

KMTC Newsletter

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Board steps up efforts to make KMTC degree-awarding by 2012

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Issue

in this issue

More than 5300 graduate into the medical field

New courses started to give Kenyans training opportunities

KMTC staff retirement scheme hits half a billion

Nakuru MTC launches Corporate Social Responsibility initiatives

KMTC sports held in Kisumu

plus many more
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Machakos MTC nursing students perform a skill as a lecturer looks on. KMTC Board is pushing the College's agenda to make it degree awarding by 2012.

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The new Board of Management has initiated efforts to make KMTC a degree-awarding institution by 2012 in line with its Strategic Plan.

The College hopes to open up opportunities to its graduates to advance their training beyond the Higher Diploma level. Such opportunities are lacking in the local universities.

KMTC enjoys unrivalled competition in the country in most of its courses, which are not offered at degree level such as Physiotherapy, Occupational Therapy, Orthopedic Technology and Dental Technology. The move to award degrees will further consolidate its leadership position in the region.

The Board has appointed a high-level team led by public interest representative on the Board

Dr Nooh Mohammed Ali to drive this initiative. Other members are Chief Nursing Officer Mr Chris Rakuom, Principal of University of Nairobi's School of Health Sciences Prof Isaac Kibwage, Director Dr Olang'o Onudi and Ministry of State Corporations' representative Mr Julius Biginga.

Together with some members of senior management, the team met the University of Nairobi Vice Chancellor Prof George Magoha in December 2010 to discuss the plan.

Prof. Magoha lauded the initiative, saying it was in line with Vision 2030. He assured the team that the University would collaborate with KMTC as long as it maintains the mandate of producing technicians and technologists at certificate, diploma and degree level.

At the graduation ceremony held on December 2, 2010, the Board Chairman reiterated the College's

Cont'd on page 2

commitment to awarding degrees.

Said he: “It is the conviction of the Board that KMTC is ripe to offer degree programs even as it maintains its culture and tradition of training globally recognized co-medical workers.”

He added: “KMTC has established a strong brand that will be retained to meet the needs of the Health industry and Kenyan communities.”

He assured staff that the Board would protect their jobs, even after the College becomes degree awarding.

MORE THAN 5300 HEALTH PROFESSIONALS GRADUATE AT KMTC’S 78TH GRADUATION CEREMONY



Medical Services Assistant Minister Hon. Samuel Kazungu greets Principals and departmental heads before proceeding to confer diplomas and certificates to KMTC graduands on December 2 in Nairobi. With him are KMTC Director Dr Olang’o Onudi (right) and Board Chairman Prof. Julius Meme

More than 5300 health professionals graduated at KMTC’s 78th Graduation Ceremony held at the College’s Graduation Square, Nairobi, on December 2, 2010. Medical Services Assistant Minister Hon Samuel Kazungu represented the Hon Minister Prof. Anyang Nyong’o in presiding over the ceremony, in which former KMTC students graduated with certificates and diplomas.

He noted that the KMTC graduates would “fit anywhere in this global market due to their high qualifications,” adding, “they are in high demand and will also be spread in the 47 counties” in line with the new constitution. KMTC Board Chairman

Prof. Julius Meme said the College had engaged top gear towards acquiring degree awarding status: “The Board’s vision is to be a change agent and steer this College to greater heights as a model institution in the training and development of competent health professionals. As part of this change, the Board has started on a path of transiting this college to award degrees.” The KMTC Director Dr Olang’o Onudi outlined the college’s role and achievement in the provision of quality health care to Kenyans.

Dr. Onudi said that KMTC produces 80 percent of middle level health workers in the country. “This percentage is bound to increase tremendously following the measures we have put in place for expansion,” he said.

The Board has started on a path of transiting this college (KMTC) to award degrees.”

More than 16,000 students, he said, were attending more than 50 courses at KMTC’s 28 constituent colleges. “These statistics demonstrate the pivotal role that KMTC plays in complimenting the Government’s efforts to promote and participate in the provision of integrated and high quality curative and rehabilitative medical services to Kenyans. It is also a reflection of KMTC contribution to the health and socio-economic sectors in Kenya as enshrined in Kenya’s Vision 2030,” he said.

Students who performed well in various areas were feted at the event, whose master of ceremony was Mrs Lucy Kuria.

New KMTc students report to Campuses to begin a new chapter in their lives

More than 4600 new KMTc students reported to the 28 constituent campuses on September 14, 2010 to pursue a wide range of courses at certificate and diploma levels. Post-basic students reported a week earlier, on September 7, at the campuses where these programmes are offered.

The number of students joining the College this year has increased from last year's figure of less than 4000 to the current 4683. The increase is largely attributed to the reforms put in place to expand the College so as to give more Kenyans an opportunity to train at the College.

The increase comes as a result of starting new courses in campuses where the courses never existed. For instance, Nyeri MTC this year admitted students Pharmacy and Medical Imaging Sciences while Kisumu MTC for the first time admitted students in Medical Imaging Sciences.

The College Director Dr. Olang'o Onudi said that the need to increase capacity is informed by the College's expansion policy, which puts the annual increase at five percent.

Most of the new students will be doing three-year diploma courses, with an exception of nursing which takes three and a half years. Other pre-service students will pursue two-year certificate courses, with an exception of nursing which takes two and a half years.

A new KMTc student fills admission documents on 14 September 2010

The College offers 18 diploma and four certificate courses.

The caliber of students joining the college has been gradually improving, with most preferring the college to universities.

