

# KMTC Newsletter

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special  
issue

## Kenya Medical Training College is now ISO 9001: 2008 Certified

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Kenya Bureau of Standards Managing Director's representative Ms. Purity Wangui hands over the ISO certificate to the Medical Services Minister Prof. Anyang' Nyong'o on July 31. Board Chairman Prof. James Kahindi (right) and KMTC Director Dr. Olang'o Onudi look on

Kenya Medical Training College is now certified by the International Standards Organization (ISO). The ISO 9001: 2008 certificate was handed over to the Minister for Medical Services, Prof. Anyang Nyong'o, by a representative of the Kenya Bureau of Standards' Director, Ms Purity Wangui, at the College's Graduation Square in Nairobi on July 31 2009.

Prof Nyong'o in turn handed over the certificate to KMTC Board Chairman Prof. James Kahindi during a ceremony attended by staff and students.

The ceremony came at the same time as another important milestone: the launch of a Kshs2-million

innovative e- Learning Platform developed in partnership with Computer for Schools Kenya and the Belgian embassy.

The ISO-certification marked the end of a long and rigorous process that started in 2006. The achievement makes KMTC only the second state parastatal under the Medical Services Ministry be ISO-certified.

The KMTC Director, Dr Olang'o Onudi, said getting the certificate required a lot of efforts and high standards in all areas.

"This envious certificate has not come on a silver platter," he said, thanking the Government,

# Meet the new KMTCC Director: Dr. Onudi



Dr. Charles Olang'o Onudi, KMTCC Director

Former Deputy Director of Medical Services Dr. Charles Olang'o Onudi is the new KMTCC Director.

Dr. Onudi reported to work on June 10, 2009. He replaces Dr. Juliana Ogolla, KMTCC Deputy Director (Finance and Administration), who was holding the position in an acting capacity following the expiry of Dr. Timothy King'andu's term earlier in the year.

Dr. Onudi holds a Masters degree in Public Health from the Royal Tropical Institute, Amsterdam, and a first degree in Medicine and Surgery from the University of Nairobi.

His work experience adequately prepares him for the big challenge of managing the sophisticated network of 28 KMTCC colleges spread throughout the country.

He has worked for 11 years as a Provincial Medical Officer in four provinces: Eastern, Central, Western and Rift Valley. He was then appointed

Deputy Director of Medical Services in April this year and moved to the Ministry of Health headquarters.

Striking for his sociability, attention to detail and administration prowess, Dr. Onudi started clinical work in 1984 immediately after graduation from the University of Nairobi.

He worked for five years before proceeding for his Masters' degree in the Netherlands. On his return in 1991, Dr. Onudi was posted to Siaya as the District Medical Officer of Health, a position he held for seven years.

He has a big vision for KMTCC: "To expand the College's infrastructure and human resources to effectively accommodate many more deserving Kenyans."

"This way," he continues, "we will aid young Kenyans who need an opportunity for quality education to play a significant role in our society".

## Kenya Medical Training College gets ISO 9001: 2008 certificate

Cont from pg 1

the Board, Management, staff and students for their commitment and consistent focus that helped the College meet the strict criteria for certification.

Deputy Director Dr. Juliana Ogolla assisted the Minister in cutting the cake to mark a new dawn at the College, amid cheers by the KMTCC community led by Mrs. Joan Machayo, Nairobi MTC's Human Resource Officer, and Mrs Gladys Koyengo, who was the MC.

All who spoke at the occasion said the achievement would improve the performance of the College.

The Chairman and Director both urged the Minister to "improve the pay package for staff based on their performance" as a way of recognizing the role they played in health service care delivery.

The Director reiterated the College's commitment to providing quality training that meets international standards.

"KMTCC has committed itself to training and developing competent health care providers to meet community needs and expectations by continually providing quality education, utilising appropriate facilities, resources and innovative approaches," said the Director.

The KMTCC Quality Management Systems steering committee got a standing ovation from the gathering before they were awarded certificates of recognition for ably guiding the certification process.

"Success is this sweet!" said committee leader and Management representative Mr. Henry Nasengo. He then joined the famous Kayamba Africa in a dance. The Minister, Board Chairman and members, Permanent Secretary's representative and the KMTCC Director also joined the dance to mark the important milestone in true African style.

## KMTCC quality policy statement

KMTCC is committed to training and developing competent health care providers to meet community needs and expectations by continually providing quality education, utilizing appropriate facilities, resources and innovative approaches. KMTCC is further committed to ensuring that the requirements of ISO 9001:2008 are complied with and communicated throughout the organization. The quality policy shall be reviewed once every three years for continuing suitability and improvement.

## KMTCC quality objectives

1. To improve the average pass rate from 90% to 93% by 2012
2. To graduate 4000 competent multidisciplinary health professionals every academic year for quality health care delivery.
3. To improve teaching facilities for competitive education through increasing funding by 5% per year for library, ICT and teaching equipment
4. To build capacity of the institutions human resource by facilitating six (6) skills - based trainings annually
5. To improve on revenue collection from the targeted 83% to 93% by 2012
6. To provide inter-connectivity (wide area network) between all campuses by 2012
7. To improve student satisfaction from 67% to 75% by year 2012
8. To increase the percentage of teaching staff with a minimum of degree education from 12% to 18% and overall staff from 4% to 8% by 2012

## KMTCC constituent colleges

What makes us even more proud of our achievement is the fact that the search for ISO was not easy. Imagine coordinating the process in 28 constituent colleges spread out in all parts of the country. And we conquered. The following are KMTCC constituent colleges: Siaya, Kilifi, Msambweni, Eldoret, Kisii, Muranga and Embu. Kisumu, Nairobi, Garissa, Kitui, Nakuru, Homabay and Lodwar are also KMTCC Campuses. Others are Nyeri, Kabarnet, Loitoktok, Port Reitz, Kakamega and Machakos. Thika, Kapkatet, Mathare, Webuye, Karen, Meru, Karuri and Mombasa are other campuses.

# Achievement big boost to the entire country's medical fraternity, says Ministry

On behalf of the Government, the Ministry of Medical Services wishes to convey our heartfelt congratulations to KMTC for achieving the ISO 9001:2008 Certification.

This is a milestone achievement for the College and a big boost not only to the KMTC community, but also to the entire country's medical fraternity.

The landmark achievement is courtesy of the tireless efforts of the College Board of Management, KMTC Director, staff and students. It is a living testimony to the unyielding commitment the College has devoted in implementing quality management system. The Government takes this opportunity to most sincerely thank all of you.

The achievement is a sign of the College's focus on quality health training that matches internationally recognized standards. It is also an indication of the College's competence in rendering services that are benchmarked with the best in the world.

This achievement reflects the resolve of the College to ensure continued improvement so that KMTC can more resoundingly contribute to the social-economic growth of this country.

KMTC continues to set the pace in quality training and the College's graduates have been the envy of many employers both in the continent and the rest of the world. With this certification, therefore, KMTC resoundingly stamps its authority as the College of choice with a good reputation internationally.

It is this renewed commitment that has enabled the College to occupy the right lane on a new highway towards excellence in training health professionals. It strategically positions the Government to take its rightful role in the cultivation of a great Kenya for our children as envisaged in Kenya's Vision 2030. It helps the College contribute to the promotion of health across the continent.

Some of the key goals of ISO 9001:2008 are customer satisfaction and effective management. One of KMTC's biggest challenges is borne out of the College's constant improvement and high reputation in human resource development. As such, the demand for the College's health courses continues to exceed its capacity by far. In response to this, the government urges you to constantly review and improve programmes to be in tandem with the needs of our society.

