoting their welfare, and safeguarding their professional rights,

Recognizing the importance of working in partnership with government bodies, health institutions, academic institutions, and other professional organizations to strengthen our collective voice and ensure our representation in matters that affect our profession and the health sector at large,

We hereby declare, adopt, and enact this Constitution as the supreme law governing the Graduate Medical Clinical Association (GMCA), to provide a framework for achieving our mission, vision, and objectives and to ensure effective, transparent, and accountable governance of our Association.

This Constitution represents our collective will to foster unity among Graduate Medical Clinical Officers, enhance our professional standing, and contribute to the health and well-being of all Ugandans. We commit ourselves to abide by its

provisions, uphold its values, and advance its goals for the betterment of our profession, our members, and the nation.

ARTICLE 1: NAME

The name of the organization shall be the Graduate Medical **Clinical Association (UCA),** hereinafter referred to as "the Association."

HEADQUARTERS: The headquarters of the Federation shall be located in Kampala but may be relocated to any other place within the country as determined by the Executive Committee.

ARTICLE 2: MISSION AND VISION

Mission:

To empower Graduate Medical Clinical Officers by providing a unified platform for advocacy, professional development, collaboration, and advancement of welfare of its(her) members thereby enhancing the quality of healthcare delivery in Uganda.

Vision:

To be the leading professional body representing Graduate Medical Clinical Officers, recognized for advancing clinical medicine, fostering innovation, and improving public health in Uganda.

ARTICLE 3: OBJECTIVES

The objectives of the Association are as follows:

1. To promote the professional interests and welfare of Graduate Medical Clinical Officers.

2. To advocate for the recognition and career progression of Graduate Medical Clinical Officers.

3. To provide a platform for continuous professional development and networking among members.

4. To represent the interests of members in discussions with government bodies, healthcare organizations, and other stakeholders.

5. To promote research, innovation, and excellence in clinical practice.

6. To foster collaboration and partnership with other healthcare professionals and organizations.

7. To represent the interests of Graduate Medical Clinical Officers in various forums, including governmental and non-governmental bodies.

8. To promote ethical practices, professionalism, and high standards of healthcare delivery among members.

9. To foster unity, cooperation, and networking among members and other healthcare professionals.

10. To engage in public health promotion, outreach programs, and community service.

ARTICLE 4: LEGAL STATUS

1. The Association shall be a non-profit, non-governmental, and non-partisan organization.

2. The Association shall have perpetual succession, a common seal, and the capacity to sue or be sued in its name.

3. The Association shall have the power to acquire, own, manage, and dispose of property in its name.

ARTICLE 5: MEMBERSHIP

Section 1: Eligibility for Membership

1. Ordinary Membership:

Eligibility: Open to individuals who have graduated with a Bachelor's Degree in Clinical Medicine and Community Health from a recognized university.

Rights and Privileges: Ordinary members have the right to vote in elections, stand for office, participate in all activities of the Association, and access all resources and benefits provided by the Association.

Obligations: Pay annual membership dues, adhere to the Association's Constitution and Code of Conduct, and actively participate in the Association's activities.

2. Associate Membership:

Eligibility: Open to individuals involved in clinical medicine or healthcare, including but not limited to, students pursuing a Bachelor's Degree in Clinical Medicine and Community Health, lecturers, researchers, and allied health professionals.

Rights and Privileges: Associate members may participate in the Association's activities and access its resources but do not have voting rights or the right to stand for office.

Obligations: Pay membership dues as determined by the Executive Committee and adhere to the Association's Constitution and policies.

3. Honorary Membership:

Eligibility: Granted to individuals who have made significant contributions to the field of clinical medicine, healthcare, or the Association. Nominations for Honorary Membership shall be made by the Executive Committee and approved by the General Assembly.

Rights and Privileges: Honorary members may attend all meetings and participate in the activities of the Association but do not have voting rights or the right to stand for office.

Obligations: Not required to pay membership dues.

4. Corporate Membership:

Eligibility: Open to organizations, institutions, or companies that support the objectives of the Association. Corporate members may include hospitals, clinics, medical schools, healthcare companies, and NGOs.

Rights and Privileges: Corporate members may nominate representatives to participate in the Association's activities. These representatives may attend meetings and engage in discussions but do not have individual voting rights.

Obligations: Pay an annual membership fee determined by the Executive Committee and support the Association's objectives.

Section 2: Application for Membership

1. Application Process:

Individuals or organizations seeking membership in the Association must submit a completed membership application form along with the required documentation, such as proof of qualification or corporate registration, and payment of the applicable membership dues.

The application form shall be reviewed by the Membership Committee, which will assess eligibility and make a recommendation to the Executive Committee for approval or rejection.

2. Approval of Membership:

The Executive Committee shall have the authority to approve or reject membership applications based on the recommendations of the Membership Committee.

Applicants will be notified of the decision in writing within 30 days of submitting their application. If approved, the new member shall be added to the membership register and granted full membership rights and privileges.

3. Membership Certificate:

Upon approval, new members shall receive a membership certificate, confirming their status as a member of the Association. This certificate may be used to demonstrate affiliation with the Association in professional settings.

Section 3: Membership Dues

1. Annual Membership Dues:

All members, except Honorary Members, are required to pay annual membership dues, the amount of which shall be determined by the Executive Committee and approved by the General Assembly.

The dues shall be paid at the beginning of each financial year. Members who join mid-year shall pay a prorated amount based on the number of months remaining in the financial year.

2. Payment Methods:

Membership dues may be paid through various methods, including bank transfers, mobile money, or other electronic payment systems, as specified by the Executive Committee.

Receipts shall be issued for all payments made, and records of payments shall be maintained by the Treasurer.

3. Failure to Pay Dues:

Members who fail to pay their dues within the stipulated time shall be considered in arrears and may lose their membership privileges, including the right to vote or stand for office, until the dues are paid in full.

If a member fails to pay dues for two consecutive years, their membership may be suspended or terminated, following a notice from the Treasurer and approval by the Executive Committee.

Section 4: Rights and Obligations of Members

1. Rights of Members:

- Participation: Members have the right to participate in all activities, programs, and events organized by the Association.
- Voting Rights: Ordinary members have the right to vote in all General Assembly meetings, elections, and on any other matters that require member approval.
- Access to Information: Members have the right to access the Association's reports, financial statements, minutes of meetings, and other relevant documents, subject to the Association's confidentiality policies.
- Standing for Office: Ordinary members have the right to stand for election or appointments to the Executive Committee and other leadership positions within the Association.

2. Obligations of Members:

- Adherence to the Constitution: Members are required to abide by the Association's Constitution, rules, and policies at all times.
- Participation in Activities: Members are expected to actively participate in the Association's activities, including attending meetings, contributing to discussions, and supporting the Association's initiatives.
- Promotion of Objectives: Members should promote and uphold the objectives, values, and reputation of the Association in their professional and personal conduct.
- Payment of Dues: Members must pay their membership dues in a timely manner and fulfill any other financial obligations to the Association.

Section 5: Membership Termination

1. Voluntary Resignation:

- Members may resign from the Association by submitting a written notice to the Secretary. Resignation shall take effect upon receipt of the notice, and any dues paid for the current year shall not be refunded.
- Resigning members must return any property or materials belonging to the Association and settle any outstanding obligations.

2. Involuntary Termination:

- Membership may be terminated by the Executive Committee for reasons such as failure to pay membership dues, violation of the Association's Constitution or Code of Conduct, or actions that harm the Association's reputation.
- Before termination, the member shall be given written notice of the reasons for the proposed termination and an opportunity to respond in writing or in person before the Executive Committee.

3. Reinstatement of Membership:

- A member whose membership was terminated may apply for reinstatement by submitting a written request to the Executive Committee. The request shall include an explanation of why reinstatement is sought and any steps taken to address the reasons for the termination.
- The Executive Committee shall review the request and may approve reinstatement upon payment of any outstanding dues and compliance with any other conditions imposed by the Committee.

Section 6: Membership Register

1. Maintenance of the Register:

The Secretary, in collaboration with the Treasurer, shall maintain an up-to-date membership register, which includes the names, contact details, membership category, and payment status of all members.

The register shall be updated regularly to reflect new members, resignations, terminations, and changes in member information.

2. Access to the Register:

The membership register shall be accessible to the Executive Committee and relevant Standing Committees for administrative purposes. Members may request to view their own information in the register.

The register shall be treated as confidential and shall not be disclosed to third parties without the consent of the members, except as required by law.

Section 7: Code of Conduct

1. Purpose:

The Code of Conduct is intended to ensure that all members of the Association maintain the highest standards of professionalism, ethics, and behavior in their interactions with patients, colleagues, and the public. It fosters an environment of respect, trust, and cooperation, essential for the advancement of the clinical medicine profession in Uganda.

2. Principles:

Integrity: Members shall conduct themselves with honesty and integrity in all professional and personal activities, ensuring that their actions reflect positively on the Association and the profession.

Confidentiality: Members shall respect the confidentiality of patient information and other sensitive data related to their professional work, in accordance with legal and ethical standards.

Respect and Non-Discrimination: Members shall treat all individuals with respect and dignity, regardless of race, ethnicity, religion, gender, sexual orientation, age, disability, or socioeconomic status. Discriminatory behavior is strictly prohibited.

Professional Competence: Members shall commit to continuous learning and professional development, ensuring that their knowledge and skills remain current and aligned with the best practices in clinical medicine.

Accountability: Members shall be accountable for their actions and decisions, accepting responsibility for any errors and taking appropriate steps to rectify them.

Collaboration: Members shall promote teamwork and collaboration, both within the Association and with other healthcare professionals, to improve patient care and public health outcomes.