Most of the students cite the quality of training and the reputation of the college both locally and internationally as the major reason why they prefer the college.

The College is putting in place measures to correspondingly expand physical facilities and increase the number of lecturers to cater for the increased capacity.



New courses introduced in campuses to give Kenyans more training opportunities

Seven new courses were introduced at four KMTc Campuses in the latest intake as part of the College's expansion policy.

Three hundred and thirty more students than last year's were admitted to the seven courses in the September 2010 intake. Nyeri MTC opened its doors for the first time to 62 pre-service students in Pharmacy and 32 in Medical Imaging Sciences. Kisumu MTC admitted 34 students for Medical Imaging Sciences.

Fifty new students in Nursing and 102 in Health Records and Information were admitted at Msambweni MTC. Embu MTC started offering Clinical Medicine.

This is the latest strategy in KMTc's efforts to create more training opportunities for Kenyans and help the country achieve Vision 2030 and the Millennium

Development Goals.

KMTc Director Olang'o Onudi has commended the principals of these campuses, all of them ladies, for their innovation, diligence and focus that have led to this achievement.

Nyeri MTC Principal is Ms Grace Mbutia, Kisumu MTC Principal is Mrs Margaret Odidi while Mrs Evelyne Nyamai is Principal Msambweni MTC. Mrs Cathrine Kabanya is the Embu MTC Principal. According to the College's expansion policy, the annual increase is expected to be three per cent.

This would be partly done through introducing new courses in the Colleges in the regions, according to Dr Onudi.

KMTC signs seventh performance contract with Government



Board Chairman Prof. Julius Meme (centre) and Honorary Treasurer Mrs Lydia Kimani sign the contract with the Medical Services PS Ms Mary Ngari (right) on September 10 in Nairobi. KMTC Director Dr Olang'o Onudi looks on.

KMTC signed the 2010/2011 performance contract with the Government on September 10, 2010, the seventh since the Government introduced performance evaluation in the management of state resources.

The College Board of Management Chairman Prof. Julius Meme and the Treasurer Mrs Lydia Wanjiru Kimani represented the Board in signing the contract with the Ministry of Medical Services Permanent Secretary, Ms. Mary Ngari.

The KMTC Director Dr. Olang'o Onudi and External Liasons Officer Mr. Franklin Okonji witnessed the ceremony.

The contract, which spans from July 1, 2010 to June 30, 2011, states that the parties are “desirous of enhancing transparency in the management of public resources and accountability for results”.

Some of the College’s objectives spelt out in the one year contract include: graduating 4,200 competent multidisciplinary health professionals, building capacity of the institution’s human resources by facilitating six skills-based training and expanding teaching facilities.

In the contract, the Board has, among others, committed itself to implementing the KMTC Strategic Plan, identifying and ensuring achievement of performance targets

and preparing employees in the organization for the desired changes in working styles, attitudes and work ethics. The Government on its part assured its support to KMTC. The Director in turn signed the contract with all KMTC Principals in Nairobi on December 21, 2010.

He urged them to use the contract to improve their performance and services to Kenyans. All staff, regardless of their status in the College, he said, must sign work plans with their superiors, to ensure that each contribute to the contract. KMTC has consistently performed well in the contract since its inception seven years ago.

You have our support, KMTC Board of Management tells Academic Board

The Board of Management has assured the academic staff of its full support in taking the College to the next level.

In a rare meeting with the KMTC Academic Board on July 16, Board of management members who attended, said they would help the academic board push for the College agenda: “Our challenge as the board is to help you achieve your goals”, Board Chairman Prof. Julius Meme told the staff.

Participative leadership and communication, said the Chairman, would be the hallmark of the Board of Management. “We must work together to change KMTC,” he added; saying that the Board is determined to make KMTC degree awarding. But this, he said, would not take away from the college its role of training at certificate and diploma levels.

The Board Vice-Chairman Hon. Joe Donde, an expert in public finance, said that discussions are underway with Higher Education Loans Board to have KMTC students supported in training at the College. “We will do a lot of leg work for the benefit of KMTC. We will make channels of communication very open.”

Board Honorary Treasurer Mrs. Lydia Kimani encouraged the Academic Board to forge ahead with

its plans to generate revenue and not be deterred by political pressure. “Families will support their children to learn. We must collect fees. We are with you all the way,” she said.

The Director Dr Olang’o Onudi commended Principals who are very innovative in meeting their targets. Saying that the college’s student’s population stands at about 16,000, he said the plan is to increase the intake by three per cent every year.

This would be done by introducing new courses in the Colleges in the regions.

The Colleges, he said, had embarked on horizontal expansion - introducing courses previously offered at Nairobi MTC only in other Colleges. Nyeri MTC is set to admit students in Pharmacy and Medical Imaging Sciences as Kisumu MTC will also start Medical Imaging Sciences. Msambweni would start offering nursing and Health Records and Information as Embu MTC starts offering Clinical Medicine.

Principals who talked at the meeting praised the Board for its rare gesture of meeting the academics staff. Lodwar MTC Principal Mrs Rachel Lomenchu described the meeting as “timely”, while Nairobi MTC said it was “most healthy”.



Members of the academic board interact with Management board members during a past graduation ceremony.

KMTC Retirement Benefit Scheme hits half a billion mark

The KMTC Staff Retirement scheme has hit half a billion mark, standing at Kshs570.8million as at December 31, 2009 from Kshs433 million by December 31, 2008. This was revealed by the schemes Board of trustee Chairman Mr. Samuel Afubwa at the SRBS annual general meeting held in Embu MTC on 16th Sept 2010. In that year, the scheme grew by a whopping Kshs137 million.