The contribution made by the College in the Government's endeavor to provide efficient and high quality care that is accessible, equitable and affordable to all Kenyans is not something that can be taken lightly.

More than 80 percent of all workers in the country's health care facilities are trained at the College.

The Government further commends the College for being the second state corporation under the Ministry of Medical Services to achieve ISO 9001:2008 Certification.

Once again, congratulations to the College in achieving ISO 9001:2008 Certification.



Prof. Anyang Nyong'o, Minister for Medical Services



Prof. James Ole Kiyiapi, PS for Medical Services



KMTC Medical Laboratory Students in one of the campuses

## ISO 9001: 2008 part of the College's relentless pursuit of its vision



Prof. James Kahindi,  
KMTCC Board Chairman

On behalf of the Kenya Medical Training College (KMTCC) Board of Management and management, we wish to congratulate the staff and students of the College for attaining the ISO 9001: 2008 certification.

We are aware that the envious certificate has not come on a silver platter. It was the result of a combination of good planning, resilient management and consistent focus for results by all of us -- the Board, management, staff and students.

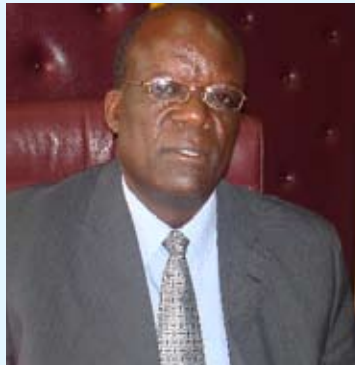
Responsible for training more than 80 percent of health workers in Kenya's health delivery systems, KMTCC plays a key role in the improvement of the country's health sector, effectively preparing professionals in a wide range of medical fields to serve wananchi.

The attainment of ISO 9001: 2008 is a milestone achievement in the College's pursuit of its vision of being a center of excellence in the training and development of competent health professionals.

The College takes cognizance of the fact that to actualize this vision, there is need to identify and adopt globally recognized standards of excellence, a practice the College has embraced.

The College promotes good health of people in Kenya. As we celebrate this achievement, we once again reiterate to the citizens of this country our commitment to the focus to that goal.

That is why, as part of the quality objective that will guide the ISO process implementation and sustainability, KMTCC has committed itself to "training and developing competent health



Dr. Charles Olang'o Onudi, KMTCC  
Director

care providers to meet community needs and expectations by continually providing quality education, utilizing appropriate facilities, resources and innovative approaches."

KMTCC management fully embraces current practices aimed at entrenching accountability, transparency, fairness and integrity for improved service delivery. As such, it won't be difficult to sustain ISO certification for now and in future.

This great achievement is only one of the many that the College, working closely with the Ministry of Medical Services and all our development partners, has registered in recent years.

We are therefore grateful to all those that stood with us in our pursuit of excellence. With their support, KMTCC has developed into a leading medical training institution in the East and Central African regions.

The Board promotes identification and adoption of best planning practices in the College's management. In a bid to remain relevant to the community and to offer only the best in response to the needs of our society, the College has revised a five-year Strategic Plan, setting the stage for even more achievements in the future.

Once again, congratulations to the College on achieving the ISO 9001: 2008 certification. Keep up the good work.

**Prof. James Kahindi,**  
**KMTCC Board Chairman**

**Dr. Charles Olang'o Onudi,**  
**KMTCC Director**

## Achievement imperative in driving innovation and health reforms

I wish to congratulate the Kenya Medical Training College (KMTCC) for achieving certification to the newly revised ISO 9001:2008 Quality Management System Standard. This ranks KMTCC amongst the first health training colleges in Kenya to achieve this prestigious award.

The quality culture adopted is bound to have a ripple effect in the promotion of the practical application of standards leading to improved quality of life and greater participation in Kenya's health sector.

A reputable and trustworthy standards and conformity assessment system is critical to Kenya's socio-economic transformation towards Vision 2030 and on the whole towards Kenya's international competitiveness. It is imperative in driving innovation and health reforms, which enable the College respond to the global health challenges.

The central drive of any quality management system as envisaged in the quality management principles is to ensure customer satisfaction and continually improve the integrity of the system. This ensures that there is enhancement of customer satisfaction at all times. Organizations that implement a quality management system have a stronger place and recognition in their respective sectors.

The ISO 9001:2008 certification makes it easier for the staff and clients of an organization to have faith and confidence in a company's products and services. It also makes it easier for the organization to conform to applicable regulatory requirements and to satisfy other stakeholders.

The quality management system that the KMTCC has implemented will deliver quality at a competitive cost and gain market access for their products beyond the Kenyan border.

I therefore, challenge other Colleges in the health sector to take the cue and join hands with the government and the Kenya Bureau of Standards in raising the quality of Kenyan health delivery system, for it is in so doing that we will be able to achieve our objectives and meet the health requirements of our country.

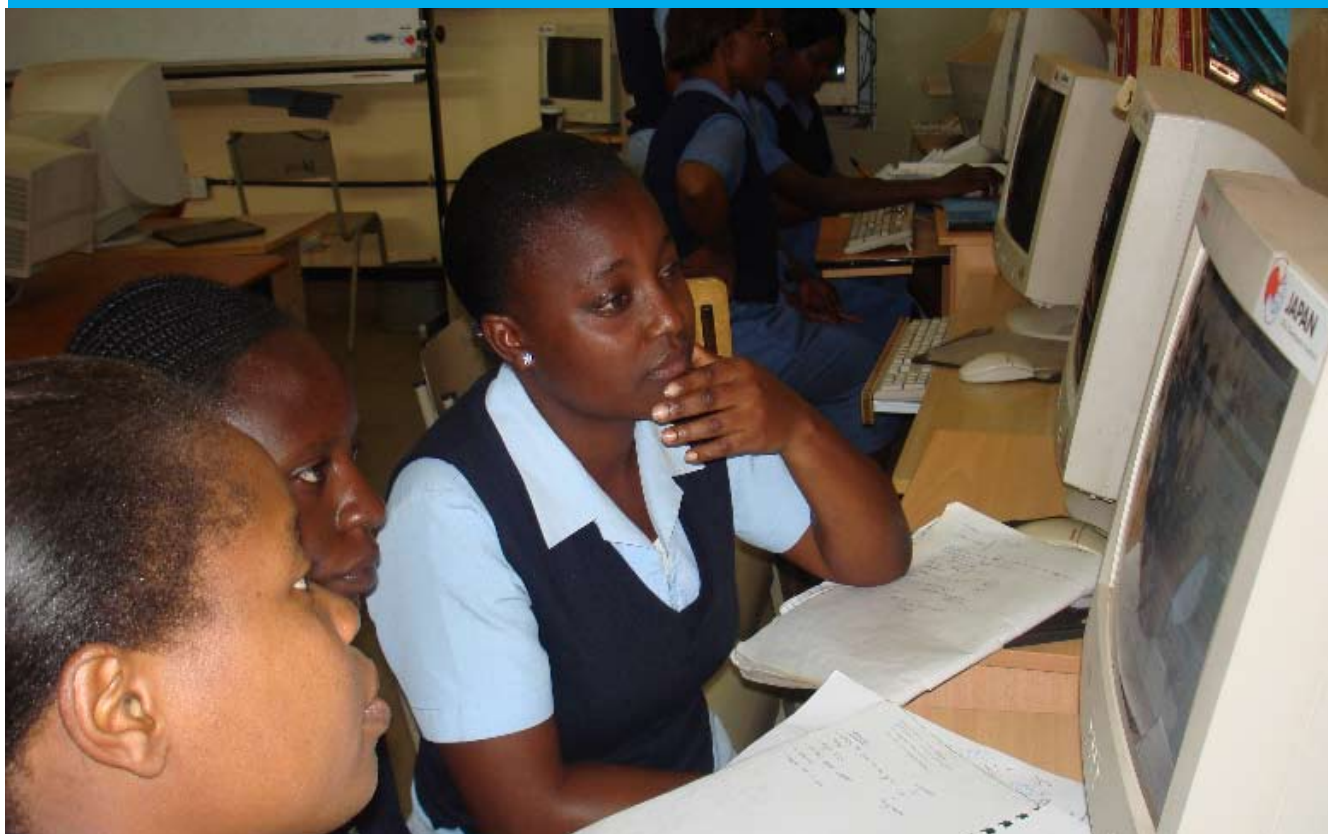
The Kenya Bureau of Standards will continue supporting the health sector by providing standards, calibration, testing and quality assurance as well as conformity assessment services.

