



KMTC is ISO 9001:2015 Certified

Kenya Medical Training College



RESEARCH POLICY

MAY 2019

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PREFACE

On behalf of the Kenya Medical Training College (KMTc) Board of Directors, I am delighted to approve this Policy for use by Management. The KMTc Board is determined to improve access to and equity of quality medical training and to ensure that the institution plays its role in the realization of Sustainable Development Goals (SDGs), Vision 2030, health sector policies and the government agenda on the ‘Big Four’. The Board continues to realize the set milestones which contribute to improving the quality and quantity of essential health care providers. Inadequate numbers of skilled care providers have had a negative impact on efforts to expand access and improve the quality of health services. This situation is compounded by continued high prevalence of communicable and non-communicable diseases in the country.

Towards this end, the KMTc Board of Directors under my leadership is determined to critically address the task of defining long-term strategies for addressing the constraints to training and development of quality health care providers through:

- i. Improved policy and corporate governance for enhancing accountability and decision making.
- ii. Enhanced access, quality, relevance and equity in medical training.
- iii. Prudent resource utilization and good infrastructural management.
- iv. Increased visibility of Kenya Medical Training College nationally and internationally as a premier institution focusing on training, research and consultancy.
- v. Improved resource base, partnership and linkages.

In response to the 2010 Constitutional agenda, the Board will continue to direct efforts at advancing community – oriented programs that respond positively to the country’s social and economic development agenda. This Policy therefore provides an analysis of the internal and external environment and makes strong statement on the role KMTc will play in supporting the Government to realize sustainable growth in the health sector. The Board is dedicated to offer oversight on the operations and management of the College to ensure sustainable delivery of health coverage in the country and beyond. I believe successful implementation of the Policy will be realized through total commitment of the entire staff, students and other key stakeholders.



Prof. Philip Kaloki, MBS,

Chairperson, KMTc Board of Directors.

FOREWORD

The Kenya Medical Training College (KMTc) was established on the strength of its technical background mainly in the area of Medicine. To enhance the College's leading role in human medical services more so technological development, research has been identified as a critical and fundamental tool that can enable the College acquire a technological niche both locally and internationally.

KMTc is currently endowed with well-trained, qualified and committed personnel as well as specialized equipment. A Research Policy is therefore aimed at creating uniformity, transparency and internal efficiency in prioritizing, planning, implementing, and monitoring research projects. The Policy will set relevant decisions and/or guidelines covering research priorities and national coordination, research funding, planning and administrative capacity building.

Hence this Research Policy will ensure the College plays a significant role in achieving vision 2030 in line with its vision and mission. KMTc is therefore set to become the College of choice in nurturing innovations and talents in Medicine, Science and Technology.

The KMTc Research Policy therefore will facilitate research activities in the College while giving it a competitive advantage both locally and internationally as it spearheads new technological developments.



Prof. Michael Kiptoo,

Chief Executive Officer.

VISION

A model institution in the training and development of competent health professionals

MISSION

To produce competent health professionals through training and research and, provide consultancy services

CORE VALUES

Accountability

Integrity

Responsiveness

Equity

Teamwork

Professionalism

Creativity and innovation

ABBREVIATIONS

ARG	-	Annual Research Grant
CRF	-	College Research Fund
ID	-	Identification Number
IGR	-	Internally Generated Revenue
IPP	-	Intellectual Property Policy
IPR	-	Intellectual Property Rights
IREC	-	Institutional Research and Ethics Committee
KMTC	-	Kenya Medical Training College
MEC	-	Monitoring and Evaluation Committee
MoU	-	Memorandum of Understanding
NACOSTI	-	National Council for Science and Technology
PI	-	Principal Investigator
R&I	-	Research and Innovation
RCs	-	Research Committees
RfP	-	Request for Proposals
RIC	-	Research and Innovation Committee
RPPF	-	Research, Production Protection Fund

1.0 BACKGROUND

Research is one of the core mandates of KMTC as espoused by the KMTC Act of Parliament, Cap 260, of 1990. KMTC has a rich history of engagement with society and is responsible for training over 85% of health manpower in Kenya. This rich history that spans over 90 years has seen the College produce highly competent health professionals whose presence is currently felt beyond Kenya. It is therefore important that KMTC has a formally adopted Research Policy relating to an ethical framework within which the College and its staff and students engage in research activities. This is not meant to hinder the unfettered seeking of knowledge. It is a framework within which this may occur in a way which protects the integrity of the research participants and the researchers.