Mr Afubwa attributed the scheme's growth to the country's improved economic performance, which is recovering from the 2008 Post Election violence.

A defined benefit scheme, membership to the scheme is open to all KMTC employees when they join service. The sponsor, notably the college, contributes 22.2 percent of every member's salary to the scheme while a member contributes 7.5 percent, three times less.

Mr Afubwa urged members to fill nomination papers to speed up the process of disbursement of benefits to beneficiaries in case a member dies while in service.

As part of the Board's resilient support of the scheme so that members can reap maximum benefits, the college has procured a group life assurance scheme, an additional benefit for members, said the Board Chairman, Prof. Julius Meme, who is also a trustee of the scheme. Using the investment as collateral, staff will soon be able to take a mortgage, if proposal made by the trustees is passed, he added.

According to Mr Afubwa, the scheme's active contribution now stands at 1373, while it is paying monthly pension

to 50 pensioners. It has seven retirees and 43 surviving spouses and children.

Prof. Meme urged members to be more vigilant and demand better performance of the scheme from the trustees. "You have a duty in the running of the scheme. Question us."

The Scheme's auditors Kingor'i Kimani and Company gave their professional opinion: "The financial statement give a true and fair view of the financial transactions of the Scheme during the year ended 31 Dec 2009."

Retirement Benefit Authority representative Mr. Jackson Nguthu, urged members to pay additional voluntary contributions: "Retirement is a reality. It will come, whether you like it or not. I see traces of white hair on your heads; a sign that retirement is coming. Prepare for it."

A.O.N Minet's Mr Rotich challenged members to ensure that they safe wisely so that when they retire, they can enjoy a compared lifestyle as when they were in service.

Barclay's Securities Services representative Mr. Gideon Chokah assured members that the assets of the scheme are fully protected and in safe custody with Standard Chartered, the new custodians since Barclays Bank stopped offering the service.

The Scheme auditor Mr. James Kimani confirmed that "proper books of accounts were kept by the trustees."

Scheme members thanked the trustees for good performance. They demanded from the trustees better performance in the future.



Some members of KMTC staff retirement benefit scheme keenly listen to proceedings during the last Annual General meeting at Embu MTC on September 16, 2010. The scheme has been growing from strength to strength

Principals' reshuffled in KMTC rationalization exercise

Ten KMTC campuses had their principals reshuffled in September in the ongoing rationalization of staff.

The rationalization, which affected 66 staff from all the campuses, aimed at addressing staff shortage at the campuses and to improve performance.

The reshuffle affect principals from Garissa, Mombasa, Nakuru, Loitoktok and Siaya MTCs. Others are Homa Bay, Eldoret, Mombasa, Meru and Kilifi.

The new principal at Nakuru MTC is Mr. Peter Tum, former head of Medical Engineering department, Nairobi MTC. He replaces Mr. David Yator, who moves to Eldoret MTC in the same capacity. Mr. Yator replaces Mr. Thomas Bett, who moves to Kapkatet MTC to replace Mr. Peter Omwenga. Mr Omwenga moves to Homabay as a lecturer.

Former Deputy Registrar in charge of admissions Mr. Joseph Ahomo replaces Mr. Damiani Opemo at Siaya MTC. Mr. Opemo is redeployed to Homabay as a lecturer. Mrs. Kapesa Riziki from Mombasa MTC is the new principal of Kilifi MTC, replacing

Mrs. Grace Mwalalo, who moves to Mombasa MTC as a lecturer.

Former Mombasa MTC Principal Mr. Anania Deye moves to Nyeri MTC as a lecturer, creating room for Mr. Anderson Yeri as the new Mombasa MTC Principal.

Former Nakuru MTC Principal Mr. Osman Omar is the new principal of Garissa MTC, a position that was previously occupied by Mr. Mutua Kinyao, who moves to Mombasa MTC as a lecturer.

Two former deputy principals have been deployed to the principal's position. Ms Caren Oyugi replaces Mr. Patterson Midambo at Homabay MTC, who moves to Kisumu MTC as a lecturer. Mr. Andrew Mwirichia replaces Mr. John Njuki at Meru MTC. Mr Njuki moves to Murang'a MTC as a lecturer.

Mr. Wilson Towett moves to Kilifi MTC as a lecturer, leaving the Principal's position to Mr Phillip Omondi.

All the new principals, who are working on an acting capacity, report to their duty stations immediately.



Mr. Peter Tum,
Nakuru MTC



Mr. David Yator,
Eldoret MTC



Mr. Thomas Bett,
Kapkatet MTC



Mr. Joseph Ahomo,
Siaya MTC.



Mrs. Kapesa Riziki,
Kilifi MTC,



Mr. Anderson Yeri,
Mombasa MTC



Mr. Osman Omar,
Garissa MTC



Ms Caren Oyugi,
Homa Bay MTC



Mr. Andrew Mwirichia,
Meru MTC



Mr Phillip Omondi,
Loitoktok MTC

Director meets students on his tour of campuses



KMTCC Director Dr Onudi talks to students at Meru MTC. With him is Meru MTC Principal Mr Andrew Mwiricia

KMTC students had a rare one-on-one discussion with the college Director Olang’o Onudi, where they openly discussed life at their campuses.