3. Disciplinary Actions:

- Investigation: Any alleged violation of the Code of Conduct shall be investigated by the Ethics Committee, which shall gather relevant information, interview involved parties, and make recommendations to the Executive Committee.
- Sanctions: Depending on the severity of the violation, sanctions may include a warning, suspension of membership, expulsion from the Association, or other appropriate measures. The Executive Committee shall decide on the sanction based on the Ethics Committee's recommendations.
- Right to Appeal: Members subject to disciplinary action have the right to appeal the decision to the General Assembly, which shall review the case and make a final determination.

ARTICLE 6: ORGANIZATIONAL STRUCTURE

Section 1: General Assembly

1. Composition:

The General Assembly is the supreme governing body of the Association, comprising all registered members. It provides a forum for members to participate in decision-making and hold the leadership accountable.

2. Powers and Functions

- Electing the Executive Committee: The General Assembly shall elect the members of the Executive Committee, ensuring that the leadership represents the interests of the membership.
- Approving Policies and Budgets: The General Assembly shall review and approve the Association's policies, strategic plans, and annual budgets, providing direction for the Association's activities.
- Amending the Constitution: The General Assembly has the authority to amend the Constitution, ensuring that it remains relevant and responsive to the needs of the membership.
- Oversight and Accountability: The General Assembly shall hold the Executive Committee accountable for its performance, including reviewing annual reports, financial statements, and the implementation of decisions.

Section 2: The Executive Committee

Composition:

Establishment of the Executive Committee

1. Composition:
   The Executive Committee of the Graduate Medical Clinical Officers Graduate Medical Clinical Association (GMCA) shall consist of the following members:

- President
- Vice President
- Secretary General
- Deputy Secretary General
- Treasurer
- Publicity
- Regional league(Kampala,Central,Busoga,Bukedi,Bugisu,Sebei,Teso,Karamoja,Lango,Acholi,West Nile,Ankole,Kigezi,Rwenzori,Bunyoro)
- Representative of universities
- Senior Advisor
- Head specialists
- Head Strategy, Ideology ,Professionalism and Elders Forum
- Representative Professional council

2. Election and Term of Office:

- The members of the Executive Committee shall be elected by the Full Members of the Association at the General Assembly.
- Elections for the Executive Committee shall be conducted in accordance with the procedures outlined in this Constitution.
- The term of office for all members of the Executive Committee shall be two (2) years, with the possibility of re-election for one additional consecutive term.

3. Eligibility Criteria:

- To be eligible for election to the Executive Committee, a candidate must be a Full Member of the Association in good standing and must meet the qualifications specified in this Constitution.
- Specific eligibility criteria for each position on the Executive Committee shall be determined by the Association's Election Guidelines.

4. Meetings of the Executive Committee:

- The Executive Committee shall meet at least once every quarter or as frequently as necessary to discharge its duties effectively.
- Meetings of the Executive Committee shall be chaired by the President or, in their absence, by the Vice President.
- Decisions of the Executive Committee shall be made by a simple majority vote of the members present, with the Chairperson having a casting vote in the event of a tie.

5. Quorum:

- A quorum for an Executive Committee meeting shall consist of at least two-thirds of its members.

Duties of the Executive Committee

The Executive Committee shall be the governing body of the GMCA and shall have the following duties and responsibilities:

1. Leadership and Governance:

- Provide overall leadership and strategic direction for the Association, ensuring that its activities and initiatives align with the mission, vision, and objectives.
- Develop and implement policies, programs, and plans that advance the interests of the Association and its members.
- Ensure that the Association is managed in a manner that upholds its core values of professionalism, integrity, equity, and accountability.

2. Financial Oversight:

- Ensure proper management and oversight of the Association's finances, including the preparation of budgets, financial reports, and audits.
- Approve and monitor expenditures in accordance with the approved budget ,work plan and financial policies.
- Oversee fundraising efforts, including the development of strategies to secure financial resources to support the Association's activities.

3. Membership Engagement and Development:

- Develop and implement strategies to recruit and retain members, ensuring the growth and sustainability of the Association.

- Promote active participation and engagement of members in the Association's activities, including events, programs, and decision-making processes.
- Ensure that the needs and interests of all members, including students and regional members, are addressed and represented.

4. Communication and Public Relations:

- Develop and implement a communication strategy to ensure effective internal and external communication.
- Represent the Association in all matters of public interest, including media relations, partnerships, and advocacy efforts.
- Ensure transparency and accountability in all communications with members, stakeholders, and the public.

5. Advocacy and Representation:

- Advocate for the recognition, rights, and interests of Graduate Medical Clinical Officers at the national and regional levels.
- Represent the Association in engagements with government bodies, healthcare institutions, academic institutions, and other stakeholders.
- Develop and implement advocacy strategies to influence policy, legislation, and practice relevant to the profession of Clinical Medicine and Community Health.

6. Organizational Development:

- Ensure the effective functioning of all sub-committees, regional offices, and other organizational structures.
- Develop and review organizational policies, procedures, and guidelines to ensure they are current, relevant, and aligned with best practices.
- Promote capacity building, training, and development for members to enhance their professional skills and competencies.

7. Monitoring and Evaluation:

- Monitor and evaluate the implementation of the Association's programs, initiatives, and activities to assess their effectiveness and impact.
- Report regularly to the General Assembly on the progress, challenges, and achievements of the Association.
- Use evaluation findings to inform decision-making and strategic planning.

8. Conflict Resolution and Disciplinary Matters:

- Address conflicts, disputes, or grievances among members in accordance with the Association’s policies and procedures.

- Enforce the Association's Code of Conduct and take appropriate disciplinary action against members or officials who violate the Constitution or engage in misconduct.

9. Fostering Partnerships and Collaboration:

- Identify, establish, and maintain partnerships with other organizations, institutions, and stakeholders that align with the Association's goals.
- Collaborate with local, national, and international organizations to promote the profession and advance the interests of its members.

10. Reporting and Accountability:

- Ensure regular and accurate reporting of the Association's activities, decisions, and financial status to the General Assembly and members.
- Uphold the principles of accountability and transparency in all dealings of the Executive Committee.

2. Roles and Responsibilities:

President

Role and Responsibilities:

1. Leadership: The President serves as the chief executive officer of the Association , providing overall leadership and direction to the organization. The President represents the Association in all official matters and is the primary spokesperson for the organization.

2. Presiding Over Meetings: The President chairs all meetings of the General Assembly and the Executive Committee. In this capacity, the President ensures that meetings are conducted in an orderly manner, and that all members have the opportunity to contribute to discussions.

3. Strategic Planning: The President leads the development and implementation of the Association's strategic plans. This includes setting long-term goals, identifying key priorities, and ensuring that the Association remains focused on its mission and objectives.

4. Representation: The President represents the Association in all external relations, including interactions with government agencies, professional bodies, and other

stakeholders. The President is the Association's chief diplomat, fostering relationships that benefit the organization and its members.

5. Decision-Making: The President has the authority to make decisions on behalf of the Association , in consultation with the Executive Committee. The President's decisions are subject to ratification by the Executive Committee or the General Assembly, depending on the significance of the issue.

6. Oversight: The President monitors the performance of the Executive Committee and other officers of the Association . The President ensures that all officers are fulfilling their responsibilities and that the Association's activities are aligned with its objectives.

Vice-President

Role and Responsibilities:

1. Supporting the President: The Vice-President assists the President in carrying out their duties and may be delegated specific tasks or responsibilities by the President. The Vice-President acts as a sounding board for the President and provides counsel on key decisions.

2. Acting President: In the absence or incapacity of the President, the Vice-President assumes the role of Acting President. This includes presiding over meetings, representing the Association , and making decisions on behalf of the organization.

3. Special Projects: The Vice-President may be assigned to oversee specific projects or initiatives within the Association . This could include leading task forces, chairing committees, or managing events and programs that advance the Association's objectives.

4. Succession Planning: The Vice-President is often seen as the successor to the President and may be groomed for future leadership of the Association . This involves gaining experience in all aspects of the Association's operations and building relationships with key stakeholders.

5. Liaison Role: The Vice-President may act as a liaison between the Executive Committee and other committees or working groups within the Association . This helps ensure that the work of the Association is coordinated and that all parts of the organization are working towards common goals.

Secretary

Roles and Responsibilities of the Secretary General

The Secretary General is a key member of the Executive Committee of the Graduate Medical Clinical Association (GMCA) and plays a crucial role in the administration and management of the Association's activities. The Secretary General serves as the primary administrative officer, responsible for ensuring the smooth operation of the Association's functions. The roles and responsibilities include:

1. Administrative Management:

- Oversee the day-to-day administrative operations of the Association, ensuring that all activities are conducted efficiently and in accordance with the Association’s policies and procedures.
- Maintain the Association’s records, including meeting minutes, correspondence, reports, and other important documents, ensuring they are organized, accessible, and secure.

2. Meetings Coordination:

- Organize and coordinate all meetings of the Executive Committee, General Assembly, and any other official gatherings of the Association.
- Prepare and distribute notices of meetings, agendas, and relevant documents to all members of the Executive Committee and other participants in a timely manner.
- Record and prepare accurate minutes of all meetings, capturing key discussions, decisions, and actions, and circulate the minutes to the relevant members for review and approval.

3. Communication and Correspondence:

- Serve as the primary point of contact for all official correspondence of the Association, handling communications with members, stakeholders, and external parties.
- Draft, review, and disseminate official communications, including letters, notices, and announcements, on behalf of the Executive Committee.
- Ensure effective and timely communication within the Association, keeping members informed about meetings, events, decisions, and other relevant information.