We are indeed pleased that the Kenya Medical Training College has put in place a system that promises continual improvement at every stage of training of health professionals. Congratulations for this milestone achievement.

**Kebs Director**

# KMTC and Computers for Schools Kenya launch innovative e-Learning Platform

**Built using an open source software called Moodle, the system makes learning content more readily available to lecturers and students. It also offers tools for developing content and allows assessment.**



Students in a computer class. KMTC has partnered with other institutions to develop an innovative learning programme that is set to revolutionise training at the College by giving users access to interesting course content and individual working spaces.

KMTC and Computers for Schools Kenya on July 31, 2009, launched a Kshs2-million innovative e-learning platform after a successful trail run.

The new Information and Communication Technology programme is the first of its kind at the institution and is set to revolutionise training in 16-departments across KMTC.

The new platform is built on an open source learning management system called Moodle, a software of choice for leading institutions across the world.

Moodle makes learning content more readily available to both instructors and students. It also offers a variety of tools that can be used to develop interesting content and to allow assessment. The system also allows plug-ins – other learning tools to be integrated in it.

The platform will make different rights available to different users, who will also be able to see more or less of the platform depending on the access level.

Administrators can access everything on the platform. Tutors have unlimited access to content but not system structure while students have access only to assigned areas. This way the system gives every user their own personal learning space.

Designed to allow for general space as well as specific access for individual colleges, the platform will be linked to the College Website.

The platform will make it possible for users to upload course materials via the national resource centre as well as at the level of constituent colleges.

Each course will consist of a number

of course modules, which can take a variety of formats such as resource materials, discussion forums, links to relevant web resources, assignments, wikipedia, glossaries, polls, surveys and assignments.

KMTC staff, especially lecturers, will be expected to immediately start filling the platform with appropriate content for their courses.

To do this, they will be expected to either produce their own course content, get licensed to use existing content from other course content providers or refer to existing content on the Internet.

The platform was developed by the KMTC's Skillslab Department, with support from the Belgian Embassy, and Computers for Schools, Kenya.

## Achievement signifies KMTC's commitment for high quality service provision to stakeholders



Kakamega MTC students in a past event. The ISO certification has renewed commitment to high quality across the campuses.

I wish to thank the KMTC Board of Management, Management Team and all staff for their individual and collective effort that enabled KMTC get ISO 9001: 2008 certificate. A symbol of the College's commitment for high quality service provision to its stakeholders, the certification is in the scope of training of health professionals.

My special thanks go to the main technical and implementation committee who tirelessly coordinated the efforts towards certification. This achievement enables KMTC to benchmark with leading quality institutions internationally. For KMTC, this certification is not a last step in aiming for quality, but a stepping stone for a journey to greatness.

Realizing certification was not an easy task. Mooted in 2006, the QMS process followed a long and winding journey: sensitization and training of staff, selection and training of steering committee, development of procedures, and production of documents, internal audits, and KEBS' external audits.



Mr. Henry Nasengo,  
Management Representative

Management and QMS steering team had a daunting task of coordinating the process that took place within KMTC's 28 constituent colleges, where QMS had to be embedded. The journey, however, has just begun – KEBS will periodically monitor the College's progress in implementing and sustaining the Quality Management System.

Together, we have fought gallantly, we have kept the faith and the works as taught by KEBS and ISO standards, and we have received a crown of certification. ISO 9001:2008 is now not only the way of life, but the culture of KMTC.

## The scope of the KMTC QMS ISO certification

Covering all the 28 constituent colleges, the KMTC QMS is arguably one of the most intricate the auditors have worked on in recent times. The system, which has six mandatory international procedures, also covers 24 others specific to KMTC, making a total of 30.

The procedures encompass activities in both the academic and non-academic spheres. The mandatory procedures include control of documents, control of records, internal quality audit, control of non-conformities, corrective action and preventive action.

Those that are specific to KMTC include teaching and learning, curriculum development, students' accommodation, customer focus, library, security, catering and competence awareness and training, all critical to training of health professionals.

These procedures, however, are not all encompassing and the technical and implementation committee is looking into ways of including other areas in due course.

## What ISO 9001:2008 means to the College and for the Country

In opting to implement the QMS, the College is expected to achieve wide-reaching benefits from consistent quality service delivery, with the commensurate reward of satisfied customers. It will also better utilize time and resources, curbing wastage and minimising costs.

Certification will also lead to improved employee morale because staff will be better motivated and empowered to perform their roles and participate in quality improvement. Ultimately, the new status will also increase the college's competitiveness in the global arena and, in the process, open up market opportunities for its graduates.

The ISO 9001:2008 certification places the college on a clear path to excellence as articulated in its vision statement. Other gains include quality management elements which foster transparency in the organization of activities and early recognition of failures, weak points and inadequacies.

It is also expected to improve induction of new employees using established procedures, improved personnel structures and easier coordination as a result of clear chains of command and assignment of responsibility.

For the country's health sector, QMS sets apart the college as a strategic institution that trains quality professionals ready for the field. This will enhance the college's service delivery of healthcare.

# Steps on the rough road to ISO: 9001: 2008 certification

## Training top and middle management

The journey towards ISO certification has been long and rigorous. It all started in 2006 with sensitization of the top management, without whose support the QMS would not have been possible.

Gaining commitment from top management was the first step in embracing ISO 9001:2008. All managers at the headquarters, including the Director, were involved right from the start.

A key requirement was that the College's middle management team be also trained. The training was carried out to ensure that the implementers were equipped and could handle the process and ensure it was fully operationalised.

## Awareness creation

As part of awareness creation, all other employees were also trained. This was based on the fact that the process-based approach succeeds well when all employees are involved and are playing their part in the quality system by contributing their ideas and genius in order to create value. In order to empower the employees to feel appreciated and enthusiastic, and for them to feel as part of the QMS, the technical committee embarked on a series of trainings.

This was first to create awareness, to sensitize them on the ISO concept as well as to train them on the requirements of the quality procedures and the quality manual. A high level of awareness resulted in commitment and ensured full support for the implementation of QMS. Today, over 70 percent of the employees are fully trained while the rest are aware about the expectations of ISO 9001:2008.

## Defining the College's QMS

Given the diverse nature of KMTC in terms of location and activities, a process mapping was done to help visualize interactions of activities and processes.