This document sets out the Research Policy for the Kenya Medical Training College. The Policy aids decision making, assists in setting goals and strategies, and provides a framework for developing consistency, quality management and strategic direction for all research activities.

1.1 Research Goal

The College intends to distinguish itself by the quality of its research, and by the way in which its teaching is informed by the research conducted. The goal is to develop a research culture that encourages and rewards excellence in Research, Innovation and Training, builds research capacity, generates resources, builds knowledge which enhances teaching and leads the College towards the realization of its Vision and Mission.

1.2 Objectives of Research and Innovation (R&I)

The objectives of this Policy are to define the principles that will:-

- i. Support the development of a research culture.
- ii. Lead to the broadening and development of the research capacity of the institution across all disciplines.
- iii. Encourage and empower staff and students to conduct, disseminate and report research results.
- iv. Remove or minimize obstacles that hinder or discourage research and development.
- v. Establish the College as a centre of research excellence.
- vi. Set up procedures to manage and use research resources effectively, efficiently and fairly.
- vii. Increase lecturer/student research activities at the Institution.
- viii. Provide a structure for continual improvement of research and development.

1.3 Justification

To articulate research related issues and promote research activities at the College, there is need for a strong Research Policy. This will ensure effective and efficient use of scarce research resources, fostering an open and conducive environment for collaborative research and consultancy. The Research Policy will provide clear guidelines for research and consultancy services hence motivate staff to use and seek for research funding. This will lead to fairness and accountability of research grants award, utilization, storage and protection of research findings.

1.4 Role of the Policy

The College Research Policy aims at implementing research policy objectives through: -

- i. Establishing the RIC to oversee the implementation of the Research Policy.
- ii. Annually allocating funds to the College Research Fund (CRF) kitty.
- iii. Submitting proposals for external research funds and related support from donors.
- iv. Enhancing national and international collaborative research and Industry linkages
- v. Developing MoU's.
- vi. Developing research related short-term training programmes for its staff members.
- vii. Inclusion of research in teaching as it provides a significant role in effective teaching through creation of new knowledge and development of technologies and innovations.

The College therefore considers research as one of its core activities that can be used to enhance teaching and promote development of new teaching programs.

1.5 Basic and Applied Research

The College recognizes the importance of both basic and applied research and is determined to support both in its endeavour to generate new knowledge and develop new technologies and innovations.

1.6 Research Priority Areas

The College shall support research in areas that enhance her vision and mission and play a key role in the achievement of the country's Vision 2030. The main thematic areas shall include: -

- i. Renewable Energy Resources / Green energy resources
- ii. Environmental Science
- iii. Medical Science
- iv. Health systems management
- v. Topical issues on research for health

2.0 THE COLLEGE RESEARCH FUND (CRF)

The College Board of Directors recognizes that research is a core business of the College and shall therefore establish a College Research Fund (CRF) and allocate a definite proportion of College revenue and capitation for research activities as determined from time to time. The CRF shall also receive support both nationally and internationally.

2.1. Broad Principles of the College Research Fund (CRF)

The CRF shall be managed by the Office of Registrar Research and shall be disbursed for various research activities within the College under the following guiding principles: -

- i. To support original, productive and strategic basic and applied research.
- ii. To optimize the use of scarce College research funds.
- iii. To enhance development of strategic research foci and centres of excellence.
- iv. To support and develop vibrant post-graduate research programs.
- v. To build capacity for research in the College in terms of staff training and infrastructure development.

- vi. To foster multidisciplinary and collaborative research internally and externally.
- vii. To reward outstanding researchers among the staff members.
- viii. To incubate and mass produce market oriented technologies.

2.2 Sources of CRF and its Allocation

2.2.1 Sources of CRF

The sources of funds for the CRF shall include among others:-

- i. 10% of College total Internally Generated Revenue (IGR).
- ii. 5% of the externally funded research activities.
- iii. 100% of government allocated research capitation.
- iv. 100% of external support for research and its related activities.
- v. 30% of the proceeds from patented products.
- vi. 30% of proceeds from consultancy services.