4. Documentation and Record Keeping:

- Maintain an up-to-date and comprehensive record of the Association’s membership, including contact details, membership status, and any relevant member information.

- Ensure that all official documents, such as the Constitution, policies, reports, and agreements, are properly maintained and readily available when needed.
- Safeguard the Association's archives, ensuring that historical records are preserved for future reference and continuity.

5. Support to the Executive Committee:

- Assist the President, Vice President, and other Executive Committee members in the execution of their duties, providing administrative and logistical support as required.
- Coordinate the implementation of Executive Committee decisions, ensuring that action points are followed up and completed in a timely manner.
- Provide regular updates to the Executive Committee on the progress of administrative tasks and any issues that may arise.

6. Membership Services:

- Manage membership applications, renewals, and registrations, ensuring that all processes are conducted efficiently and in accordance with the Association's guidelines.
- Address member inquiries and concerns related to administrative matters, providing assistance and resolving issues promptly.
- Facilitate member engagement and participation in the Association's activities by ensuring effective communication and support.

7. Organizational Planning and Reporting:

- Assist in the development and implementation of the Association's strategic and operational plans, ensuring that administrative actions align with the Association's goals.
- Prepare and submit regular reports to the Executive Committee and the General Assembly on the administrative activities and status of the Association.
- Collaborate with other Executive Committee members to monitor and evaluate the Association's progress toward achieving its objectives.

8. Compliance and Governance:

- Ensure that the Association operates in compliance with its Constitution, bylaws, and any applicable laws or regulations.
- Maintain up-to-date knowledge of legal and regulatory requirements that may impact the Association's operations, advising the Executive Committee on necessary actions.
- Oversee the preparation and submission of any required reports or filings to regulatory bodies, ensuring that the Association remains in good standing.

9. Event Coordination:

- Assist in the planning and coordination of the Association's events, including conferences, workshops, seminars, and other activities.
- Manage the logistical arrangements for events, such as venue booking, registration, materials preparation, and attendee communications.

10. Facilitation of Elections:

- Organize and oversee the election processes for the Executive Committee and other leadership positions within the Association.
- Ensure that all election procedures are conducted fairly, transparently, and in accordance with the Association's election guidelines.

11. Conflict Resolution:

- Act as a mediator in resolving administrative conflicts or disputes within the Association, ensuring that issues are addressed in a fair and impartial manner.
- Work with the Executive Committee to implement resolutions and prevent recurrence of conflicts.

12. Liaison with Sub-Committees:

- Coordinate with the various sub-committees of the Association to ensure alignment with the Executive Committee's directives and the Association's objectives.
- Provide administrative support to sub-committees, assisting with meeting arrangements, documentation, and reporting.

The Treasurer

Role and Responsibilities:

1. Financial Management: The Treasurer is responsible for the overall management of the Association's finances. This includes maintaining accurate financial records, preparing budgets, and ensuring that the Association's financial resources are managed effectively.

2. Budgeting: The Treasurer prepares the annual budget for the Association , in consultation with the Executive Committee. The budget outlines the Association's projected income and expenditures and is subject to approval by the General Assembly.

3. Financial Reporting: The Treasurer prepares and presents financial reports to the Executive Committee and the General Assembly. These reports provide a clear overview of the Association's financial status, including income, expenditures, assets, and liabilities.

4. Fundraising: The Treasurer may be involved in fundraising activities, seeking grants, donations, or sponsorship to support the Association's activities. The Treasurer ensures that all funds raised are properly accounted for and used in accordance with the Association's objectives.

5. Compliance: The Treasurer ensures that the Association complies with all legal and regulatory requirements related to financial management. This includes filing tax returns, maintaining financial records, and adhering to best practices in accounting.

6. Audit: The Treasurer oversees the annual audit of the Association's finances, conducted by an independent auditor. The Treasurer works closely with the auditor to ensure that the Association's financial practices are transparent and accountable.

The Publicity

Role and Responsibilities:

1. Communication Strategy: The publicity is responsible for developing and implementing the Association's communication strategy. This includes managing the Association's public image, crafting key messages, and ensuring consistent communication with all stakeholders.

2. Media Relations: The Publicity will acts as the primary point of contact between the Association and the media. This includes writing press releases, organizing press conferences, and responding to media inquiries. The Publicity works to secure positive media coverage for the Association's activities and achievements.

3. Brand Management: The Publicity is responsible for managing the Association's brand, including its logo, visual identity, and overall image. The PRO ensures that all communication materials are aligned with the Association's brand and convey a professional and cohesive image.

4. Member Engagement: The Publicity facilitates communication with members, ensuring that they are informed about the Association's activities, events, and opportunities. This includes managing newsletters, social media channels, and other platforms that engage members.

5. Public Awareness: The Publicity promotes the Association's mission and objectives to the public. This includes organizing public awareness campaigns, community outreach activities, and events that highlight the role and contributions of Graduate Medical Clinical Officers.

6. Crisis Communication: The Publicity is responsible for managing communication during crises or sensitive situations. This includes crafting appropriate responses,

managing rumors or misinformation, and protecting the Association's reputation during challenging times.

Three Committee Members(Rebranded)

Role and Responsibilities:

1. Committee Support: The Committee Members provide support to the Executive Committee in carrying out its functions. This may include assisting with specific projects, tasks, or events that require additional manpower or expertise.

2.Representation: Committee Members may represent the Association at meetings, events, or on external committees, as assigned by the President or the Executive Committee. They act as ambassadors for the Association and ensure that its interests are represented in various forums

3. Advisory Role: The Committee Members provide input and advice on key decisions made by the Executive Committee. They contribute their knowledge, experience, and perspectives to help shape the Association's policies and strategies.

4. Task Force Participation: Committee Members may be assigned to lead or participate in task forces or working groups within the Association . These groups focus on specific issues or projects, and the Committee Members play a key role in driving these initiatives forward.

5. Monitoring and Evaluation: The Committee Members assist in monitoring and evaluating the Association's activities and programs. This includes assessing the effectiveness of initiatives, providing feedback, and making recommendations for improvement.

6. Special Assignments: The Committee Members may be given special assignments by the Executive Committee. These assignments are typically short-term projects that require focused attention and may involve research, analysis, or coordination of activities.

Students representative

Roles of the Student Representative

The Student Representative serves as a bridge between the Executive Committee and students enrolled in the Bachelor of Clinical Medicine and Community Health programs across various institutions. Their key roles and responsibilities include:

1. Representation: Act as the official spokesperson for the student body in all matters concerning the Association.
   Advocate for the interests, concerns, and welfare of students enrolled in the Bachelor of Clinical Medicine and Community Health programs.
   Ensure that the voices of students are heard and considered in all Executive Committee decisions.
2. Communication and Liaison: Maintain regular communication with students across various institutions to gather feedback, concerns, and suggestions.
   Provide regular updates to the Executive Committee on student activities, challenges, and needs.
   Disseminate information from the Executive Committee to the student body, ensuring students are informed about the Association's activities, events, policies, and opportunities.
3. Promotion of Student Engagement: Encourage and facilitate the active participation of students in the Association's events, activities, and initiatives.
   Organize events, workshops, or forums that cater to the professional development, academic growth, and social networking of students.
   Foster a sense of community and belonging among students within the Association.
4. Support for Student Development: Identify and promote opportunities for scholarships, internships, research, and other professional development programs available to students.
   Work with the Professional Development and Training Sub-Committee to create tailored programs for students, such as mentoring schemes, career guidance sessions, and skills development workshops.
5. Reporting: Provide a detailed report on student-related matters at each Executive Committee meeting.
   Submit an annual report to the General Assembly on the status, progress, and activities involving students.
6. Conflict Resolution: Act as a mediator in resolving conflicts or misunderstandings involving students within the Association.
   Provide a support system for students facing challenges related to their studies, professional training, or engagement with the Association.

Representative of Institutions

The Representative of Institutions of Higher Learning provides a critical link between the Association and the academic institutions that offer the Bachelor of Clinical Medicine and Community Health program. Their key roles and responsibilities include:

1. Representation of Academic Institutions: Represent the interests and perspectives of all accredited institutions offering the Bachelor of Clinical Medicine and Community Health in Uganda. Advocate for the inclusion of institutional input in the Association's decision-making processes, particularly in areas related to academic standards, curriculum development, and professional training.
2. Collaboration and Partnership Building:
   Facilitate collaboration and partnerships between the Association and academic institutions to promote the quality of education and professional development.
   Coordinate joint activities, such as research projects, seminars, conferences, and workshops that benefit both the Association members and the academic community.
   Liaise with academic institutions to ensure their participation in events organized by the Association and vice versa.
3. Support for Academic Excellence: Promote the development and maintenance of high academic and professional standards in the Bachelor of Clinical Medicine and Community Health programs. Work with institutions to identify and address gaps or areas for improvement in the curriculum, teaching methods, or clinical training. Encourage the involvement of academic staff and faculty in the Association's initiatives, fostering knowledge exchange and professional growth.
4. Advisory Role: Serve as an advisor to the Executive Committee on matters related to education policy, curriculum updates, and accreditation processes for the Bachelor of Clinical Medicine and Community Health. Provide expert insights and recommendations on issues that impact both the Association and the academic institutions, ensuring alignment with national and international standards.
5. Facilitation of Student-Academic Institution Relations: Work closely with the Student Representative to address issues affecting students at various institutions, ensuring their concerns are communicated and addressed. Support initiatives that improve student engagement with academic staff, clinical instructors, and professional mentors.
6. Reporting and Feedback: Provide regular updates to the Executive Committee on developments, changes, or issues within the academic institutions that may affect the Association or its members. Present an annual report to the General Assembly on the collaboration between the Association and academic institutions, highlighting successes, challenges, and areas for future development.
7. Advocacy for Academic Integrity and Quality: Advocate for maintaining high standards of academic integrity, quality education, and research in all institutions offering the Bachelor of Clinical Medicine and Community Health. Participate in national and international forums to represent the interests of the Association and the academic institutions, promoting the value of the Clinical Medicine and Community Health profession.