The technical committee, with the aid of an expert, then developed documents for the QMS. They adopted the three-tier documentation system comprising of quality procedures, quality manual and the document control master list.

## Implementing the QMS to improve results

The QMS was implemented in all the 28 colleges. The first phase of implementation focused on 19 procedures. However, after the pre-certification audit, it was noted that some procedures critical to customer satisfaction had been left out. The second level of documentation captured the procedures and expanded them to 30.

## Training internal quality auditors

A team of internal quality auditors, drawn from all campuses, was trained. The auditors were tasked with ensuring that the system complies with the set standards (ISO 9001: 2008). They were also supposed to point out the non-conformities and address them in line with the standards.

## Reviewing the system

A management review committee headed by the Deputy Director in charge of academic affairs was appointed. It was mandated to provide leadership and direction to top management on the implementation of the QMS. The team reviewed the system to ensure its suitability, adequacy and effectiveness. It also proposed changes in the QMS and

address resource needs.

## The certifying body

Kenya Bureau of Standards (KEBS), Kenya's leading auditor, was selected as the certifying body for a number of reasons. It is a government organization with a good reputation, professional and competent staff as well as a good image and track record in the field of QMS auditing.

Kebs is regarded as one of the strictest auditors in Kenya and passing through its rigorous checks was no easy task.

As the auditor aggressively undertook a document review and thereafter embarked on a precertification audit, some in the College almost lost hope of ever getting the certification. Did we make the right choice in choosing Kebs, with an auditing team too stringent? they asked.

Many a time, some of those involved in the process felt the body was overly strict and wished they followed an easier path, one which would not make the process so rigorous.

But the management representative and Kebs auditors themselves kept on encouraging that a strict teacher is the best teacher – he makes students develop courage in facing difficult times.

Revealing a number of non conformities, the precertification audit enabled the external auditors to evaluate any issues and resolve logistics before the actual certification audit. But the college was equal to the task and after the hardwork, it was ready for certification.

The Technical and implementation committee has now drawn a plan of action for surveillance audits to ensure that the system is maintained and the changes do not result in deficiencies in the system.



Members of the ISO Certification Committee, which has now drawn up an action plan for audits to maintain standards.

## The steering team

The KMTC ISO Certification steering team remains one of the most focused and committed groups the College has assembled in the recent past. We are indebted to them.

Composed of men and women of high integrity, it had long-serving College Registrar Mr. Henry Nasengo, as the team leader. Mr Nasengo is also the College's Management Representative.

This team had the herculean task of providing training to the College staff and ensuring the College was on track to higher achievements through a quality management system.

It was this group of 16 that performed the delicate balancing act of providing an interface between the College's Management Team, the auditors and the rest of the College community.

Members of the team included the following:

Mr. Henry Nasengo, Mrs. Joan A. Machayo, Mr. John Anyira, Mr. Nobert Boruet, Mr. John Mwangi, Dr. Jebichi Maswan, Mr. Peter Tum, Mr. John Kurui, Mrs Gladys Koyengo, Mr. Solomon Kilaha, Dr. George Githu, Dr. Joseph Karanja, Mr. Richard Kolute, Mr. Japheth Nyangena and Mr. Thomas J. Kisukwa.



Mr. Henry Nasengo, KMTCC Registrar and Management Representative



Dr. Jebichi Maswan, Head, Institutional Advancement



Dr. Joseph Karanja, Deputy Principal, Nairobi MTC



Mrs Gladys Koyengo, former Head of Department, Clinical Medicine



Mr. John Anyira, Deputy Registrar, Quality Assurance



Mr. Nobert Boruet, Head, Skillslab Expansion Project



Mr. Thomas Kisukwa, Chief Accountant, KMTCC Headquarters



Dr. George Githu, Head, Community Oral Health



Mr. Japheth Nyangena, Senior Accountant, KMTCC Headquarters



Mr. John Kurui, Head, Health Records and Information Department



Mrs. Joan Machayo, Human Resource Officer, Nairobi MTC



Mr. Richard Kolute, Head, Pharmacy Department



Mr. Franklin Okonji, External Liaisons Officer



Mr. Solomon Kilaha, former Head, Medical Education Department



Mr. Peter Tum, Head, Medical Engineering Department



Mr. John Mwangi, Chief Procurement Officer, Nairobi MTC

# Principals urged to deliver quality service to Kenyans



College Director Dr. Olang'o Onudi (right) signs this years contract with Port Reitz MTC Principal Mr Bernard Kamuti in Nairobi as the Board Chairman Prof. James Kahindi looks on

This year's performance contract was signed between the KMTCC Director Dr. Olang'o Onudi and all the 28 KMTCC Principals and witnessed by the Board Chairman, Prof. James Kahindi in Nairobi, with the Principals promising to deliver high quality services to Kenyans in line with the contract.

Assuring the Principals that the board would continue supporting them in their endeavours that are core to training of health workers, Prof. Kahindi urged them to prudently use the resources available to them "to improve service delivery to Kenyans."

He commended them for the part they played in making the College acquire the prestigious ISO 9001 2008 Certification

and warned: "The biggest challenge is now to maintain the certification; it is easier to become number one than remain number one."

The Director urged them to work hard to maintain the top ten position: "The college would help you improve your areas if you do the right thing."

Principals said they will work hard to make KMTCC remain a top performer. Mombasa MTC Principal Mr. Kharayu Deye said his campus is "striving to better services to Kenyans, now more than ever before."

His counterpart from Embu, Mrs Catherine Kabanya, says her Campus is sensitising all staff to play an active role

in the contract this year. "The contract is for all of us. At Embu, we are determined to take the College to the next level."

KMTCC has consistently remained a top performer in the evaluation, introduced by Government in 2006 to ensure delivery of services to Kenyans.

In the 2007/8 financial year, the College was ranked tenth out of 129 state corporations in the country in the contract.

The college moved to position 10 from position 4 where it was placed in the 2006/2007 evaluation. When the evaluation started in 2005/2006 financial year, KMTCC was rated 15th State Corporation out of 120.

## Board Chairman flags off new fleet of buses



Prof. James H.P. Kahindi flags off the new buses.

A new fleet of buses recently bought by the College at more than Ksh 22 million was flagged off by the Board Chairman, Prof. James H. P. Kahindi, on June 26th, 2009.

The four 51-seater buses were the third consignment since the College started buying buses as part of its strategy to improve training by making it easier for students and lecturers to travel to the clinical areas.

Flagging off the buses, the chairman said: "This is yet another milestone in the many achievements the College has registered in the past few years as it consciously looks for opportunities to improve health training in Kenya and

the East African region."

Said Prof Kahindi: "Today the College is flagging an additional four brand new buses bought as part of this programme. The buses will improve training by meeting the transport needs of the teaching fraternity and students by providing access to practical sites at the college.

"With the introduction of sports at the College, and with each campus required to travel long distances to play others, transport has become absolutely critical," said Prof. Kahindi.

The buses were destined for Nyeri, Muranga, Kilifi and Webuye campuses.

# Minister and PS visit KMTC to hold discussions with staff



Nyeri MTC Principal Ms. Grace Mbutia and other principals welcome Medical Services Permanent Secretary Prof. James Ole Kiyiapi to the College in a past event. The PS and the Minister Prof. Anyang Nyong'o visited the Nairobi Campus and held talks with staff.

Medical Services Minister Prof. Anyang' Nyong'o and Permanent Secretary Prof. James Ole Kiyiapi demonstrated their commitment to KMTC when they visited the Nairobi Campus to listen, talk and share experiences with staff and students.