2.2.2 Allocation of the CRF

The CRF under R&I shall be used to support listed activities in the proportions stated hereunder: -

S/No.	ITEM	%
1.	Annual Research Grant (ARG)	50.0
2.	College Annual International Conference	5.0
3.	Local and International Exhibitions	4.0
4.	Outreach and Extension Services	6.5
5.	Journal Publications	2.0
6.	Inaugural Lectures	1.0
7.	Universal Scientific Equipments	4.0
8.	Office Equipments and Furniture	1.5
9.	Equipment Maintenance and Repair	5.0
10.	Collaborations	3.5
11.	Research Workshops	2.5
12.	Public Lectures	1.5
13.	College Innovation Awards	2.0
14.	Research Facilitations	3.0
15.	Office Operations	1.0
16.	Intellectual Property Protection	2.0
17.	Research Reward	2.0
18.	Purchase and operation of Research Vehicle	3.5
	TOTAL (%)	100

2.2.3 Award of Research Funds

The College will set aside a percentage (1%) of its annual income to Research and Innovation.

2.3 Award of Annual Research Grant (ARG)

The ARG shall be used specifically for funding competitive research within the College. Grants shall be awarded once a year to competitive research proposals and shall be for one year period and will be awarded in three categories:

- | | | | |
|------|----------------------------|---|-----|
| i. | Student Research Grants | - | 10% |
| ii. | Staff Research Grants | - | 60% |
| iii. | Universal/ Research Grants | - | 30% |

Competitiveness shall be ensured through vigorous internal evaluation and peer review. The evaluation guiding principles shall include;

- i. Adherence to College Vision and Mission
- ii. Originality
- iii. Potential to generate new knowledge and/or products
- iv. Potential to register or patent
- v. Involvement of students
- vi. Multidisciplinary approach to solving stated problems
- vii. Potential to leverage funding from external sources
- viii. Optimal budget
- ix. Gender equity among others

2.4 CRF Application

All applications on CRF shall be done on an approved CRF application form obtained from the Registrar Research's office after the official call for proposals. The call shall be done once bi-annually in the month of July.

2.4.1 Student Research Grant

The grant shall be awarded to KMTC students only. It will be available to students during their project periods. The awards shall be departmental based with at least one student per department at each level getting the support annually. Awards shall be for Departmental and Faculty approved proposals only. The award distribution shall be as follows:

- | | | | |
|------|----------------|---|---------------|
| i. | Certificate | - | Kshs.20,000 |
| ii. | Diploma | - | Kshs.50,000 |
| iii. | Higher Diploma | - | Kshs. 100,000 |

Funding may be applied for at any time during the period of eligibility.

2.4.2 Staff Research Grant

The grant shall be awarded to KMTC staff members only. The awards shall be given to vetted proposals submitted by staff members with at least Masters Degree. The award shall be for one year period and renewable to a maximum of

three years on successful completion. The annual grant shall be to a maximum of five hundred thousand Kenya shillings.

2.4.3 Universal Research Grant

The grants shall be awarded to Departments or Faculties at KMTC. Each Department or Faculty shall develop one proposal that shall be aimed at enhancing their mission and vision while promoting collaboration within the Department or Faculty. The proposal shall envisage internal and external academic, economic and social impacts. The award shall be for one year period and renewable to a maximum of three years on successful completion. The annual grant shall be to a maximum of five hundred thousand Kenya shillings.

2.4.4 Monitoring and Evaluation

The College shall appoint a committee to deal with Monitoring and Evaluation of the research activities. The committee shall also monitor the disbursement of research funds.

2.5 College Annual International Conference

The College's Annual International Conference shall be organized annually for the purpose of disseminating research finding, enhancing collaboration, providing exposure and encouraging interaction among researchers. A sub-committee of the Research and Innovation Committee shall coordinate the implementation of the conference based on the available budget.

2.6 Local and International Exhibitions

The Fund shall be used to support local and international activities aimed at disseminating research findings, services and products in exhibitions, shows, conferences, trade fares and workshops. The administration of this fund shall be with reference to the College's Finance Policies.

2.7 Outreach and Extension Services

This component of the CRF shall be used to finance outreach and extension services to the industry, Departments and local communities aimed at creating awareness, enhancing collaboration, developing networks, dissemination of research findings and training. The fund shall also support participation of researchers in local and International conferences based on the College Training Policy.

2.8 Journal Publications

The fund shall be used to support or institute dissemination of research findings through publication of the College and Faculty or Department journals, and publication of papers by researchers in local and international journals. Each researcher shall be entitled to receive support for one local and one international publication on application using the approved Journal Publication application forms. The individual total annual support shall not exceed Kshs. 20,000.