Roles of Regional league

The Regional league_ are crucial members of the Executive Committee of the Graduate Medical Clinical Association of Uganda (GMCA). They are responsible for representing and managing the Association's activities within their designated regions, ensuring effective communication between the Executive Committee and members at the regional level. Their key roles and responsibilities include:

1. Representation and Advocacy:

- Act as the official representative of the Association in their respective regions.
- Advocate for the interests and concerns of the members within their region, ensuring their voices are heard at the Executive Committee level.
- Promote the Association's mission, vision, and objectives within the region, fostering a sense of unity and purpose among members.

2. Communication and Liaison:

- Serve as a primary communication link between the Executive Committee and the members in their region, ensuring timely dissemination of information regarding the Association's policies, programs, events, and decisions.
- Provide regular updates to the Executive Committee on regional activities, member feedback, challenges, and opportunities.
- Facilitate communication among members in the region, promoting engagement and collaboration.

3. Coordination of Regional Activities:

- Organize and coordinate regional meetings, workshops, seminars, and other activities to promote professional development, networking, and collaboration among members.
- Ensure that regional events align with the Association's goals and contribute to the overall objectives of the Association.
- Mobilize members to participate in both regional and national events, ensuring strong representation and engagement from their region.

4. Membership Development and Recruitment:

- Actively work to recruit new members from their region, particularly recent graduates and practicing professionals who are eligible to join the Association
- Identify potential members and promote the benefits of joining the Association, fostering membership growth and retention.

- Assist new members in understanding the Association's structure, activities, and opportunities for involvement.

5. Support for Professional Development:

- Identify and promote opportunities for professional development, training, and education for members within their region.
- Collaborate with local health institutions, educational organizations, and other partners to organize continuing education programs, workshops, and conferences that enhance members' skills and knowledge.
- Work with the Professional Development and Training Sub-Committee to tailor programs that meet the specific needs of members in their region.

6. Regional Financial Management:

- Oversee the financial affairs of the Association within their region, including budgeting, fundraising, and managing regional funds in accordance with the Association's financial policies.
- Prepare and submit regular financial reports to the Treasurer and the Executive Committee, ensuring transparency and accountability in the management of regional funds.
- Organize regional fundraising activities to support both local and national initiatives of the Association.

7. Monitoring and Reporting:

- Monitor the implementation of the Association's policies and programs within their region and report on progress, challenges, and outcomes to the Executive Committee.
- Provide an annual report on regional activities, achievements, and membership status to the General Assembly, highlighting successes and areas for improvement.

8. Conflict Resolution and Mediation:

- Serve as a mediator in resolving conflicts or disputes among members within the region, ensuring fair and just resolution in accordance with the Association's guidelines.
- Promote a culture of professionalism, respect, and cooperation among members, fostering a positive environment within the region.

9. Collaboration with Local Stakeholders:

- Build and maintain relationships with local health authorities, government agencies, non-governmental organizations, and other stakeholders within the region to promote the Association's interests and foster collaboration.
- Represent the Association at regional forums, meetings, and events, ensuring the Association's visibility and engagement with key partners.

10. Reporting and Accountability:

- Attend all Executive Committee meetings and present updates on regional activities, challenges, and successes.
- Ensure that regional activities and initiatives align with the strategic plan and policies of the Association.
- Be accountable to the Executive Committee and the General Assembly for all actions and decisions taken on behalf of the Association within the region.

11. Implementation of Strategic Initiatives:

- Lead the implementation of the Association's strategic initiatives at the regional level, ensuring that regional activities contribute to the overall objectives and priorities set by the Executive Committee.
- Identify and develop regional strategies that address specific challenges or opportunities unique to their region.

12. Development of Regional Leadership:

- Mentor and support potential leaders within the region, encouraging their active participation in the Association and preparing them for future leadership roles.
- Facilitate the establishment of regional subcommittees or working groups to handle specific tasks or projects, promoting member involvement and shared leadership.

ARTICLE 7: STANDING COMMITTEES

The Graduate Medical Clinical Officers Association shall establish the following Standing Committees to ensure the effective management and operation of the Association . Each committee shall operate under the guidance of the Executive Committee and contribute to achieving the Association's objectives.

Section 1: Establishment

The Association shall have the following Standing Committees:

1. The Membership Committee

2. The Finance Committee

3. The Disciplinary Committee

4. The Education and Research Committee

5. The Public Health and Outreach Committee

6. Advisory board

Section 2: Composition

Each Standing Committee shall consist of a Chairperson, who is appointed by the Executive Committee, and a minimum of three other members, who may be appointed by the Executive Committee or elected by the General Assembly. The Chairperson may invite additional members or experts to join the committee as needed, subject to the approval of the Executive Committee.

Section 3: Roles and Responsibilities

1. **The Membership Committee**

Role and Responsibilities:

1. Membership Recruitment: The Membership Committee is responsible for developing and implementing strategies to recruit new members to the Association . This includes identifying potential members, reaching out to them, and encouraging their participation in the Association .

2. Membership Retention: The Committee works to retain existing members by addressing their needs, ensuring they feel valued, and promoting active engagement within the Association . The Committee may organize events or initiatives specifically aimed at member retention.

3. Membership Database Management: The Committee maintains an accurate and up-to-date database of all members, including their contact details, membership status, and participation in Association activities. This information is essential for communication, reporting, and strategic planning.

4. Member Services: The Committee is responsible for developing and providing services that add value to membership, such as discounts on conferences, access to professional development opportunities, and networking events.

5. Membership dues: The Committee oversees the collection of membership dues and fees, ensuring that members fulfill their financial obligations to the Association . The Committee coordinates with the Treasurer to manage the financial aspects of membership.

6. On boarding and Orientation: The Committee develops an on-boarding process for new members, including orientation sessions that introduce them to the Association's mission, objectives, and activities. This helps new members integrate smoothly into the Association .

2. **The Finance Committee**

Role and Responsibilities

1. Financial Planning: The Finance Committee is responsible for developing the Association's financial plan, including setting financial goals, budgeting, and forecasting. The Committee ensures that the Association has a clear financial strategy aligned with its objectives.

2. Budget Preparation: The Committee assists the Treasurer in preparing the annual budget, which outlines projected income and expenditures for the year. The budget is then presented to the Executive Committee and the General Assembly for approval.

3. Financial Oversight: The Committee provides oversight of the Association's financial activities, ensuring that funds are managed responsibly and in accordance with the budget. The Committee reviews financial reports and advises the Treasurer on financial matters.

4. Fundraising and Revenue Generation: The Committee identifies opportunities for fundraising and revenue generation, including grants, donations, sponsorship, and income-generating activities. The Committee works to diversify the Association's sources of income.

5. Investment Management: The Committee may be responsible for managing the Association's investments, ensuring that funds are invested wisely and in line with the Association's financial policies. The Committee monitors the performance of investments and makes recommendations to the Executive Committee.

6. Audit and Compliance: The Committee oversees the annual audit of the Association's finances and ensures compliance with legal and regulatory requirements. The Committee works with external auditors to maintain transparency and accountability in financial management.

3. **The Disciplinary Committee**

Role and Responsibilities:

1. Code of Conduct: The Disciplinary Committee is responsible for developing and enforcing the Association's Code of Conduct, which sets out the ethical standards and professional behavior expected of all members. The Committee ensures that all members are aware of and adhere to these standards.

2. Handling Complaints: The Committee investigates complaints of misconduct or violations of the Code of Conduct by members. This includes gathering evidence, interviewing witnesses, and determining whether a breach has occurred.

3. Disciplinary Action: If a member is found to have violated the Code of Conduct, the Committee recommends appropriate disciplinary action. This may include warnings, suspension, or expulsion from the Association , depending on the severity of the offense.

4. Appeals Process: The Committee manages the appeals process for members who wish to contest disciplinary actions taken against them. The Committee ensures that the appeals process is fair, transparent, and in accordance with the Association's rules.

5. Mediation and Conflict Resolution: The Committee may act as a mediator in disputes between members or between members and the Association . The Committee seeks to resolve conflicts amicably and to maintain harmony within the Association .

6. Reporting: The Committee regularly reports to the Executive Committee on disciplinary matters, including the number and nature of complaints received, actions taken, and outcomes achieved. The Committee also provides recommendations for improving the Association's disciplinary processes.

4. **The Education and Research Committee**

Role and Responsibilities:

1. Continuing Professional Development (CPD):The Education and Research Committee is responsible for organizing and promoting CPD opportunities for members. This includes workshops, seminars, conferences, and online courses that enhance members' knowledge and skills. The committee shall identify training needs, develop programs, and collaborate with educational institutions and other organizations to deliver CPD activities.

2. Curriculum Development: The Committee collaborates with educational institutions and professional bodies to review and enhance the curriculum for the Bachelor's Degree in Clinical Medicine and Community Health or Specialty programs in Clinical Medical. The Committee ensures that the curriculum remains relevant and up-to-date with current medical practices.

3. Research Promotion: The Committee encourages and supports research among members. This includes identifying research opportunities, providing resources and funding for research projects, and facilitating the publication and dissemination of research findings.

4. Scholarships and Grants: The Committee manages scholarship and grant programs that support members pursuing further education, training, or research. The Committee oversees the application process and awards scholarships based on merit and need.