The PS was the first one to arrive -- at 9.37am -- and was received by the Board Chairman Prof. James Kahindi and the then Acting Director Dr. Juliana Ogolla.

The Minister and the PS were accompanied by Deputy Secretary, Mr. Alfred Mogere, and Deputy Director of Medical Services, Dr. Wycliffe Mogoa, both members of the College's Board of Management.

They first addressed the Academic Board at the HSM Hall before proceeding to the Nursing Assembly Hall to address other staff. The Board Chairman and the Acting Director told the Ministry that the College faced an acute shortage of staff.

Salary harmonization came to the limelight again and the PS promised to look into it immediately.

On staff shortage, the PS asked the Board to rationalize and fairly distribute staff based on the needs of various campuses. He asked the College to make a proposal to the

Ministry formally on minimum staff requirements.

On his part, the Minister said KMTC was a large system, which must address all issues facing it and provide solutions necessary for its sustainability. He challenged the College to come up with a vision that will help it retool to face new challenges.

Posed the Minister: "What do we need to do to get on the first lane towards development. What would you do to run the college independently?"

The College, he said, must move away from being part of the problem to become part of the solution. "Let's not be satisfied with the immediate, but look at the bigger picture."

The Staff Welfare chairman presented a range of issues to the Minister, who asked the Acting Director to chair the team that would move forward the staff harmonization process.

A team from the Ministry, the Minister said, would work with the College to prepare a master plan to move KMTC to the next level.

He asked staff to be "single minded in dedication to work" so that KMTC could achieve its potential for great achievement.

# Nairobi MTC student council holds leadership training seminar for leaders

KMTC student leaders are now better equipped to effectively play their role after attending a seminar organized by the Student Representative Council (SRC) and KMTC Management.

The group, consisting of about 70 students drawn from all the students' groups, class representatives and SRC, underwent a three-day intensive training programme in leadership skills.

The course also covered communication and public relations, leadership, law, guidance and counselling.

Opening the training, Nairobi MTC Principal Mrs. Agnes Mualuko, described the seminar as "the first of its kind organized by the college for the students."

Describing the leaders as the light of the other students, she challenged them to "take the opportunity to learn and use what you learn to change your life and that of others".

Dr. Jebichi Maswan, Head of Institutional Advancement and one of the facilitator told the students: "Visionary leaders have

the ability to see the bigger picture in a situation and dream of possibilities that would be beneficial to their followers."

Ms. Caroline Musango, the KMTC Legal Officer took them through the SRC Constitution, interpreting some of its important sections.

The students were also addressed by College Public Relations Officer Mr. Kamau Maina, who told them that to be effective communicators, they must listen to other students keenly.

Deputy Principal Dr. Joseph Karanja, who co-coordinated of the workshop, said the college would make the training an annual event.

Former SRC chairman Mr. Steven Omondi and his team received a standing ovation for organizing such a successful event for all its students leaders.

Mrs Susan Muriungi, Nairobi MTC physiotherapist, gave the participants tips on how to manage stress.



Some of the student leaders who took part in a seminar organized by their Council and KMTC Management.

## Nairobi Campus MTC elects new Student Representative Council leadership

Nairobi Campus MTC has a new Student Representative Council (SRC) leadership. The officials were elected on June 12 following rigorous campaigns.

The new officials are: Chairman: Brian Ogondi, Vice Chairman: Antony Kimani, Treasurer: Evelyn Gakinya, Secretary General: Betty Mutethya, Organising Secretary: Maureen Maramba and Entertainment Commissioner: Nicholas Wandeo. Other commissioners are: Hillary Omondi, (sports), Steve Odhiambo (Dining and Catering), Jessica Kanini (Academics), Thomas Erupe (Security), Maureen Katunge (Hostels and Health), Maureen Wango

(Public Relations) and Alex Karanja (Gender).

"Our goal is to represent the interests of our colleagues to the Management," said chairman Ogondi soon after the election. "Our strategy is to work with the authorities to achieve a mutually benefiting relationship."

According to the Vice Chairman, previous SRC's "have not been visible enough and students seem to be sceptical of our promises... Our aim is to restore their confidence in the SRC and the College by encouraging them to take part in various activities."

## Embu MTC picks its best in annual beauty pageant



Mr Tito Njue and Miss Agnes Mwangi

It was all smiles for Tito Njue and Agnes Mwangi as they were crowned the new Mr. and Miss KMTc Embu at the G-Kinge beauty contest that was held on March 14th, 2009, at the college. They will now serve as the Ambassadors of Change for the campus for the next one year.

The event was organized by Changerz Club with sponsorship from Population Service International (PSI). The day's theme was the fight against HIV/AIDS. The activities included presentations centering on the topic.

The College Principal, Mrs Catherine Kabanya, presented awards to the winners. The newly crowned ambassadors led in cutting of a cake to mark Changerz's second anniversary since its launch.

## Student is laid to rest

Winnie Chebet Bii, a second year Nairobi MTC Optical Technology student who died on April 15, 2009 was laid to rest on April 18th, 2009 at her father's farm in the Rift Valley. Winnie died of cardiac arrest.

Dr. Juliana Ogolla, who was the the acting Director, sent condolences to Winnie's family, relatives and friends.

Head of Optical Technology Department, Mr. Andrew Bii, while addressing students and other mourners in the college ahead of the funeral said: "Winnie's death has drawn us close to one another. But it is Winnie's passion to excel where others fail that should forever inspire us to continue pursuing the best for ourselves and for others."

Students Representative Council chairman, Mr. Steven Omondi (now outgoing), described Winnie as "a staunch basketball player, sociable, friendly and active."

Jackline Cherono, a classmate, eulogized her as an important friend, who was always open and with whom she shared a lot in academics and Christianity.

Students and staff joined family and friends to bid Winnie farewell. R.I.P, Winnie.

## College on course to produce a five-year Strategic Plan

KMTc is in the process of developing a five-year strategic plan for the period 2009-2014. A consultative workshop was held in Nairobi between July 15 and 17 to review the first draft. A revised version was developed and presented to the KMTc Board for ratification.

According to the KMTc Director, Dr. Olang'o Onudi, the plan will "enable the College to respond to the emerging needs in the health sector and to other challenges in its daily operations."

The Strategic Plan, he adds, is a critical guide that will help the college to realise sustainable growth.

The Plan will put into action the ISO 9001:2008 standards and systems, and sustain the certification.

The plan is designed as to meet present and emerging needs within the health sector and to position College as a strategic health training institution. This will enhance service delivery and enable the College to continue contributing to the nation's Vision 2030 goals.

It will give direction to the organisation by systematically outlining goals, identifying resources to achieve them and putting in place mechanism to monitor and evaluate progress towards achieving specific objectives.

The stakeholders involved in the workshop included KMTc Senior Management team, Principals and Heads of Department from Nairobi MTC, who are supervises of the departments in all the 28 campuses.

## Partnership gives free medical aid to Kenyans

KMTc Nairobi partnered with Neema Afya Bora Walk, a charitable organisation, and te University of Nairobi in a free medical camp at Emali Primary School in Eastern Province, on June 27th, 2009.

The ai of the camp was to reach out to more than 20,000 Emali residents with affordable medical services.

KMTc provided medical assistance in the form of volunteer staff and medicine. The College also provided transport to its team as well as University of Nairobi University medics and dentists.

More than 2,000 were attended to during the exercise. They benefitted from a variety of services, including dental, voluntary counselling and testing, ophthalmology, nutritional advice and treatment.