The Director met students from Nyeri, Embu, Murang’a, Kilifi, Mombasa and Port Reitz when he went on his maiden tour of the campuses between July and October 2010.

Every campus where he went, Onudi urged students to focus their attention on their studies and work hard. He urged campus management to open more avenues of communication with students: “Address students issues adequately. Do not dismiss them. Talk to them,” adding, “Create a forum where students air their views and look for solutions collectively.”

Reminding them that they must hold themselves with respect in the community, he told the students the

college would always strive to improve their academic standards in line with global health needs.

“All of you are important in helping the college achieve. You are very important wherever you are; whatever you do,” he told them.

College rules must be followed, he said, adding; “Be part of the solution in this institution.”

Students took the opportunity to tell the Director the areas where their campuses needed to improve on.

Administrative Manager Mr. David Ondeng told Mombasa MTC students to follow College rules, while the Finance Manager Mr. Jacob Ombayo commended the students for their good conduct which made them have a good name in their professions.

College carries out staff rationalisation to improve efficiency

Sixty College lecturers and six support staff were in September redeployed to various colleges from their previous stations in a KMTCC staff rationalisation exercise.

The rationalisation, whose objective is to improve teaching and learning efficiency, also affected a number of principals from some KMTCC campuses.

According to Mrs. Mollent Okech, Chief Human Resource Officer, rationalisation would enhance

optimal utilisation of staff and balance staff ratio so that there is no overload or underload for some lecturers. “It was also a way of addressing existing gaps due to natural attrition- death, resignation and retirement, she added.

College Registrar Mr. Henry Nasengo said that rationalisation was informed by the need to balance staffing in departments in the campuses. “There is acute shortage of teaching staff in some

departments campuses whereas others are relatively well staffed,” said Nasengo adding that there is “a handicap in recruitment of sufficient lecturers due to inadequate funding to the college at the moment.

Principals worked closely with departmental heads to provide names for rationalization, taking into consideration their skills.

Director and Board tour KMTc constituent colleges

The new KMTc Board of Management and Director Dr. Olang'o Onudi went on a familiarisation tour of KMTc constituent campuses between July and November 2010. The aim of the tours was to familiarise the new Board and the Director as well as help them get first-hand experience of key issues facing the Campuses. To attain these objectives, the Board held focussed group discussions separately with staff, students and the immediate hospital's administration. Both the Board and Director emphasised to the campuses the need for consultation, accountability and team work. Representative of public interest on the Board Mrs Felicity Olchurie described the visits as "insightful", adding that they helped the Board better understand the College.

The Board split itself into four groups, with each group assigned several campuses to visit in four geographical regions: Rift Valley, Coast, Western and Nyanza and Central, Eastern and North Eastern. Board Chairman Prof. Julius Meme led a group comprising Mr John Anyira, Mrs Olchurie and Julius Biginga to Nakuru, Kabarnet, Eldoret and Lodwar MTC, the furthest campus on the Kenyan map. The latest visits by the Director took him to the Central, Eastern and Coast regions, where he met students and staff. He emphasised on the need for all staff to work hard to deliver to Kenyans. "All of us must play our part in taking the college to the

next level," he said.

In the second round of his visits, like he did at the other campuses he visited in the first round, Dr. Onudi urged the coast and the central region campuses to prioritise needs and focus on activities that are core to the College's business - training.

He commended staff who did the right thing and lashed out on laziness and lack of focus. "We will support you so long as you do the right thing," he said.

He said all have a duty to deliver to Kenyans. "The performance contract we signed must be cascaded to the lower levels. Each employee, from the principal to the sweeper, must have their individual work plans signed by their supervisors," he said.

He urged managers to be multi- skilled to help bridge the gap of staff shortage at the college.

Saying that resources are ever scarce, he urged campuses to prudently manage what is available to them for the public good. He said his management would work hard with all staff to make KMTc a centre of excellence.



Kitui MTC Principal Mr. Justus Kioko explains a point to the Director Dr Onudi on his tour of the campus on July 20. Finance Manager Mr Jacob Ombayo (left), Procurement Manager Mr. Silas Njeru (in white shirt) and other KMTc staff look on.

Principals and senior managers attend training on performance management



Some principals discuss at the workshop

All the KMTTC Principals and senior managers attended a one-week training on performance management at Nakuru MTC between September 27 and 31, 2010.

Facilitated by Kenya Institute of Administration, the course aimed at training top management the newest ways of conducting performance appraisal so that they can improve the College's performance.

KIA facilitators Mr. Humphrey Mokaya and Mr. Matthew Malinda passionately took participants through self-examination. The training, identifying communication and consultation as the greatest challenge facing managers at KMTTC today, came up with what it dubbed the KMTTC Mantra Nakuru Declaration: Consult, Consult, Consult. Communicate,

Communicate, Communicate. The training also helped participants realize the urgent need for a radical KMTTC culture change.

The course, dubbed Performance Management, covered concepts and principles of performance management, performance management framework in the public service, strategic planning and linkage between Kenya Vision 2030 and Ministerial Strategic Plans. Other topics include setting performance objectives, individual annual work plans and organizational culture. Change management and performance management tools were also thoroughly addressed.

Closing the training on behalf of the Director, Deputy Director Mr. Vitalis Kangero commended KIA for their forthrightness.

KMTC managers undergo leadership training in a USAID-funded programme

KMTC Principals and senior managers are undergoing training on leadership and management, described by KMTC Director Dr Olang’o Onudi as “critical to the improved performance of the College.”