5. Collaboration with Academic Institutions: The Committee fosters relationships with universities, colleges, and research institutions to promote educational and research initiatives. The Committee may coordinate joint programs, guest lectures, or collaborative research projects.

6. Publications: The Committee oversees the publication of educational materials, including journals, newsletters, and research papers. The Committee ensures that these publications reflect the Association's commitment to advancing knowledge in the field of Clinical Medicine.

5. **The Public Health and Outreach Committee**

Role and Responsibilities:

1. Public Health Initiatives: The Public Health and Outreach Committee is responsible for planning and implementing public health initiatives that address community health needs. This includes health education campaigns, vaccination drives, screening programs, and other preventive health measures.

2. Community Engagement: The Committee organizes outreach programs that engage with local communities, particularly undeserved or vulnerable populations. The

Committee works to raise awareness about important health issues and to promote healthy behavior.

3. Partnerships with Health Organizations: The Committee establishes partnerships with governmental and non-governmental health organizations to collaborate on public health projects. The Committee seeks to leverage these partnerships to enhance the impact of the Association's outreach efforts.

4. Volunteer Programs: The Committee coordinates volunteer programs that encourage members to participate in community service activities. The Committee recruits volunteers, organizes training, and assigns them to various outreach projects.

5. Advocacy: The Committee advocates for public health policies that benefit communities and align with the Association's mission. This includes engaging with policymakers, participating in public forums, and contributing to the development of health policies.

6. Monitoring and Evaluation: The Committee monitors and evaluates the effectiveness of public health and outreach programs. The Committee collects data, assesses outcomes, and makes recommendations for improving future initiatives.

6. **The advisory board**

1: Composition: The Advisory Board shall consist of five members appointed by the Executive Committee from among distinguished professionals in the field of Clinical Medicine or related disciplines.

2: Functions: The Advisory Board shall: Provide strategic advice and guidance to the Executive Committee, Mediate disputes within the Federation and Offer expert opinions on matters related to the Federation's objectives.

Section 4: Reporting and Accountability

1. Committee Reports: Each Standing Committee shall submit regular reports to the Executive Committee, detailing its activities, progress, and any challenges encountered. These reports shall be presented at Executive Committee meetings and at the Annual General Meeting (AGM).

2. Accountability: The Standing Committees are accountable to the Executive Committee and, ultimately, to the General Assembly. Committees must operate within the scope of their mandate and in accordance with the Association's Constitution and policies.

3. Review and Evaluation The performance of each Standing Committee shall be reviewed annually by the Executive Committee. Based on this evaluation, the Executive

Committee may recommend changes to the committee's composition, mandate, or activities.

ARTICLE 8: MEETINGS

Section 1: Types of Meetings

The Association of Graduate Medical Clinical Officers shall hold various types of meetings to ensure effective governance, communication, and participation among its members. These meetings include:

1. Annual General Meeting (AGM)
2. Extraordinary General Meeting (EGM)
3. Executive Committee Meetings
4. Standing Committee Meetings
5. Special Meetings

Section 2: Annual General Meeting (AGM)

1. Purpose: The AGM is the supreme governing meeting of the Association , held once a year. It is the principal forum for members to review the activities and performance of the Association , elect officers, approve financial statements, and make major decisions about the organization's direction and policies.

2. Agenda: The agenda for the AGM shall include, but is not limited to:

- Approval of the previous AGM minutes
- Presentation of the President's report
- Presentation and approval of the Treasurer's financial report
- Election of the Executive Committee (if applicable)
- Review and approval of the Association's budget for the upcoming year
- Discussion of proposed amendments to the Constitution (if any)
- Any other business (AOB)

3. Notice: Notice of the AGM shall be given to all members at least 30 days prior to the meeting date. The notice shall include the date, time, venue (or virtual meeting link), and agenda for the meeting.

4. Quorum: The quorum for the AGM shall be at least one-third of the registered members. If the quorum is not met, the meeting shall be adjourned and rescheduled within 14 days, with the same agenda. The rescheduled meeting may proceed regardless of the quorum.

5. Voting: Decisions at the AGM shall be made by a simple majority of the members present and voting. Voting may be conducted by a show of hands, voice vote, or secret ballot, as determined by the Chairperson of the meeting.

6. Minutes: Minutes of the AGM shall be recorded by the Secretary and shall be circulated to all members within 30 days of the meeting. The minutes shall be approved at the next AGM.

Section 3: Extraordinary General Meeting (EGM)

1. Purpose: An EGM may be called to address urgent matters that cannot wait until the next AGM. This may include significant changes to the Constitution, major financial decisions, or any other critical issues affecting the Association .

2. Convening an EGM: An EGM may be convened by:

- The Executive Committee
- A written request signed by at least 25% of the registered members

3. Notice: Notice of the EGM shall be given to all members at least 14 days prior to the meeting date. The notice shall include the date, time, venue (or virtual meeting link), and specific agenda for the meeting.

4. Quorum: The quorum for an EGM shall be at least one-third of the registered members. If the quorum is not met, the meeting shall be adjourned and rescheduled within 14 days, with the same agenda. The rescheduled meeting may proceed regardless of the quorum.

5. Voting: Decisions at the EGM shall be made by a simple majority of the members present and voting. Voting may be conducted by a show of hands, voice vote, or secret ballot, as determined by the Chairperson of the meeting.

6. Minutes: Minutes of the EGM shall be recorded by the Secretary and shall be circulated to all members within 14 days of the meeting. The minutes shall be approved at the next AGM or EGM, whichever comes first.

Section 4: Executive Committee Meetings

1. Purpose: Executive Committee Meetings are held to manage the day-to-day affairs of the Association . These meetings allow the Executive Committee to make decisions, review progress on initiatives, and address any issues arising in the operation of the Association .

2. Frequency: The Executive Committee shall meet at least once every quarter. Additional meetings may be called as needed by the President or any two Executive Committee members.

3. Notice: Notice of Executive Committee Meetings shall be given to all committee members at least 7 days prior to the meeting. In cases of urgency, a meeting may be called with shorter notice, provided all members agree to the shorter notice period.

4. Quorum: The quorum for Executive Committee Meetings shall be a simple majority of its members. If the quorum is not met, the meeting shall be adjourned and rescheduled within 7 days.

5. Decision-Making: Decisions at Executive Committee Meetings shall be made by a simple majority of the members present and voting. In the case of a tie, the President shall have the casting vote.

6. Minutes: Minutes of Executive Committee Meetings shall be recorded by the Secretary and shall be circulated to all Executive Committee members within 7 days of the meeting. The minutes shall be approved at the next Executive Committee Meeting.

Section 5: Standing Committee Meetings

1. Purpose: Standing Committee Meetings are held to discuss and execute the specific mandates of each committee. These meetings allow committee members to plan, coordinate, and review the activities relevant to their respective areas of responsibility.

2. Frequency: Each Standing Committee shall meet as often as necessary to fulfill its responsibilities, but at least once every quarter. The Chairperson of each committee may call additional meetings as needed.

3. Notice: Notice of Standing Committee Meetings shall be given to all committee members at least 7 days prior to the meeting. The Chairperson may call an urgent meeting with shorter notice if required, provided all members agree.

4. Quorum: The quorum for Standing Committee Meetings shall be a simple majority of its members. If the quorum is not met, the meeting shall be adjourned and rescheduled within 7 days.

5. Decision-Making: Decisions at Standing Committee Meetings shall be made by a simple majority of the members present and voting. The Chairperson of the committee shall have the casting vote in the event of a tie.

6. Minutes: Minutes of Standing Committee Meetings shall be recorded by a designated member of the committee and circulated to all members within 7 days. The minutes shall be approved at the next committee meeting and a summary report shall be submitted to the Executive Committee.

Section 6: Special Meetings

1. Purpose: Special Meetings may be convened to address specific issues, such as urgent matters that arise between scheduled meetings, special projects, or other important topics requiring immediate attention. These meetings are distinct from AGMs, EGMs, and regular committee meetings.

2. Convening a Special Meeting: A Special Meeting may be convened by:

- The President
- The Executive Committee
- A written request signed by at least 10% of the registered members

3. Notice: Notice of a Special Meeting shall be given to all relevant participants at least 7 days prior to the meeting. The notice shall include the date, time, venue (or virtual meeting link), and agenda for the meeting.

4. Quorum: The quorum for a Special Meeting shall be a simple majority of the participants expected to attend. If the quorum is not met, the meeting shall be adjourned and rescheduled within 7 days.

5. Decision-Making: Decisions at Special Meetings shall be made by a simple majority of the members present and voting. The President or the designated Chairperson shall have the casting vote in the event of a tie.

6. Minutes: Minutes of Special Meetings shall be recorded by a designated participant and circulated to all relevant members within 7 days. The minutes shall be reviewed and approved at the next relevant meeting.

Section 7: Virtual Meetings

1. Virtual Meetings Option: All types of meetings, including AGMs, EGMs, Executive Committee Meetings, Standing Committee Meetings, and Special Meetings, may be held

virtually if physical meetings are not feasible or if it is deemed more convenient for participants.

2. Platform and Notice: The Executive Committee shall select a reliable virtual meeting platform and provide all participants with access details in the meeting notice. The notice period for virtual meetings shall be the same as for in-person meetings.

3. Participation and Voting: All participants in virtual meetings shall have the same rights to speak, participate in discussions, and vote as they would in a physical meeting. Voting in virtual meetings may be conducted through electronic means, as determined by the Chairperson.

4. Minutes: Minutes of virtual meetings shall be recorded, distributed, and approved in the same manner as for in-person meetings.

Section 8: Conduct of Meetings

1. Chairing of Meetings: All meetings shall be chaired by the President or, in the President's absence, by the Vice-President. If neither is available, another member of the Executive Committee may chair the meeting.