Area MP Hon. David Musila officially opened teh camp, hailed by the beneficiaries and organisers for taking health care closer to those in need.

Dr. Wacheke Wanjohi, speaking on behalf of Neema Afya Bora Walk, thanked KMTc for making the event a success.

## USEFUL TIPS



### Set your goals; focus your life for success

*Singleness of purpose is one of the chief essentials for success in life, no matter what may be one's aim (John D. Rockefeller Jr).*

By **Dr. Jebichi Maswan**, Head, Institutional Advancement

Since the theme of this newsletter is the long road to ISO certification, I thought it befitting to write an article on goal setting. Though the road was bumpy, we never gave up because we had set our goal on ISO certificate and nothing could stop us. We can apply this focus to personal life.

Life is full of surprises; nobody knows what may be lurking around the corner. Waiting for the hand of fate to intervene or lady luck to miraculously appear will keep you stewing in uncertainty. It is much better to know that you have made a conscious choice about where you are going and why.

How important is it to set and write down your goals? A study done in 1953 at Harvard University dramatically highlights the importance of writing down goals. A group of students were asked about their goal setting behaviors as they graduated. These students were then followed up for the next 20 years.

At the start of the study in 1953, only 5% of the students admitted to having clear, written, well-defined goals for their future. Surprise, by 1973 those 5% were worth more in financial terms and other areas than the other 95% combined. It is clear that goal setting has a huge effect on future performance.

Goals focus an individual's attention on the relevant and important actions; goals

regulate effort, increase persistence and foster strategies and action plans.

How to set SMART goals:

- Start by asking yourself what you really want.
- Know your personal strengths and talents (do a personal SWOT analysis).
- Your goals must be consistent with your values.
- A goal in one area should not contradict a goal in another area e.g. to live in Muthaiga when your finance goal is an income of Ksh. 500,000 per year.
- Write your goal out in complete detail; instead of writing to own a house, write, a six-bedroom house in Kilimani with a garden, wooden floor, etc. The picture should be very clear in your mind; you can take a walk through your house.
- Make your goal realistic; it must sound achievable to you
- Write down your goals in the positive. Writing down your goal creates a clear roadmap for your success and imprints in your subconscious mind. Goals in the head are just dreams.
- Review goals frequently; post them in visible areas, carry a card of goals in your wallet to serve as a constant reminder.
- Good goals are great, but they will only work if they are put in action. Commit to

do everything to make them happen.

- Break down your goals into small manageable steps; one step at a time and celebrate each successful step along the way.

True success comes from living a balanced life and ensuring that goals in all areas of your life are achieved simultaneously.

1. Health and wellbeing
2. Career
3. Finances
4. Family and friends
5. Spiritual
6. Fun and recreation
7. Philanthropy
8. Confidence and self image

Work out a realistic action plan to regain balance starting with the neglected areas. Time and energy is limited and you will need to make choices and compromises.

Every time you make a decision during the day, ask yourself this question, "Does it take me closer to, or further from my goal."

Achieving your goals by themselves will never make you happy in the long term, it's who you become as you overcome the obstacles necessary to achieve your goals that can give you the deeper and most long lasting sense of fulfillment.

If you want to be successful, set a goal that commands your thoughts, liberates your energy and inspires your hopes (Andrew Carnegie).

## Mombasa MTC to provide frontline training of health workers

The Ministry of Public Health and Sanitation has chosen Mombasa MTC to provide consultancy in training of frontline health workers in two districts of the expansive North Eastern Province.

Mombasa MTC Principal Mr. Kharayu Deye said the KMTC campus were chosen to train more than 640 health workers from Garissa and Ijara Districts in a malaria case management project.

According to the Head, Division of Malaria Control, Dr. Elizabeth Juma, the Public Health Ministry has "developed an integrated training curriculum that covers diagnosis of malaria using microscopy and RDTs, treatment of uncomplicated and

severe malaria, drug management and pharmacovigilance. The curriculum will be used to train frontline health workers nationally."

The training sessions will be held in the provinces and facilitated by provincial and national trainers to address provincial needs.

"The training is necessitated by the introduction of new components in the case management curriculum and the poor prognosis of previous cascade trainings," says Dr. Juma.

Mr. Deye said Mombasa MTC has been chosen because of its excellent performance in health care training.



Pictorial



Some of the KMTTC Board members join the Minister in a dance to celebrate launch of the ISO Certificate on July 31.



Medical Services Minister Prof. Anyang' Nyong'o (right), KMTTC Board Chairman Prof. James Kahindi (in white suit) and Director Dr. Olang'o Onudi dance to celebrate ISO 9001: 2008 certification.



Medical Services Minister Prof. Nyong'o leads students to celebrate the certification.



Deputy Director (F&A) Dr Juliana Ogolla helps Medical Services Minister Prof Nyong'o cut a cake at the launch. Mr Alfred Mogere (Board member) looks on.



Nairobi MTC's Principal Mrs Agnes Mualuko (in headgear) receives from a partner drugs-related information materials. Campus staff and students look on.



College Deputy Registrar Mr. John Anyira presents a certificate to a VCT trainer, Mr. James Kariuki at the end of a recent training workshop



Medical Services Permanent Secretary Prof. James Kiyiapi (centre), KMTCC Board Chairman Prof. James Kahindi and then Acting Director Dr. Juliana Ogolla arrive to a meeting with staff at the College.



Some KMTCC students escort a happy lady after donating to her free food.



Students try out new equipment in the Physiotherapy's gymnasium at the Nairobi Campus.



Putting the best foot forward: College staff celebrate ISO 9001: 2008 certification with song and dance.



They couldn't hide their joy at being the best at the Kenya Public Service Week, 2009, at KICC, Nairobi.

# Conference held to sensitize youth on dangers of drugs



Some of the participants at the conference pledge to live a drugs-free life.

Close to 400 KMTCC students and staff were beneficiaries of this year's conference on drugs and substance abuse held in Nairobi on April 18, 2009 to discuss the dangers posed by drug abuse in institutions of higher learning.

Objectives of the conference included to create awareness on the magnitude of the problem among college students and staff, and sensitize the youth on the dangers of drugs.

Participants also learnt how to identify those already on drugs and refer them for help.

The conference provided a forum for young people to get first-hand information from specialists on how drugs affect a person's productivity

and life.

Participants were told how drugs have led to mental problems. According to the World Drug Report of 2008, drug abuse dependence and addiction is a problem that cuts across all generations, from young people of 15 years to people in their 60s.

The conference recommended checks including creating awareness and other prevention measures and treatment of those affected.

Speakers were drawn from diverse fields: Nacada, The Kenya Police, Media and music industry, counsellors, NGOs and psychologists, all dealing with the drug problem.

The conference was attended by staff

and students from all KMTCC campuses and from Nairobi, Nazarene, Daystar and Kenya Polytechnic universities.

The forum resolved that all colleges put in place structures to address the menace. Colleges also needed to establish partnerships with reputable organizations involved in the fight against drug abuse. They should also identify and liaise with treatment and rehabilitation centres to help those already affected.

Public Relations Officer Kamau Maina and Ms. Grace Muthoni Mwangi coordinated the conference assisted by Mr. Henry Nasengo, Mr. Isaac Obiye, Ms. Ruth Mworira, Mrs. Anne Omambia, Ms. Caroline Musango and Ms. Agnes Mualuko.