Coordination of the publication and dissemination products of research shall be done by the Deputy Director, for the time being in charge of Research.

2.9 Inaugural Lectures

Inaugural lectures shall be held twice annually by renown scholars to expose staff to current changes in technology, research methods, market trends and the expectations by the wider society in various fields of specialization. The fund shall support organization and facilitation costs.

2.10 Universal Scientific Equipment

This shall be state of the art high precision equipments that have application in various fields of specialization. The equipments shall therefore find use across departments, faculties and Departments or institutes. Each Department or Faculty shall be entitled to only one such equipment annually on application.

2.11 Office Equipment and Furniture

This shall mainly be office equipments and furniture that support research aimed at developing a conducive working environment for administrators and researchers. The application shall be by departmental or faculty heads using RIC approved forms. An annual award not exceeding KShs. 100,000 shall apply.

2.12 Equipment Maintenance and Repair Fund

To support research activities, the College shall service and repair some of the equipment that are heavily used for research and are not beyond repair or obsolete. Equipment servicing and repair shall be done annually on request by the section heads.

2.13 Collaborations

The College shall pursue collaborations with the industry, universities, Research Institutions, Non Governmental Organizations and special interest groups with the objective of enhancing research outputs, staff development, program enrichment, technology assimilation and utilization. This fund shall, therefore, be used to facilitate the collaboration initiation and execution.

2.14 Research Workshops

Research Workshops to enhance competence in research shall be carried out twice annually to sensitize the young, and update seasoned scholars to the need for continued research in their areas of specializations. Resource persons from various fields of specialization shall be invited to carry out training to meet identified research needs. The Fund shall be used to cover the organization and execution costs.

2.15 Public Lectures

Public lectures shall be organized twice annually for the purpose of enhancing researchers' awareness, providing exposure forums and promoting researchers interactions. Resource persons shall be from the industry, other universities, research institutions, Nongovernmental organizations and governments among others. The fund shall be used to cover organizations and execution costs.

2.16 College Research and Extension Awards

The award shall be Faculty/Department/Institute based and shall be conferred annually to deserving College researchers by the CEO. The criteria and mode of nomination shall be based on the College Rewards & Recognition Policy. The award shall basically consider:

- i. Research outputs
- ii. Efficient use of research resources
- iii. Patents filled
- iv. Collaboration levels
- v. Community impact
- vi. Market potentials
- vii. Attraction of research funds and equipments

The award shall be given to only one researcher nominated by the faculty/Department or institute using the RIC approved forms.

2.17 Research Facilitation

The research facilitation shall mainly support RIC, its sub-committee and administrative staff coordinating RIC activities. The research facilitation shall be with reference to the College wide facilitation policy.

2.18 Office Operations

To sustain the CRF, the administrative office operations shall be supported by the fund mainly for consumables, communication, and utilities.

2.19 Intellectual Property Protection Fund

The College shall support all copyrights, patents and registration applications by its staff members through training and payment of all requisite fees. The IPR support shall be based on the College IP policy and shall be awarded on application by the researcher using the approved Intellectual Property form.

2.20 Purchase and Operation of Research Vehicles

The College shall acquire research and extension vehicles to facilitate its research and extension operations. The type and number of vehicles shall be based on evaluated needs by the RIC.

3.0 FUNDING FROM EXTERNAL SOURCES

For the purpose of this Policy, funding from external sources shall include both cash grants and material donations, such as equipment and chemicals. The College shall encourage research funding from external sources to supplement the internal funding. The College shall recognize annually the attraction of external funds and equipments by its researchers. All external grants shall be expended as specified in the contract between the donor, the grantee and the College.

3.1 Counterpart Funds

Where an external partner requires College contribution, and/or imposes other conditions with financial implications for a researcher to receive external funding, the Principal Investigator shall submit a proposal to RIC for consideration. RIC shall make appropriate recommendations to facilitate the funding based on the College wide collaborative research Policy.