2. Order of Business: Meetings shall follow the agenda circulated in the meeting notice. The Chairperson may, with the consent of the members present, adjust the order of business or introduce new items under "Any Other Business" (AOB).

3. Record Keeping: The Secretary or a designated member shall be responsible for recording accurate and detailed minutes of all meetings. The minutes shall include key decisions, action items, and a record of attendance.

4. Member Participation: All members are encouraged to actively participate in meetings, ask questions, and contribute to discussions. Members may also submit agenda items for consideration at AGMs and other meetings, subject to the Chairperson's approval.

5. Adjournment: Meetings may be adjourned by the Chairperson if it is determined that the discussion cannot proceed effectively, or if the meeting exceeds its scheduled time. Adjourned meetings shall be reconvened at a later date, with proper notice given to all members.

Section 9: Meeting Protocols

1. Decorum: All members are expected to maintain decorum during meetings. Disruptive behaviour, Wpersonal attacks, or disrespectful language shall not be tolerated. The Chairperson has the authority to maintain order and may ask any member who violates these norms to leave the meeting.

2. Conflict of Interest: Members who have a conflict of interest in any matter under discussion must declare it at the start of the meeting and may be asked to recuse themselves from the discussion and voting on that matter.

3. Confidentiality: Matters discussed in Executive Committee Meetings, Standing Committee Meetings, and Special Meetings shall be treated as confidential unless the information is intended for public dissemination. Breaches of confidentiality may result in disciplinary action.

4. Decision-Making: While decisions should ideally be made by consensus, if a consensus cannot be reached, a vote shall be taken. All members are expected to abide by the decisions made during the meeting, even if they disagree with the outcome.

Here is the expanded content for the specified procedures to be included in the constitution:

ARTICLE 9: **QUALIFICATIONS, DISQUALIFICATION, VACATION, IMPEACHMENT, AND ELECTION OF THE EXECUTIVE COMMITTEE**

Section 1: Qualifications for the Office of the Executive Committee

To be eligible for election to the Executive Committee of the Graduate Medical Clinical Officers Association of Uganda (GMCOAU), a candidate must meet the following qualifications:

1. Full Membership Status: Must be a Full Member of the Association in good standing for at least two consecutive years prior to the election.
2. Professional Qualifications: Must hold a minimum qualification in Degree of Clinical Medicine and Community Health or an equivalent qualification recognized by the Association.
3. Experience: Should have demonstrated active participation in the Association's activities, committees, or events.
4. Reputation: Must have a good standing in the professional community with no record of unethical conduct, criminal offense, or professional misconduct.
5. Commitment: Should demonstrate a commitment to the objectives, mission, and vision of the Association and be willing to dedicate the time and effort required to fulfill the responsibilities of the office.
6. Leadership Skills: Must possess leadership skills and the ability to work collaboratively with other members of the Executive Committee and Association.

Section 2: Disqualification of the Executive Committee

A member shall be disqualified from holding office on the Executive Committee if any of the following conditions are met:

1. Loss of Membership: Ceases to be a member of the Association or loses their Full Membership status.
2. Misconduct: Is found guilty of professional misconduct, unethical behavior, or criminal activity by a competent authority.
3. Conflict of Interest: Has a conflict of interest that prevents the member from effectively performing their duties or undermines the integrity of the Association.
4. Mental or Physical Incapacity: Is declared mentally or physically incapable of performing the duties of the office.
5. Failure to Attend Meetings: Fails to attend three consecutive Executive Committee meetings without a valid reason or leave of absence approved by the Executive Committee.
6. Non-Compliance: Fails to comply with the rules, regulations, and decisions of the Association or the Executive Committee.

Section 3: Vacation of an Office by a Member of the Executive Committee

An office held by a member of the Executive Committee shall be vacated under the following circumstances:

1. Resignation: A member may voluntarily resign by submitting a written resignation letter to the Executive Committee, providing at least 30 days' notice.
2. Disqualification: A member is disqualified from holding office as outlined in Article ..
3. Removal by General Assembly: A member may be removed from office by a two-thirds majority vote of the Full Members present at a General Assembly meeting.
4. Death: The office shall be vacated in the event of the member’s death.
5. Impeachment: A member is impeached following the procedures outlined in Article 6.4.

Section 4: Impeachment of a Member of the Executive Committee

A member of the Executive Committee may be impeached for gross misconduct, incompetence, abuse of office, or failure to perform their duties. The impeachment process shall be as follows:

1. Initiation of Impeachment Process: Any Full Member of the Association may initiate an impeachment process by submitting a written petition to the Secretary of the Executive Committee, detailing the grounds for impeachment and providing supporting evidence.
2. The petition must be signed by at least 20% of the Full Members in good standing.
3. Review by the Executive Committee: The Executive Committee shall review the petition within 14 days of receipt to determine whether the grounds for impeachment are valid. If the Executive Committee determines the grounds are valid, it shall notify the accused member in writing and request a formal response within 14 days.
4. Hearing and Investigation: The Executive Committee shall appoint an independent committee to conduct a fair and impartial investigation and hearing. The accused member shall have the right to present their case, defend themselves, and be represented by an advocate of their choice.
5. Decision by the General Assembly:The findings of the investigation shall be presented to the General Assembly at a Special General Meeting called for this purpose. The General Assembly shall vote on the impeachment. A two-thirds majority vote of Full Members present is required to impeach the member.

- Outcome of Impeachment: If the impeachment is approved, the member shall be removed from office immediately, and a replacement shall be appointed or elected in accordance with the procedures outlined in this Constitution.

Section 5: Election of the Executive Committee

The election of the Executive Committee shall follow the procedures outlined below:

1. Frequency of Elections:
    - Elections shall be held every three years during the Annual General Meeting (AGM).
2. Election Committee:
    - An Election Committee shall be appointed by the Executive Committee at least three months before the AGM.
    - The Election Committee shall consist of three to five members who are not candidates in the election.
    - The Election Committee shall oversee the election process, including the nomination, campaigning, voting, and counting of votes.
3. Nomination Process:
    - The Election Committee shall invite nominations from eligible members at least 60 days before the AGM.
    - The nomination period shall remain open for 30 days. Each candidate must be proposed and seconded by two Full Members in good standing.

- The Election Committee shall verify the eligibility of all nominees and publish a list of qualified candidates at least 21 days before the AGM.

4. Campaigning:
   - All candidates are allowed to campaign for their respective positions.
   - Campaigning shall be conducted in a fair and ethical manner, respecting the Association's rules and regulations.
   - The Election Committee may organize a candidate forum or debate to allow members to hear from and question the candidates.
5. Voting Process:
   - Voting shall be conducted by secret ballot during the AGM.
   - Proxy voting is not permitted. Each Full Member in good standing shall have one vote per position.
   - The Election Committee shall ensure that the voting process is transparent, free, and fair.
6. Counting and Announcement of Results:
   - Votes shall be counted by the Election Committee in the presence of at least two independent observers.
   - The candidate receiving the highest number of votes for each position shall be declared the winner.
   - The results of the election shall be announced immediately after counting, and the newly elected Executive Committee shall assume office at the end of the AGM.
7. Contested Results:
   - Any candidate or member who disputes the results of the election may file a formal complaint with the Election Committee within seven days of the announcement.
   - The Election Committee shall review the complaint and provide a decision within 14 days.
   - The decision of the Election Committee shall be final.

Section 6: Payment of Nomination Fees

The payment of nomination fees is a critical aspect of the election process within the Graduate Medical Clinical Officers Association of Uganda (GMCOAU). The nomination fees are designed to ensure that candidates are committed to their participation in the electoral process and to help cover the administrative costs associated with organizing the elections. The following outlines the policy and procedure regarding the payment of nomination fees:

1. Purpose of Nomination Fees:

- To demonstrate a candidate's commitment to participating in the electoral process.
- To contribute to the administrative and logistical expenses involved in conducting elections.
- To ensure fairness and transparency by maintaining a standardized process for all candidates.

2. Payment Process:

- Submission of Fees: All candidates seeking nomination for any position within the Executive Committee must pay the stipulated nomination fee as part of the nomination process.
- Deadline: The nomination fees must be paid by the deadline specified in the election notice. Failure to pay the fee by the stipulated deadline will result in disqualification from the election process.
- Payment Method: Fees can be paid via bank deposit, mobile money, or any other method approved by the Executive Committee. Payment details and instructions will be provided in the election notice.
- Receipt of Payment: Candidates must obtain a receipt or confirmation of payment as proof, which should be submitted along with their nomination forms.

3. Nomination Fee Amount:

- The amount of the nomination fee shall be determined by the Executive Committee and reviewed periodically. The current fee structure will be communicated in the election notice.
- The fee amount may vary depending on the position being contested, reflecting the responsibilities and significance of each role within the Executive Committee.

4. Use of Nomination Fees:

- The funds collected from nomination fees shall be used exclusively for the purpose of administering the election process, including printing of ballots, venue arrangements for meetings, and other related expenses
- A financial report detailing the use of nomination fees shall be prepared and presented to the General Assembly after the elections.

5. Refund Policy:

- Non-Refundable: Nomination fees are generally non-refundable except in specific circumstances, such as the cancellation of elections by the Executive Committee or disqualification of a candidate by the election committee before the nomination deadline.

- Refund Requests: Candidates may submit a written request for a refund if they believe they qualify under the specific circumstances where a refund is permitted. Such requests will be reviewed and approved at the discretion of the Executive Committee.

6. Compliance:

- All candidates must comply with the payment of nomination fees as a prerequisite for their nomination to be considered valid.
- Any candidate found to have provided false information or engaged in fraudulent activity regarding the payment of fees will be disqualified from the election.