## Project Implementation Unit trains VCT counsellors to help check AIDS

The college's Project Implementation Unit added yet another group of highly trained voluntary counselling and testing (VCT) workers to the country's fight against the HIV/AIDS when 13 participants graduated on April 2, 2009 after a four-week intensive course.

Participants in the course included health workers drawn from public health facilities, KMTCC staff and graduates, and high school leavers.

Different disciplines were represented. Participants included nurses, public health officers, laboratory technologists/technicians, pharmacists, social workers, KMTCC staff and high school leavers.

Nairobi MTC's Dean of Students, Mrs

Monica Kariuki, a trained counsellor, said: "Participants recorded excellent performance results from the clinical areas, an indication that knowledge levels had increased tremendously from between 27 to 73 percent to between 66 and 80 percent."

The participants were "well skilled to have a positive impact in the fight against AIDS", she said.

Facilitators included Mrs Lucy Kuria, Mr. David Ndirangu, Mrs. Consolata Shindu, Mr. John Kariri as well as people living with AIDS.

Speaking for the participants, Ms. Judith Oloo, said the college was making "a big contribution to the country's fight

against AIDS."

Deputy Registrar Mr. John Anyira, who was the chief guest at the closing ceremony, said: "The course will help the country. Apply what you got by doing well for society. Be good role models; don't preach water and drink wine."

Noting that majority of the participants were young people, Public Relations Officer Mr. Kamau Maina urged them to work hard to touch and change the lives of others, especially young people and couples.

Mr. Kariri used an analogy to drive the point home: "We have taught you how to dance. The way you dance is now upon you."

# College develops tools for teaching and learning

The college has developed effective tools of data collection for three departments, which are to be used in the departments' learning and teaching activities.

The instruments for Nursing, Clinical Medicine and Medical Laboratory Sciences were developed in a two-week workshop held in Karen MTC between March 30 and April 9.

The workshop, which brought together lecturers from different campuses in the departments, was organized by the college's academic department to review and formulate tools useful

in learning and teaching as part of quality management requirements. Deputy Registrar (quality assurance) Mr. John Anyira led the team.

According to the workshop coordinator, Mr. Omar Osman, tools developed included log-books, lesson plans, students' attendance register, subject score sheet, and improved consolidated mark sheet. Academic transcripts, students clinical placement progress reports and individual score sheets were also developed.

According to Mr. Anyira the college had for a long time used tools

developed by councils regulating the institution's departments. There was urgent need for the College to develop its own documents in line with QMS requirements.

Public Relations Officer Mr. Kamau Maina said that continual improvement is critical to the college's quest for excellence in health training. He commended the group for its pursuit for continual improvement.

Mr. Anyira said that all other departments would have their tools developed as well.

## Nairobi MTC family get together at luncheon



Some students' leaders in a training seminar in Nairobi. An annual luncheon was held to honour the leaders and students

The Nairobi MTC community held their annual luncheon on June 18.

Lecturers, students, staff and senior management came together and closely interacted in the event.

Entertainment, swearing in of the campus' Students Representative Council (SRC) and insightful speeches from management were among the highlights of the annual fete.

Representing the director, External Liaison Officer Mr. Franklin Okonji lauded the students' efforts in the many activities. He urged all students to walk tall: "Walk and talk proudly, as authorities in your fields and maintain high moral standards."

The principal told the students that ISO-certification of the College would add value to their certificates and diplomas because it was testimony that training at KMTCC was up to international standards.

Mrs Susan Muriungi, the college psychotherapist, gave a frank address that called for "harmonious relationship between staff and students".

The SRC chairman communicated the students' approval of management's projects such as new buses and other infrastructural developments. "We look forward to working with management to better our college," he said.

## Students donate blood

The National Blood Transfusion Service, working with KMTCC and Red Cross, organized a blood donation drive at the KMTCC Nairobi campus on 18 June 2009.

KMTCC's Head of Institutional Advancement, Dr. Jebichi Maswan, led students in donating more than 100 pints of blood.

"Enthusiastic KMTCC students turned up in higher numbers than before," said Mr. David Ndirangu, senior lecturer at Medical Laboratory Sciences and coordinator of the blood donation drive.

Encouraging students and staff to be regular donors, Mr. Ndirangu said that men can donate three times a year and women four times. "We only take 450ml of blood from a donor," he said.

Dr. Maswan, pleased at their record turnout, urged students to be charitable: "Most of the people needing blood transfusion are helpless. They need us. By donating today, one may save someone's life," she said.

Majority of Kenyans are potential donors, says Ms Grace Okwatta, National Blood Transfusion Services team leader. "Anyone aged between 16 and 65 years, weighing more than 50kgs and in good health can give blood," she said.



Mombasa MTC students in a lecture theatre. Nairobi MTC students this year donated twice the blood they donated last year

# KMTC develops new policy to guide partnerships

KMTC has developed a new collaboration policy to more effectively streamline partnership initiatives.

The Board of Management has approved the new partnerships policy, which aims to streamline and coordinate collaboration initiatives to achieve effective and efficient delivery of content.

“Health and development require long-term strategies and there is need to collaborate and network with other training institutions, the government, non-state actors (NGOs), civil society, the private sector, faith-based organisations and organised community groups), development partners such as UN agencies and

national and international universities,” says the document, developed by a committee led by Mr. Vitalis Kangero, Deputy Director (Academic Affairs).

Guided by the policy, KMTC will proactively establish strategic partnerships with parties that are committed to improving the quality training of health professionals for health care delivery in Kenya.

An initiative of the College’s Board of Management, the policy is expected to place the College on a new path towards developing new “knowledge and skills necessary for a competent health professionals.”

The policy envisions sharing of

“knowledge and expertise through joint research projects, infrastructure such as ICT facilities, costs of starting or maintaining educational programmes, institutional culture and perspective through student or faculty exchange programmes and other services such as libraries and bookstores.”

Under the policy, KMTC will only partner with reputable institutions with similar interests and partnerships will be continually evaluated.

Before signing a partnership, the collaboration coordinating committee will develop a memorandum of understanding and make recommendations to the Academic Board.

# Stakeholders attend awareness workshop on new short courses



Trainers and participants of a short course display certificates awarded to them after training. The College is sensitising stakeholders on the short courses available at KMTC

A workshop was held in July to sensitize stakeholders on KMTC’s newly introduced short courses.

The new courses are designed to update health professionals working in hospitals, regulatory bodies, professional associations and other medical facilities on the new trends, diseases and management methods in the medical field.

Participants in the workshop included service chiefs, representatives of hospitals, KMTC Heads of Departments and other policymakers in the health sector. They said the courses were timely.

Addressing the workshop, KMTC Deputy Director (Academic Affairs) Mr. Vitalis

Kangero affirmed KMTC’s commitment to keep health professionals informed and capable in today’s fast-change medical field.

“The short courses offered at KMTC are designed to equip health professionals with the necessary skills and know-how in this dynamic environment,” he said.

He called for a new partnership between the college and the Ministries of Health to improve the competence of health workers through training in new trends, diseases and management.

Deputy Chief Nursing Officer Susan Otiemo said there was need for health workers to upgrade their knowledge and skills to effectively tackle “emerging and re-emerging” diseases.

# KMTC set to prepare its staff payroll using new computer system

KMTC will now be preparing its staff payroll following the successful Integration of Payroll and Personnel Data (IPPD) process, effective since June 3.

This follows the advent of a government policy requiring public institutions to prepare their own payrolls to improve efficiency.