3.2 Co-ordination of Research

All research in the College shall be coordinated by the Research and Innovation Office. There shall be a Research and Innovation Committee (RIC) which shall comprise of the following members:

- | | | |
|-------|-------------------------------------|-----------|
| i. | Deputy Director Research | Chair |
| ii. | Deputy Director Academics | |
| iii. | Registrar | Secretary |
| iv. | The Librarian | |
| v. | Deans of Faculties | |
| vi. | Deputy Registrar Research | |
| vii. | Corporate Communications Manager | |
| viii. | Any other co-opted member of staff. | |

Its functions shall be to assist the Deputy Director Research in the coordination of research, innovation, publication, production and extension activities in the College.

3.3 Research Committees

All departments and Faculties/Institutes shall establish Research Committees (RCs) that shall be chaired by the heads. The Committees shall have three academic and two technical staff members nominated by the heads based on their research involvement and areas of specialization. The committees will report to RIC through the Deans and CEO.

The functions of the committees shall include;

- i. Review, evaluation and short listing of all research fund applications from staff members.
- ii. Promotion of collaborative research internally and externally.
- iii. Establishment of any discipline-specific guidelines for all research funding applicants.
- iv. Soliciting for external funding.
- v. Assist RIC to investigate alleged cases of misconduct in research.
- vi. Monitor and evaluate Departmental/Faculty and Institutes research activities.
- vii. Assist researchers in drawing up specific research proposals.

3.4 Administration of Research Grants

All research grants shall be administered by the office of the Deputy Director- Research and all researchers will have to note that;

- i. All research proposals for external and internal funding shall be submitted through the Deputy Director Academics. Where applications are submitted to donors on-line, the Principal Investigator (PI) or collaborator shall notify the Registrar Research office for record and follow-up. Such notification shall include an electronic and/or printed copy of the proposal.
- ii. All proposals shall be within the annual set theme of the Research and Innovation Department.
- iii. Requests for Proposals (RfP) for internal research grants shall be made at least three months before the date of award. Awards shall normally be in July.
- iv. All PIs who obtain grants through the College shall either sign research contract with the College, or with the College and the external partners(s) in prescribed format

before receiving the first release of the funds. All signed contracts shall be under the custody of the Deputy Director Research.

- v. The College shall retain 15% of all external research grants received through the College to meet its research management costs.
- vi. The PI shall submit half-year and annual technical and financial reports to the Deputy Director Research through the chair of the respective RCs. The reports shall be as per the approved RIC format.
- vii. All research projects shall be monitored and evaluated annually by the Monitoring and Evaluation Committee prior to further funding or termination.

3.5 Research and Innovation Resource Centre

The College Librarian shall establish a Research and Innovation Resource Centre within the Special Collections section in all libraries. The section shall contain all records of research and innovation activities in the College. The Registrar Research shall provide the materials for archiving the centre.

3.6 Records of Research Activities

All researchers shall be obliged to keep and archive proper field and laboratory records. The research records may comprise note and/or log books, other publications, video recordings, audiotapes, CD-ROM's, DVD's, Flash Disks or in any other retrievable media.

3.7 Maintenance of Research Records

The Registrar Research shall establish and maintain an up-to-date electronic and printed database of all research findings in the College. Such database shall be made up of abstracts of reports and other publications arising from research. The Registrar Research shall forward copies of the reports to the College library for archiving in the Research and Innovation Special Collection section.

3.8 Publication of College Annual Research Report

The Registrar Research shall publish annually a record of all research activities in the College for the preceding year in electronic and print forms. The details of research findings in the records shall conform to provisions of KMTC's IPP.

3.9 Access and use of Research Findings

All research findings and publications at the Research and Innovation Resource Centre will be available for use by members of staff and the public for the purposes of research and teaching. However, reproduction of such materials shall be done only on authority of the author(s) and/or the College Librarian. Access and use of research findings shall be governed by copyright and intellectual property protection provisions in the KMTC's IPP.

3.10 Unethical Research Practice

- i. The College shall promote honesty, trust and openness in research and collaboration with partners. This will improve the quality and quantity of research and protect the reputation of researchers, the College and the collaborating partners.
- ii. For the purposes of this Policy, Unethical Research Practice is defined to include plagiarism, fabrication and falsification of research and research findings, productions and misappropriation or conversion of research resources. All alleged cases of Unethical Research Practice in research will be investigated and disciplinary measures taken by all the RIC when proven guilty. Unethical Research Practice will not include

honest error or honest differences in interpretation or judgment of data.