7. Financial Accountability:

- The Treasurer shall be responsible for receiving and recording all nomination fee payments, ensuring accuracy and transparency in the handling of funds.
- The Treasurer will provide a summary of all fees collected to the Executive Committee and ensure that the funds are used strictly in accordance with the guidelines provided.

8. Communication:

The details of the nomination fee, including the amount, payment methods, and deadlines, shall be clearly communicated to all members through the election notice, Association website, and other official communication channels.

ARTICLE 9: FINANCE

Section 1: Financial Management and Oversight

1. Responsibility: The overall responsibility for the financial management of the Association of Graduate Medical Clinical Officers lies with the Executive Committee, particularly the Treasurer, who shall oversee all financial matters in accordance with the Association's Constitution and policies.

2. Financial Year: The financial year of the Association shall commence on the 1st of January and end on the 31st of December of each calendar year.

3. Banking Arrangements: The Association shall maintain one or more bank accounts in its name at a reputable bank as decided by the Executive Committee. All funds of the Association shall be deposited into these accounts, and withdrawals shall be made only as per the authorized signatories.

4. Authorized Signatories: The signatories to the Association's bank accounts shall be the President, Treasurer, and one other Executive Committee member as designated by the Executive Committee. Any two of these signatories must authorize any withdrawal or financial transaction.

Section 2: Budgeting

1. Annual Budget Preparation: The Treasurer, in consultation with the Finance Committee, shall prepare an annual budget outlining projected income and expenditure for the upcoming financial year. The budget shall align with the Association's strategic goals and objectives.

2. Budget Approval: The draft budget shall be presented to the Executive Committee for review and approval before being submitted to the General Assembly at the Annual General Meeting (AGM) for final approval. Once approved, the budget shall serve as the financial plan for the Association for the year.

3. Budget Review: The Finance Committee shall regularly review the budget performance throughout the year. Any necessary amendments to the budget shall be proposed by the Finance Committee and approved by the Executive Committee before being implemented.

Section 3: Income and Revenue Generation

1. Membership Dues: The primary source of income for the Association shall be the annual membership dues paid by members. The amount of the membership dues shall be determined by the Executive Committee and approved by the General Assembly.

2. Fundraising Activities: The Association may engage in various fundraising activities, such as events, sponsorships, and appeals for donations, to supplement its income. All fundraising activities must be planned and executed in accordance with the Association's policies and legal requirements.

3. Grants and Donations: The Association may apply for grants from governmental and non-governmental organizations, foundations, and other funding bodies. The Association may also accept donations from individuals, corporations, and other entities, provided that such donations do not compromise the Association's integrity or independence.

4. Investment Income: The Association may invest surplus funds in low-risk investment vehicles, such as fixed deposits or government bonds, to generate additional income. Any investment decisions must be made with the approval of the Executive Committee, based on recommendations from the Finance Committee.

Section 4: Expenditure and Disbursements

1. Expenditure Authorization: All expenditures of the Association must be pre-authorized by the Executive Committee. The Treasurer is responsible for ensuring that all payments are made in accordance with the approved budget and financial policies of the Association .

2. Payment Process: All payments shall be processed through the Association's bank accounts. Payments may be made by cheque, bank transfer, or other secure electronic means. Cash payments should be minimized and, where necessary, documented thoroughly.

3. Documentation: All financial transactions, including income and expenditure, must be supported by appropriate documentation, such as invoices, receipts, contracts, and payment vouchers. These documents must be retained for a period of at least seven years and made available for audit and inspection.

4. Petty Cash: The Association may maintain a petty cash fund for minor, day-to-day expenses. The petty cash fund shall be managed by the Treasurer or a designated officer, and all disbursements from the fund must be recorded in a petty cash ledger.

Section 5: Financial Reporting

1. Monthly Financial Reports: The Treasurer shall prepare and present a monthly financial report to the Executive Committee, detailing the Association's income, expenditure, cash flow, and overall financial position.

2. Quarterly Financial Statements: The Treasurer, in collaboration with the Finance Committee, shall prepare quarterly financial statements that provide a comprehensive overview of the Association's financial performance. These statements shall be reviewed by the Executive Committee and shared with the General Assembly.

3. Annual Financial Report: At the end of each financial year, the Treasurer shall prepare an Annual Financial Report, which includes the following:

- Income and expenditure statement
- Balance sheet
- Cash flow statement
- Notes to the financial statements

- Any other relevant financial information

This report shall be audited by an independent auditor and presented to the General Assembly at the AGM for approval.

Section 6: Auditing

1. External Audit: The Association's financial records shall be audited annually by a qualified external auditor appointed by the General Assembly. The audit shall be conducted in accordance with accepted auditing standards and practices.

2. Audit Report: The auditor shall provide an audit report detailing their findings and any recommendations for improving financial management. The audit report shall be presented to the Executive Committee and the General Assembly at the AGM.

3. Internal Audit: The Executive Committee may appoint an internal audit team or committee to conduct periodic reviews of the Association's financial processes and controls. The internal audit team shall report its findings to the Executive Committee.

4. Audit Compliance: The Association shall address any issues or recommendations raised in the audit reports promptly. The Executive Committee is responsible for ensuring compliance with all audit findings.

Section 7: Financial Policies and Procedures

1. Financial Policies: The Executive Committee, in consultation with the Finance Committee, shall develop and maintain a set of financial policies that govern the Association's financial management practices. These policies shall include guidelines on budgeting, expenditure, revenue generation, investment, and financial reporting.

2. Internal Controls: The Association shall implement and maintain strong internal controls to safeguard its assets and ensure the accuracy and reliability of its financial records. These controls shall include proper authorization of transactions, segregation of duties, and regular reconciliations of accounts.

3. Risk Management: The Association shall identify and manage financial risks, including risks related to cash flow, investments, and compliance with financial regulations. The Finance Committee shall regularly review the Association's risk management practices and recommend improvements as needed.

4. Conflict of Interest: Any member of the Association involved in financial decision-making must declare any potential conflict of interest. Such members shall recuse themselves from decisions where their impartiality may be compromised.

Section 8: Financial Transparency and Accountability

1. Transparency: The Association shall operate with full financial transparency. All members shall have the right to access financial information, including budgets, financial statements, and audit reports, upon request.

2. Member Involvement: The Association shall actively involve its members in financial decision-making processes, particularly during the AGM and other relevant meetings. Members shall have the opportunity to provide input on financial matters and vote on key financial decisions.

3. Accountability: The Executive Committee and the Treasurer, in particular, shall be held accountable for the financial management of the Association . Any misuse of funds or breach of financial policies shall be subject to disciplinary action, as outlined in the Constitution.

4. Public Disclosure: The Association shall disclose its financial statements and audit reports to the public, particularly donors, grantors, and other stakeholders, as a demonstration of its commitment to financial integrity and accountability.

Section 9: Asset Management

1. Acquisition of Assets: The Association may acquire assets such as property, equipment, and vehicles necessary for carrying out its activities. All asset acquisitions must be approved by the Executive Committee and recorded in the Association's asset register.

2. Asset Register: The Treasurer shall maintain an up-to-date asset register that records all assets owned by the Association , including details such as purchase date, cost, location, and condition. The asset register shall be reviewed annually as part of the audit process.

3. Asset Maintenance: The Association shall ensure that all its assets are properly maintained and insured. Regular inspections and maintenance activities shall be conducted to preserve the value and functionality of the assets.

4. Asset Disposal: The disposal of any assets must be approved by the Executive Committee. The proceeds from asset disposals shall be used in accordance with the Association's financial policies and recorded in the financial statements.

Section 10: Dissolution and Distribution of Assets

1. Dissolution: In the event of the Association’s dissolution, the Executive Committee shall ensure that all outstanding debts and liabilities are settled. Any remaining assets shall be distributed in accordance with the provisions of the Constitution and applicable laws

2. Distribution of Assets: Upon dissolution, any remaining assets of the Association shall be donated to a similar organization or charitable cause, as determined by the General Assembly. The distribution of assets shall be conducted transparently and in line with the Association’s mission.

ARTICLE 11: AMENDMENT OF THE CONSTITUTION

11.1 Proposal for Amendments:

Any Full Member of the Graduate Medical Clinical Officers Association of Uganda (GMCOAU) may propose an amendment to this Constitution. Such proposals must be submitted in writing to the Secretary of the Executive Committee at least 60 days prior to the General Assembly meeting where the amendment is to be considered.

The proposal should clearly outline the specific sections of the Constitution to be amended, the suggested changes, and the rationale for the proposed amendments.

11.2 Executive Committee Review:

Upon receiving a proposed amendment, the Executive Committee shall review it to ensure that it aligns with the Association's mission, vision, and values.

The Executive Committee may seek additional information or clarification from the proposing member if needed. After review, the Executive Committee shall forward the proposed amendment, along with its recommendations, to the members of the Association at least 30 days before the General Assembly meeting.

11.3 Approval Process:

Amendments to the Constitution may only be approved by a two-thirds majority vote of the Full Members present at the General Assembly meeting. Voting shall be conducted by secret ballot to ensure fairness and transparency.

If the amendment is approved, the changes shall take immediate effect unless otherwise stated in the amendment.

11.4 Notification:

- All members shall be notified of the approved amendments within 14 days of the General Assembly meeting. The amended Constitution shall be made available to all members in both digital and print formats.

ARTICLE 12: DISSOLUTION

Section 1: Resolution for Dissolution:

The Association may be dissolved by a resolution passed at a General Assembly meeting. To pass the resolution, a three-quarters majority of Full Members present at the meeting is required.