The process was undertaken by a team from the College’s Human Resource Department, led by the Senior HR Officer in charge of salaries, Mr. Lawrence Kaveke.

According to Mr. Kaveke, all information from staff will be harmonised with the payroll. By computerising the Complement Control, he says, “the college will have an exact number of its employees at any station, their terms of service, age and salary scales at the touch of a button.”

In the previous system, files lacked vital documents like employees’ highest academic qualifications. There was also no section for professional skills inventory, now a key feature in the new system.

“The system will iron out problems previously encountered in recruitment of new employees, appraisals and promotions, succession planning, seniority payment and budgetary allocations for personnel management,” says Mr. John Obiye, Human Resource Manager.

The personnel data will be more comprehensive with ID numbers, pin numbers and photographs, adds Kaveke.

With the new system in place, the College can now prepare payslips for staff.

# Nyeri MTC takes free medical help to the less fortunate

A record 729 residents of Nyeri Valley Estate received free medical care when Nyeri MTC students and staff held a medical camp at the area Baptist Church on June 6.

The event, organised by the campus' Christian Union, reached out to residents of Majengo, Blue Valley, Kiawara and Witemere Estates.

Residents got the benefit of specialised services. Some 150 patients accessed laboratory

services and 150 VCT, among others.

The camp provided students with practical experience in their fields of study.

Nyeri MTC Principal Ms Grace Mbuthia, and her deputy Mr. Rukwaro got a standing ovation for their support. Mt. Kenya Hospital Nyeri, Coca-Cola company and the provincial general hospital's doctors Ajevi and Dindi also got commendation.

## Workshop develops training manuals for new course



Some KMTc staff consult during the recent KMTc championships held in Mombasa. The College has started a course to improve performance and commitment

KMTc held a two week workshop from July 6th-17th 2009 to develop training manuals for a newly introduced short course, Performance Improvement Approach (PIA).

PIA is a two-week course with seven units, six of which are key. The units include performance factors, getting and maintaining stakeholders' agreement, performance needs assessment, selecting and defining interventions, implementation of intervention, and monitoring and evaluation.

According to PIA consultant Mrs Emma Njonjo, the course "will improve student and staff performance and commitment."

The open course aims to enable

them improve performance in their respective organisations at all levels of employment – it impacts on the overall performance of an organisation," says Mrs Lucy Kuria, the course coordinator.

The workshop domesticated the course to KMTc's needs. Participants developed manuals for trainers, participants and reference manuals.

Mrs. Njonjo, Mrs Ruth Mworira, Deputy Registrar, and Mr. Mathew Kipturgo, Thika MTC Principal, facilitated the workshop.

Participants were Mr. Bernard Kariuki, Mrs Consolata Shiundu, Mr. Clement Muriithi, Dr. Leah Bii, Mr. Zack Rwanda, and Rodgers Kayugira.

## KMTc staff to benefit from National Bank loan deal



A lecturer at Kisumu MTC admits a student. Staff will get new benefits

KMTc staff can now access loan on discounted terms and conditions following an agreement reached between the National Bank of Kenya (NBK) and the College.

The staff will be allowed better rates and terms on Car loans, mortgage and personal unsecured loans.

### Car loan

Under the agreement signed by the KMTc Director and NBK, staff will have access to a car loan of up to Kshs 4 million. The maximum repayment period will be 72 months for new cars and 60 months for second-hand vehicles at 13 percent interest per year, on reducing basis. This is equal to a flat rate of 7 per cent.

Loan application forms are available at KMTc personnel office, says the Human Resources Manager, Mr. John Obiye.

### Personal unsecured loan

The agreement will also see NBK give out a maximum of Kshs2 million unsecured loan to KMTc staff. The personal unsecured loan, which requires neither security nor guarantors, will be payable within a maximum period of five years, with interest rates at 14 percent per year on a reducing balance basis.

### Mortgage

KMTc is also working on an agreement to have the College staff benefit from mortgages, payable in 20 years at a four percent interest rate.

The lender is expected to finance 100 percent of the purchase price or market value of the property, whichever is lower. The College is looking for lender whose mortgage repayment period will be 20 years subject to retirement or attainment of 60 years, whichever is reached earlier.

If the agreement is reached, there will be no deposit payable by staff, and the lender will waive the appraisal and ledger fees. However, applicants will be expected to finance loan costs.

# Sports Championships held in the Coastal city of Mombasa



Roaring to success. Siaya MTC's rugby team roar as they showcase their muscle to guests before their final match with Murang'a MTC on August 7

This year's sports finals were held in Mombasa's Shanzu Teachers' College between August 2nd and 7th. The championships brought together all that had won in the four KMTC regions: Nairobi, Western, Coast and Central.

For the first time, athletics – it offered most entertainment to fans – also featured in the championship. The championship was introduced by the KMTC Board of Management to nurture KMTC students' sporting talent and make the students all-rounders before they leave the College.

Kapkatet MTC, a small and recently started campus in Rift Valley, lived to its billing by scooping most of the trophies in athletics.

Board Chairman Prof. James Kahindi, accompanied by the Chairperson of the Board's Establishment Committee, Mrs Patience Chome, officiated at the official closing ceremony on August 7. The ceremony, held at Shanzu Teachers college grounds, went on into dusk as fans danced to celebrate receiving their hard-earned trophies.

Nairobi MTC weathered the Webuye MTC storm for 75 minutes to hold on to a narrow win by a solitary goal scored in the 15th minute.

Nairobi fans could not have asked for more from their trip to Mombasa's Shanzu stadium — the 1-0 defeat of the defending champions — and three other major wins in men's volleyball, handball for men and ladies basketball.

Webuye MTC, overall defenders of the championships and highly expected to beat Nairobi, had lost none of its matches, scoring a total of 11 goals in the tournament – having won 7-0 against Kitui and crashed Nyeri 4-0.

Nearly 400 Nairobi fans made private arrangements to travel to cheer their teams at Mombasa, where all students and teachers from all campuses were united in the games' spirits.

"It's a priceless honour for them to represent the College and qualify for a big competition like this," Nairobi MTC Principal said before the match. "This team is very hungry for the trophy. They are aware of what they can achieve and they have the quality to get it."

Kisumu MTC's towering basketball team had an easy time through the championships, crashing all the teams on the way to the finals

as the Nairobi volleyball team, encountering a tough Embu side, slightly won at the finals.

Thika MTC made its debut at the finals volleyball but did not have an easy time in their bid to wrestle the trophy from Nairobi MTC. Mombasa MTC was conspicuously unrepresented in major games, though they performed excellently as the teams' hosts.

Siaya MTC's rugby (7-a-side) team roared – on the pitch and out of it – their way to the finals with little resistance from the teams they encountered on the way. Murang'a MTC took the trophy for rugby's 15-a-side, defeating Siaya.

Prof. Kahindi reiterated Board's support for the games. He said funds had been allocated for the games in the current financial year on top of buying buses that would ferry teams for the event.

KMTC Deputy Registrar in charge of Students Affairs, Mrs Ruth Mworira, pleased at the quality of the games, hailed the teams for their efforts that saw them reach the finals.

"The teams have worked hard to be here and all of them are winners, whether they emerge with a trophy or not," Mrs Mworira told KMTC News.

All the 28 KMTC Principals led their teams to the coastal city, an indication of how seriously the College takes sports.



Nairobi MTC's football captain Gibson Wanaswa introduces his team to Board Chairman Prof. James Kahindi and Establishment Committee Chairperson Mrs Patience Chome before the final match with Webuye MTC on August 7