- iii. Where Unethical Research Practice is alleged, RIC will form an ad-hoc investigating panel to inquire into the allegations to determine if the allegations constitute an irrefutable case of Unethical Research Practice. The ad hoc panel will submit its report to RIC for consideration and action. The respondent(s) shall be provided with an opportunity to respond to the allegations during the whole investigation process.
- iv. Penalty for Unethical Research Practice shall be based on the College Misconduct in Research Policy administered by RIC. In proven cases of misconduct in research, the Chairman of RIC shall inform the sponsoring agency, department, faculty or institution in writing within two weeks after the verdict.

4.0 PUBLICATIONS

For the purposes of this Policy, a publication shall mean putting into the public domain any papers, books, reports, brochures, theses, models any such manuscripts, orally or in writing. The College recognizes the rights of researchers to publish their findings in the shortest time possible. Research findings shall normally be reviewed by RIC and the funding organization(s) to identify products and processes that require protection before manuscripts are submitted for publication. Such reviews shall normally not take more than 3 months. Where protection is required, application for protection shall be done based on the College IPP.

5.0 CONFLICT OF INTEREST

For the purposes of this Policy, conflict of interest shall occur when a College researcher has an undisclosed research relationship with an external agency that requires a commitment of time, effort or resources to non-College activities such that:

- i. The researcher cannot meet the usual obligations to the College.
- ii. The researcher makes decisions that are injurious to College or its partners' interests.

Cases of conflict of interest in research shall be considered and dealt with as misconduct in research.

6.0 INVENTIONS AND/OR INNOVATIONS

6.1 Ownership of Inventions and/or Innovations

Ownership of research inventions, innovations, products and processes from the College research fund shall be governed by the College IPP.

6.2 Sharing Royalties from Inventions and/or Innovations

Sharing of any incomes arising from inventions and innovations from College research shall be governed by the College IPP.

7.0 FACILITIES, EQUIPMENT AND SERVICES

7.1 Procurement

All procurements exceeding Kshs. 50,000 per item for research shall follow the College procurement procedures, unless supplied directly.

7.2 Ownership

All equipments and facilities purchased through research grants will become College property and retained in the departments of the researcher(s) at the completion of the project, unless otherwise specified in the grant contract.

7.3 Maintenance and Repair

Maintenance or repair of equipment bought using research project funds shall be carried out by the project for the duration of that project and according to the project budget. The College shall maintain and repair the equipments and facilities after the end of the project using allocated funds.

8.0 NON-PERFORMANCE OF FUNDED RESEARCH

Non-performance of funded research may arise from force majeure or from controllable factors.

8.1 Force majeure/Act of God

Non-performance of a research that has been undertaken by a College researcher(s) where such is occasioned by circumstances beyond the reasonable control of KMTC and/or the donor agency shall be dealt with as provided for by the force majeure provisions in the research contract.

8.2 Non-performance arising from controllable factors

Non-performance of a research that has been undertaken by a College researcher(s), where such is occasioned by circumstances within the control of the researcher(s) shall be dealt with as provided for in the research contract.

9.0 ETHICAL CONSIDERATIONS

The College is committed to conducting research that conforms to acceptable ethical principles. In pursuit of this ideal, all research proposals presented for funding shall undergo ethical review and approval by RIC. All proposed research involving human subjects shall be reviewed by the Institutional Research and Ethics Committee (IREC) affiliated to the National Council for Science and Technology (NCST).

10.0 POLICY IMPLEMENTATION

10.1 Implementation Date

This Policy takes effect on the date it is approved by the Board of Directors of KMTC.

10.2 Monitoring and Evaluation

- i. The College shall conduct monitoring and evaluation of the effectiveness of this Policy in line with the Monitoring, Evaluation and Reporting framework through the Research Committee.
- ii. The College shall:
 - a. Develop and maintain strategies and mechanisms for monitoring and evaluation of this Policy.
 - b. Undertake regular check on implementation of the Policy.
 - c. Carry out annual evaluation on the implementation of the Policy.

- d. Use the information for planning and management.
- e. Propose potential areas for review.

10.3 Review

The Policy will be reviewed after every three (3) years or earlier as need arises with an aim to enhance efficient delivery of effective outcomes.

APPROVAL

Title : Research Policy

Contact : Deputy Director Research & Innovation

Approval Authority : The Board of Directors

Commencement Date : May 2019

SIGNED



**Prof. Philip Kaloki, MBS,
Chairperson, KMTC Board of Directors.**

15th May 2019
Date



KMTC is ISO 9001:2015 Certified.

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