The proposal for dissolution must be submitted in writing to the Executive Committee at least 90 days before the General Assembly meeting. The Executive Committee shall review and forward the proposal to all members at least 60 days before the meeting.

Section 2: Procedure Upon Dissolution:

In the event of dissolution, the General Assembly shall appoint a Dissolution Committee responsible for overseeing the process. This Committee shall be composed of at least five members, including the President, Treasurer, and three additional members elected by the General Assembly.

The Dissolution Committee shall be responsible for:

Settling all liabilities and debts of the Association.

Disposing of any remaining assets in accordance with the decision of the General Assembly.

Ensuring no assets are distributed to individual members but rather to another organization with similar objectives or a charitable cause chosen by the General Assembly.

Section 3. Distribution of Assets:

- Upon dissolution, any remaining assets of the Association shall be donated to a charitable organization, healthcare institution, or another body with similar objectives, as determined by the General Assembly. The selection of the recipient organization(s) shall be based on their alignment with the mission and values of the Association.

- The distribution of assets shall be conducted in a transparent manner, with all members informed of the process and the final disposition of the assets.

Section 4:. Notification of Dissolution:

- The Executive Committee shall ensure that all relevant stakeholders, including government authorities, partner organizations, and members, are notified of the dissolution. Official notice shall be sent to the Registrar of Societies or the relevant regulatory body, along with any required documentation to formalize the dissolution.

- The Executive Committee shall also publish a public notice of the dissolution in a widely circulated newspaper or other media, informing the general public of the Association's closure.

Section 5. Final Report:

- A final report detailing the dissolution process, including the settlement of liabilities and the distribution of assets, shall be prepared by the Executive Committee. This report shall be presented to the General Assembly and submitted to the relevant authorities as part of the dissolution process.

- The final report shall also be archived along with other key documents of the Association, ensuring that a complete record of the Association's activities and legacy is preserved.

ARTICLE 13: MISCELLANEOUS PROVISIONS

1. Interpretation of the Constitution:

- The interpretation of this Constitution shall rest with the Executive Committee, subject to the approval of the General Assembly. Any disputes or ambiguities regarding the meaning or application of the Constitution shall be resolved by the Executive Committee in consultation with legal advisors if necessary.

- In cases where the Constitution is silent or unclear, the Executive Committee may issue guidelines or decisions that are consistent with the objectives and principles of the Association.

2. Bylaws and Regulations:

- The Executive Committee shall have the authority to adopt, amend, or repeal bylaws and regulations that govern the internal operations of the Association, provided that such bylaws and regulations are not inconsistent with this Constitution. Bylaws and regulations shall be subject to review and approval by the General Assembly.

- Bylaws and regulations may address matters such as membership procedures, financial management, disciplinary actions, and other operational aspects of the Association.

3. Legal Status and Compliance:

- The Association shall operate as a non-profit organization, with its legal status, rights, and obligations governed by the relevant laws and regulations of Uganda. The Association shall comply with all applicable legal requirements, including registration, reporting, and taxation obligations.

- The Executive Committee shall ensure that the Association's activities are conducted in accordance with the law, including seeking legal advice when necessary to address compliance issues or disputes.

4. Indemnity:

- Members of the Executive Committee and other officers of the Association shall be indemnified by the Association against any legal actions, liabilities, or expenses incurred in the performance of their duties, provided that they have acted in good faith and in the best interests of the Association.

- The Association may purchase and maintain insurance to cover such indemnity obligations, ensuring that its leaders are protected from personal liability arising from their official responsibilities.

5. Seal of the Association:

- The Association shall have an official seal, which shall be used to authenticate important documents and agreements. The design and custody of the seal shall be determined by the Executive Committee, and the seal shall be affixed to documents in the presence of at least two authorized officers.

- The Secretary shall maintain a record of all documents to which the seal is affixed, ensuring that its use is properly documented and controlled.

6. Amendment of Bylaws:

- The bylaws of the Association may be amended by a two-thirds majority vote of the Executive Committee, subject to ratification by the General Assembly. Proposed amendments to the bylaws shall be circulated to members at least 21 days before the meeting at which they will be considered.

- The process for amending bylaws shall be transparent, with members given the opportunity to provide input and feedback on proposed changes.

7. Conflict Resolution:

- Any conflicts or disputes arising within the Association, whether between members, between members and the Executive Committee, or involving external parties, shall be resolved through dialogue and mediation. The Executive Committee shall establish a Conflict Resolution Committee to handle such matters, ensuring that disputes are addressed fairly and promptly.

- If mediation fails to resolve a dispute, the matter may be referred to arbitration, with the arbitrator's decision being final and binding on all parties. The arbitration process shall be conducted in accordance with the Arbitration and Conciliation Act or any other applicable laws of Uganda.

ARTICLE 11: TRANSITIONAL PROVISIONS

1. Initial Setup of the Association:

- Upon the adoption of this Constitution, the founding m**embers of the Association shall hold an office for one (1) year upon which they will** constitute the first General Assembly, with the responsibility of electing the initial Executive Committee. The founding members shall also be responsible for registering the Association with the relevant authorities and securing the necessary legal recognition.

- The first General Assembly shall approve an initial budget and work plan, setting the direction for the Association's activities in its formative year.

2. Interim Leadership:

- The founding members may appoint an interim leadership team to manage the affairs of the Association until the first General Assembly is convened. The interim leadership team shall have the authority to take necessary actions to establish the Association, including opening bank accounts, recruiting members, and organizing initial activities.

- The interim leadership team shall report to the founding members and provide a full account of its activities at the first General Assembly.

3. Phased Implementation:

- Certain provisions of this Constitution may be implemented in phases, as determined by the Executive Committee, to allow for a smooth transition and the gradual establishment of the Association's structures and operations. The phased implementation plan shall be presented to the General Assembly for approval.

- The Executive Committee shall monitor the progress of implementation and make adjustments as needed, ensuring that all provisions of the Constitution are fully operational within a specified time frame.

4.Ratification of Prior Actions:

- Any actions taken by the founding members or interim leadership team before the adoption of this Constitution, and which are consistent with its principles and objectives, shall be ratified by the first General Assembly. Such actions may include decisions on membership, finances, and program activities.

- The General Assembly shall review and approve a report on prior actions, ensuring that they align with the Association's mission and vision.

5. Review and Evaluation:

- The Executive Committee shall conduct a comprehensive review of the Constitution after the first two years of its implementation, in consultation with members and stakeholders. The purpose of the review shall be to evaluate the effectiveness of the Constitution in achieving the Association's objectives and to identify any necessary amendments or improvements.

- The findings of the review shall be presented to the General Assembly, along with any proposed amendments to the Constitution. The review process shall be transparent, participatory, and aimed at strengthening the governance and operations of the Association.

Conclusion

This Constitution of the Graduate Medical Clinical Officers Association of Uganda (GMCOAU) sets forth the foundational principles, governance structure, and operational guidelines that will govern the Association's activities. It is a living document, intended to evolve with the needs and aspirations of its members, while remaining true to the Association's mission of advancing the professional development and recognition of Graduate Medical Clinical Officers in Uganda.

The success of the Association depends on the active participation and commitment of its members, who are encouraged to engage with the Constitution, uphold its values, and contribute to the growth and impact of the Association. Together, the members of GMCOAU will work to elevate the standards of clinical medicine and community health in Uganda, fostering a stronger, more resilient healthcare system for all.

Signatories

This Constitution was duly adopted by the founding members of the Graduate Medical Clinical Officers Association of Uganda on this [Day] of [Month], [Year], and shall take effect immediately upon its adoption.

Signatures:

1. EJIET CHARLES
   DATE: 10/7/2025
   TEL: 0782024799

2. OKUMU MARTIN
   DATE: 10/7/2025
   TEL: 0784446051

3. ENUMU NICHOLAS
   DATE: 10/7/2025

TEL: 0789622700

4. BEINGANA HERMAN
   POSITION: DIRECTOR
   DATE: 10/7/2025
   TEL: 0751351607

5. OKELLO FRANCIS
   POSITION: DIRECTOR
   TEL: 0753465460
   DATE: 10/7/2025

6. MULANI BONFANCE NETONGE
   TEL: 0771464465
   DATE: 10/7/2025

7. OCEN GEORGE OGORA
   TEL; 0765808408
   DATE: 10/7/2025

8. EMUNA LEON
   TEL : 0785368276
   10/7/2025

9. AKAKUNDA MAREEN
   TEL: 0706911815
   DATE: 10/7/2025

Appendices

Appendix A: Membership Application Form**

Appendix B: Organizational Chart

Appendix A: Membership Application Form

Graduate Medical Clinical Officers Association of Uganda (GMCOAU)

Membership Application Form

Personal Information

Full Name: ____Date of Birth: _______________________________________

Gender: ____Nationality: ____Contact Number: ____________________________________ Email Address: ______________________________________

Physical Address: ____________________________________

Professional Information

Qualification: ____

Year of Graduation: ___________________________________

Institution Attended: __________________________________

Current Employment: _________________________________

Position/Title: ____

Workplace Address: ___________________________________

Membership Category

- [ ] Full Member (Graduate Medical Clinical Officer)

- [ ] Associate Member (Other Health Professionals)

- [ ] Student Member (Enrolled in Relevant Program)

- [ ] Honorary Member

Declaration

I hereby apply for membership in the Graduate Medical Clinical Officers Association of Uganda. I declare that the information provided is true and accurate to the best of my knowledge. I agree to abide by the Constitution, Code of Conduct, and any other regulations of the Association.

Signature: ___________________________

Date: ________________________________

For Official Use Only

- Date Received: _________________________

Membership Number: ____________________

Approved By: ___________________________

Date Approved: _________________________