The five-year program, which is offered by Management Science for Health, a US-based organization with funding from United States Agency for International Development, aims at building the capacity of KMTC staff in leadership and management and improve the College’s performance. As part of the programme, participants attend trainings and are also coached through group tasks, which are designed to improve performance in their areas.

Two training workshops each for principals and senior managers have already been held. The managers’ projects are at advanced stages, and they are likely to graduate with diploma in leadership and management soon. Participants have lauded the course, which they say is improving their relationship with their colleagues at work and improving performance: “Cohesiveness among staff, who are now working together for the College’s common good and improved management of projects are two key immediate benefits of the project,” Nakuru MTC Principal Mr. Peter Tum told KMTC News.

The programme also aims at developing and reviewing the curriculum to integrate leadership and management in the KMTC’s pre-service and in-service programmes.

A centre for leadership and management for the health sector will also be established at KMTC as part of the programme.

Karen Caldwell, Project Director of Leadership Management Sustainability-Kenya opened the training at the Great Rift Valley Lodge, Naivasha in August, 2010. KMTC Director Olang’o Onudi said training managers in leadership is critical to the improved performance of KMTC.

Research shows there is a gap in the operational and management skills among health workers. “Most of the managers in institutions discover their limited management and leadership skills when they are put in managerial positions,” says a report by Director of Medical Services Dr. Francis Kimani on management and leadership development gaps for Kenya health managers.



Some of the senior managers and facilitators at the Great Rift Valley Lodge during one of the workshops on leadership and management.

Nakuru MTC leads others in giving back to the community

Nakuru MTC community has launched several initiatives aimed at cementing its relationship with its immediate community and increasing the visibility of the Campus in the region.

From medical camps to blood donations to clean-up exercises to medical education, the Campus has continuously taken a message of hope to the desperate Kenyans.

On May 4, 87 students donated 87 pints of blood to boost the regional blood bank, in an event organised by the Campus' SRC leaders. In the same month, the students planted more than 1000 trees in the College and the neighbouring provincial general hospital's compounds.

On June 12, 2010, all third year registered clinical officers students fasted to donate their portions to St. Ann Baby and Children Home, a charitable organisation in the town, which

takes care of orphans.

The students raised Kshs 5200 to pay fees for two orphans, christened Dr Josh and Matron Alice, two kids who the College is helping raise.

Four days later on June 16, Nakuru MTC's Youth Friendly Group assisted the children of the home during the day of the African child. And on September 9, 17 students participated in a free medical camp organised by

ACK St Emmanuel church in which 143 patients from Ponda Mali slums were treated.

On December 1 on the HIV/Aids day, Nakuru MTC students carried out HIV/Aids awareness through drama to school children, members of the public and civil servants drawn from the government offices who were gathered at Nyayo Gardens, Nakuru.



KMTC Nakuru staff and students with two kids ("Dr. Josh" and "Matron Alice") the campus is assisting at St. Christopher's Nursery School, where the two are pupils

USAID Capacity Kenya Project partners with KMTC to improve Kenya's primary health care

USAID Capacity Kenya Project is working with KMTC and the Ministries of Health in a five-year project to strengthen human resources for health training systems in order to ensure improved delivery to primary health care.

The project, which started in 2009, hopes to achieve this through development of pre-service, in-service education, and continuing professional development programs at KMTC.

As part of this project, a Centre of Excellence for reproductive health /family planning (RH/FP) training has been created at KMTC Kitui.

So far the partnership has, according to Kitui MTC Principal Mr. Justus Kioko, registered a number of achievements. Key among the achievements was the revision in May 2010 of the RH/FP curriculum by a cross-section of stakeholders into a format appropriate for distance learning.

To strengthen KMTC faculty's ICT skills, Capacity Kenya not only refurbished the campus skills lab but also procured 15 desktop computers and five lap tops, created a Local Area Network (LAN) and installed internet facilities at Kitui MTC, adds Mr Kioko.

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Constituent colleges elect new Students' Representative Council leadership

As the 2009/ 2010 academic year came to an end in June, most KMTCC constituent colleges elected their new Student Representative Council leaders. Some of the campuses held training courses to induct the leaders into their new roles as leaders.

Despite heated campaigns that preceded the elections in most campuses, the polls were praised as fair and transparent by the student community.

In Kisumu MTC, newly elected council representatives were inducted into their leadership role in a workshop organized by the College Management.

The aim of the induction was to improve the leadership skills of all the students' leaders and prepare them for the leadership role they would play in the

year, said Kisumu MTC Principal Mrs Margaret Odidi. Nairobi MTC Principal, Mrs Agnes Mualuko, underscored the importance of the council in service delivery.

"For the College to move forward at this era of performance contracting, students must be represented by leaders who are knowledgeable," she said after the elections in Nairobi. At Lodwar MTC, the Principal Mrs Rachel Lomenchu described the leaders as "responsible" and "are actively involved in the management and administration of the campus." At Nakuru MTC, voter turnout was described by Deputy Principal Mrs Jeniffer Ogembo as "90 percent", in which "responsible leadership was elected in a most fair and transparent manner."



Nakuru MTC Student Representative Council that was elected in April 2010

Partnership improves Kenya's primary health care

from page 12

Capacity Kenya Project also supported the redesign of the RH/FP modules using innovative educational teaching strategies and trained faculty in the use of innovative teaching methodologies in the delivery of the RH/FP.

Capacity Kenya's Training Systems Manager Ms June Mwende says the partnership between KMTCC and Capacity Kenya was informed by a country-wide Performance Needs Assessment carried out in

the Kenya health sector to identify gaps in the health training system that inhibit graduates from delivering high quality health care services.

The survey gave a wide range of recommendations on how the health training systems in Kenya could be improved to respond to current and future needs of the health sector and to contribute to the achievement of Vision 2030, says Ms Mwende.

Physiotherapy's exchange programme with Lund University bears fruit



Physiotherapy head Mr Kangutu Muli (2nd left) makes a point when Lund's staff paid KMTC Director (right) a courtesy call. The exchange programme between the two institutions is on course.

Lund University's senior lecturer in the Physiotherapy department Mr. Michael Muller visited KMTC's counterpart department between March 21 and April 10 2010 as part of the two institutions' exchange programme.

Guided by the head of department of Physiotherapy Mr. Daniel Kangutu Muli, Mr. Muller attended the department's staff meetings, visited practical classes and the department's out-patient surgery.

The programme's visit also took him to Kenyatta National Hospital, and at the Coast Provincial Hospital, Mombasa. Muller also visited Kenya National Spinal Cord Injury Centre and the Association of Medically Disabled Centre, who offer clinical

placements to physiotherapy students at KMTC.

He gave lengthy lectures on the subjects of Motor Control, Motor Learning and the physiology of Chronic Pain to KMTC Physiotherapy staff and students, the clinical physiotherapists from KNH and other facilities in Nairobi.

Asking for more support from Palme Association, he noted that the general challenges of KMTC's Physiotherapy department are largely related to financing, physical and It-infrastructure, staffing and size of classes.

Though the Physiotherapy treatment facility at KMTC, Nairobi, is small, he noted, it allows staff to have regular hands-on patient contact.

"There is need to raise formal academic standards for physiotherapy education in Kenya from diploma to Bachelor level," said Mr. Kangutu, a point that was supported by KNH head of Physiotherapy Mr Mark Ogotu.

Some of the challenges that KMTC faces are similar to those of Lund University: lack of inter professional cooperation.

"Despite our huge resources at the Health Science Centre in Lund, we have not yet found an adequate solution for more cross professional activity," said Muller in a report to the KMTC.

Italian government sponsors training of KMTC students

The Italian government through the Italian Development Co-operation Office has signed an agreement with Kenya Medical Training College to sponsor the training of more than 60 students at the College.

The Italian Ambassador Pierandrea Magistrati and KMTC Director Dr. Olang'o Onudi signed the contract in Nairobi, which will see 64 students – nine in anaesthesia, 15 in theatre nursing, 14 in intensive care nursing and 26 distance learners – trained at KMTC at a cost of more than Kshs9.4 million during this academic year only. College Registrar Mr Henry Nasengo witnessed

the signing of the agreement in the Director's office. "We are sponsoring the students as part of the government of Italy's wider objective to improve health care delivery in Kenya," said the project manager of the co-operation's public-private partnership Dr Rosalia Nelli, who witnessed the signing of the contract in the Director's office.

Dr Onudi appealed for more sponsorship in health training in the country, which he said would help Kenya achieve Vision 2030 and the millennium development goals.



KMTC Director Dr. Olang'o Onudi signs the agreement. Italian Embassy staff look on.

Partnership between governments to train medical workers launched

The Government of Kenya and the Royal Government of the Netherlands are financing the implementation of a two-year ORET project, in which 23 hospitals' capacity will be strengthened.

The project, which entails rehabilitation, equipment supply and training, is executed by Simed International, a Dutch company.

The training component involves training of health workers at KMTC on Casualty Care Nursing, Ultrasound, X-ray, Medical Engineering, Hospital

Waste Management and Hospital Management. MeduProf-S, a capacity-building company based in Eindhoven, Netherlands, is implementing the training, whose certification is done by Fontys University, Netherlands.

Since the beginning of the project in 2009, 26 hospital managers have been trained in seven modules to impart them with requisite knowledge and skills to effectively and efficiently manage public hospitals.

With the right attitude, you have what you want in your hands

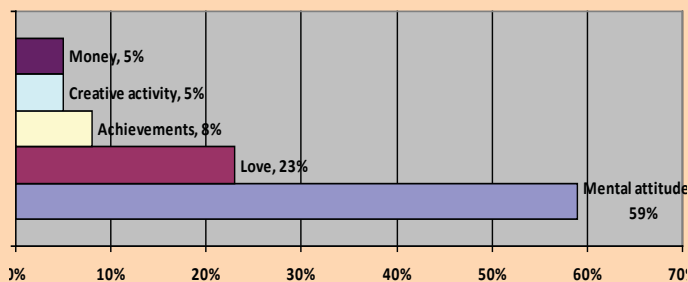


Dr. Jebichi Maswan

“Nothing can stop the man with the right mental attitude from achieving his goal: nothing on earth can help the man with the wrong mental attitude”
(Thomas Jefferson)

How far you will go in life will be determined by your attitude is a common cliché. Is attitude really that important in life? Yes, it is the foundation of success and the key to happiness.

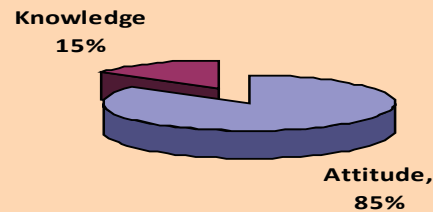
Key to happiness:



What is attitude? Attitude are the established ways of responding to people and situations that we have learned, based on our beliefs, values and assumptions. It is what drives our behavior. Your attitude is the first thing people pick up on in face-to-face communication. Just as laughing, yawning and frying are infectious, attitude is infectious. Just by looking or feeling you can be infected by another person’s attitude and vice versa. A positive attitude such as enthusiasm and humility sends out unmistakable signals of openness.

When you have been dealt repeated failure and common sense would suggest you give up, a positive attitude interprets the failure as another opportunity to learn and adapt. It is your positive attitude which believes persistence pays off and that your efforts are compounding, with only a matter of time before the desired results present themselves. Any challenge facing us is not as important as our attitude towards it; this is what determines our success or failure.

A study by Harvard University found that when a person gets a job, 85% of the time it is because of their attitude, and only 15% of the time because of intelligence.



It is not what happens to you that count but how you react to what happens to you. When facing a challenge the pessimist dwells on the problem, the optimist emphasizes the solution. The pessimist blames everybody else, the optimist takes full responsibility. You always have a choice as to what attitude to adopt. Nothing in the event makes it absolutely necessary for you to feel the way you feel; if you feel angry, that is your choice. You are better off if you choose to react in a positive rather than a negative way.

“The greatest discovery of my generation is that a man can alter his life simply by altering his attitude of mind.” William James

The human mind tends to build onto itself, so if negative thoughts are present it becomes a slippery slope to failure. However, if like an optimist you see the solution in the face of adversity you present yourself with a light, a possible way through and a greater chance of success. It is often said that “there is little difference in people, but that little difference makes a big difference. That little difference is attitude. The big difference is whether it is positive or negative”.

It is important to remember that our attitude is a permanent fixture in the way we live. If we want to succeed in a goal we must let our attitude radiate regardless of the task at hand or the people watching. High achievers are able to maintain focus regardless of who is there. Positive attitude means a longer life; if you have a doom and gloom attitude you are lowering your immunity and gently killing yourself.

More than 260 new staff inducted into KMTC culture

More than 260 new staff were inducted in three programmes held in the College between June and December 2010.

Each of the courses lasted six days and were facilitated by the Human Resource Development office.

According to the HR Manager Mr John Obiye, the induction hoped to introduce the new staff to KMTC culture and practise. It also aimed at, among others, bonding them, teaching them KMTC structure and helping them in career growth.

The programmes were carried out at different venues: Kisumu, Kitui, Kabarnet and Mombasa. Induction at Kisumu was carried out in June 2010,

at Kitui between October 31 and November 5 and in Mombasa in December 2010.

At Kitui and Kabarnet MTC's, all non-teaching staff save from administration, human resource officers and accountants were trained. The later group was trained together with lecturers at Port Reitz, Mombasa.

Participants were inducted on KMTC organisational structure, KMTC's medical insurance scheme, performance contracting and management, corruption eradication and drugs and substance abuse. Other topics included customer care and communication, optional utilization of resources and career guidelines.



Some of the new staff at the induction at Kitui MTC



Relax guys. Relax.



Bonding in style

Board meets staff



Loitoktok MTC staff with QMS internal auditors

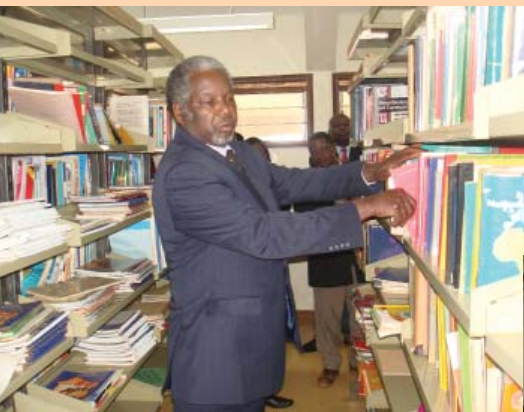


Leading from the front



Meet the graduation steering committee

Board takes learning seriously



Using tested methods of presentation



Putting the best foot forward



Self-paced learning



Education is the key



Mikono Association Inc. brings smiles to KMTC



That's a good point



When I grow up, I would like to be a KMTC graduate



Smiles are made at KMTC's Dental Technology



They passed the QMS audit exams



Open-air discussion



KMTC Retirement Benefit Scheme AGM was this good



KMTC holds annual Sports Championships in Kisumu

The third edition of the KMTC Annual Sports championships was held in Kisumu City between 26 and 30, 2010.

All 28 KMTC Colleges participated in the championships, which featured ballgames and athletics. The National Bank, Colgate Palmolive East Africa and British America Insurance partly sponsored the event.

KMTC Director Olang'o Onudi said the event was one of the best organized by the College. He commended the small colleges led by Webuye MTC for their exemplary performance.

Kisumu General Hospital's Medical Superintendent Dr Juliana Otieno closed the event on behalf of the Minister for Medical Services Prof. Anyang Nyong'o.

Webuye MTC, started in 2005, won the championships, bagging gold, silver and bronze medals at the expense of older campuses.

Webuye was outstanding in soccer men, easily dethroning Nairobi MTC, the biggest college.

The finals were a culmination of competitions that were done at three levels: At the first level, each

of the 28 campuses selected its team. The Colleges, which were put in eight zones, then played in a league approach at the regional level to raise points. It was the four KMTC regions, formed out of the eight zones, that met at the finals, each presenting winning teams for competitions. Board Chairman Prof. Julius Meme said the games were an important event in the College calendar. In this era of HIV/AIDS and drug abuse, Prof. Meme said, games occupy the students, leaving little time to engage in anti-social or risky behaviour. "Sports improves the performance of students and, ultimately, the service delivery to the Kenyan population," said the Chairman.

Underscoring the importance of sports at the College, he urged the organisers to consider introducing all sports to the championships including hockey: "Sports improves the performance of students and, ultimately, the service delivery to the Kenyan population."

The games chief coordinator Mrs Ruth Mworira said there was marked improvement in the performance of the sports, thanks to the Board's and management's support.

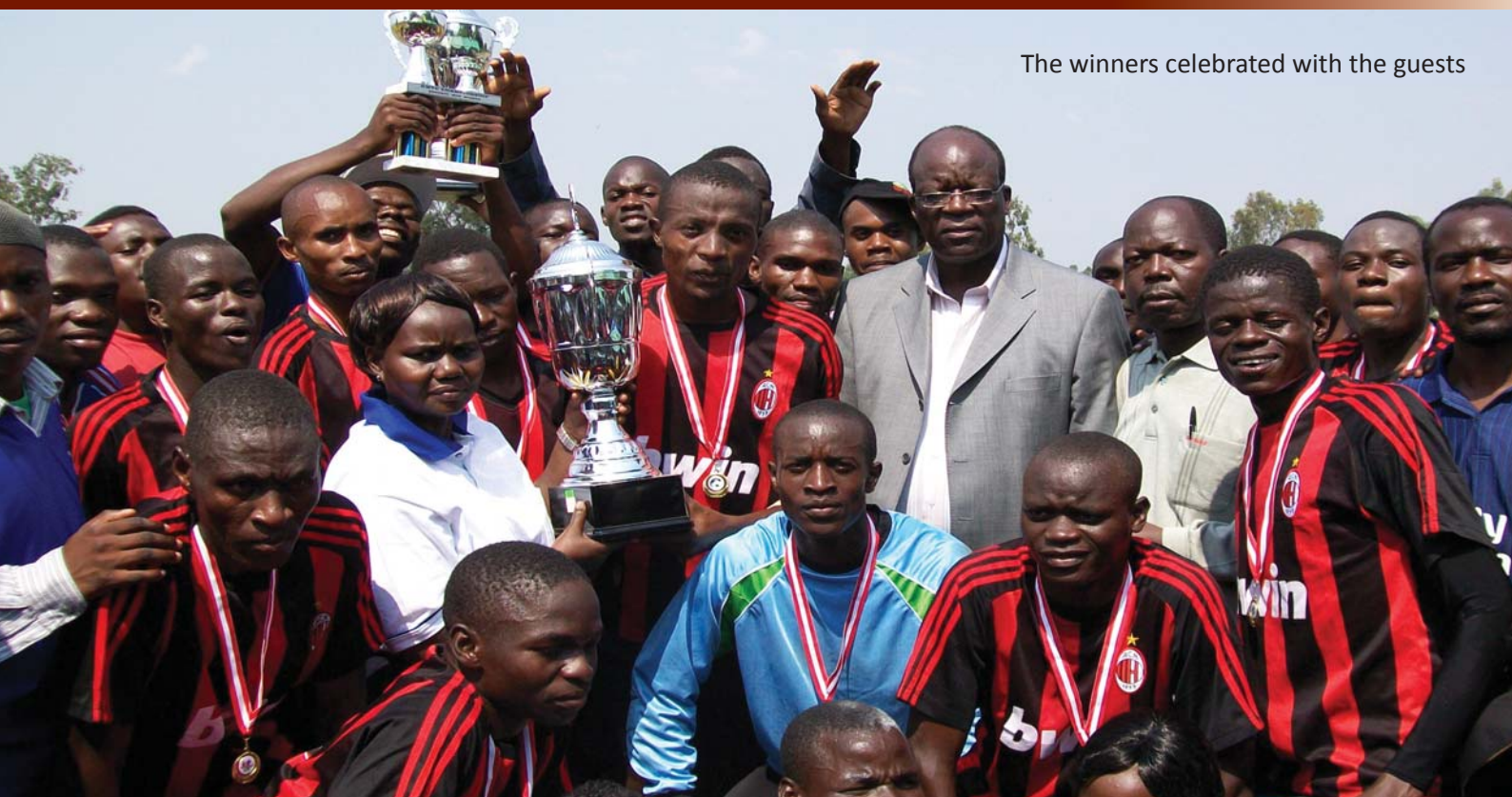
Webuye leads Campuses

Webuye MTC led in the championships, dominating older and bigger colleges at the event. The campus bagged 10 gold, two silver and six bronze medals. Webuye was the best college in all the events and in athletics, receiving Dr Olang'o Onudi and Mr. David Okeyo trophies respectively.

Webuye Principal Mr Nathan Masengeli walked tall, basking in the glory of his students and staff, who exhibited high-level discipline inside and outside the field.

Nairobi MTC was runners up, scooping seven gold, 10 silver and 12 bronze medals. Nairobi MTC fans helplessly watched Webuye boys mercilessly thrash their team 3-0 in soccer men finals, wresting the cup from them. Kitui MTC was third with seven gold, four silver and three bronze medals.

Kitui was also best in indoor games, followed by Nairobi and Nyeri in position two and three respectively. Siaya led in ball games, followed by Nairobi and Kapkatet and Machakos, who tied in position three.



The winners celebrated with the guests