



Kenya Medical Training College

NEWSLETTER

JUNE 2019 SPECIAL EDITION, #31
Rewards & Recognition Ceremony



Academic
Research
Award

Administration
Managerial Award
for Excellent
Performance

Governance
Campus Award
for Exemplary
Performance

Special recognition
category
Admissions Office

Theme: *Unlocking performance, driving change for a prosperous KMTC*



ISO 9001:2015 Certified

KENYA MEDICAL TRAINING COLLEGE

OUR VISION

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

OUR MISSION

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

OUR CORE VALUES

- ▶▶ Accountability
- ▶▶ Integrity
- ▶▶ Responsiveness
- ▶▶ Equity
- ▶▶ Team work
- ▶▶ Professionalism
- ▶▶ Creativity and innovation

Training for Better Health

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INSIDE



Board Chairman Prof. Philip Kaloki, MBS, (left) awards Kitui Campus Principal Ms. Evelyne Nyamai



Board Director Dr. Evans Amukoye (left) awards Machakos Campus Principal Dr. Joseph Karanja



Board Director Ms. Ruth Okowa (left) awards Ms. Ann Hassan (2nd left)



Board Director Mr. Fredrick Wamwaki (left) awards Ms. Agnes Mualuko

KMTC Programmes:

1. Clinical Medicine and Surgery (Diploma and Higher Diploma)
2. Nutrition and Dietetics (Certificate and Diploma)
3. Community Oral Health (Diploma)
4. Dental Technology (Diploma)
5. Public Health (Certificate, Diploma and Higher Diploma)
6. Health Promotion and Community Health (Diploma and Higher Diploma)
7. Health Records and Information (Certificate and Diploma)
8. Medical Education (Higher Diploma)
9. Medical Engineering (Certificate, Diploma and Higher Diploma)
10. Medical Imaging Sciences (Diploma and Higher Diploma)
11. Medical Laboratory Sciences (Diploma and Higher Diploma)
12. Nursing (Certificate, Diploma and Higher Diploma)
13. Occupational Therapy (Diploma)
14. Optometry (Diploma)
15. Orthopaedic Technology (Diploma)
16. Orthopaedic Trauma Medicine (Diploma)
17. Pharmacy (Diploma and Higher Diploma)
18. Physiotherapy (Diploma and Higher Diploma)

Short courses:

- HIV Training and Counseling Services (HTS)
- Echocardiography
- Monitoring & Evaluation
- Healthcare Entrepreneurship
- Safe Phlebotomy
- Infection Prevention
- First Aid and Basic Life Support
- Sign Language for Health workers
- Community Health Extension Work
- Community Health and Development
- Medical Engineering (Basic Electronics)
- Food Hygiene and Inspection
- Counseling Skills for Healthcare Professionals
- Adherence Counseling
- Nutrition in Critical Care

Message from the Chairman, Board of Directors



Prof. Philip Kaloki, MBS
**Chairman, KMTCC Board of
Directors**

First, I wish to thank H.E President Uhuru Kenyatta for offering direction to the country through the Big Four Agenda, and more specifically Universal Health Coverage (UHC), to which KMTCC is committed, by training of Human Resource for Health.

Further, I thank our parent Ministry of Health led by Cabinet Secretary Mrs. Sicily Kariuki, for the support given to the College including: budgetary allocations, timely disbursement of grants and policy direction.

The Board under my leadership is committed to supporting the government achieve UHC, and for this reason has put in place structures outlining the College's important strategic direction, in which we are committed to undertake in order to achieve our mandate.

In line with the Board's annual calendar of activities, the Reward and Recognition ceremony is a crucial activity of the Board of Directors to take time to appreciate, recognize and award its staff and campuses, for the efforts made towards the College's mandate and achievements.

It is the Board's culture that each year, various campuses and employees who have exemplified excellent leadership skills, performed well, achieved/exceeded targets and made the College proud are rewarded.

It is as a result of this commitment and dedication that the College recorded various achievements including: the President's assent to the Health Bill 2019 amending the KMTCC Act of 1990; launching of the KMTCC Strategic Plan 2018-2023; transition to ISO 9001:2015 certification and approval of 47 Policy documents. In the last five years, the College increased: the number of campuses from 28 to the current 67; student population from 19,000 to over 39,000; graduation numbers from 6,394 to 10,869 in 2018.

Further, the College has recorded infrastructural growth, purchased vehicles to ease transport of faculty and students to clinical placement sites and grown internally generated revenue from 1.6 B in 2013 to 3.4 B in 2018. Additionally, KMTCC staff are now enjoying the fruits of the College's re-categorization from PC 2 to PC 4 as well as the approval of Kshs 100 million set aside for staff promotion.

The Board will continually improve the College infrastructure and put in place strategies to ensure campuses run effectively and utilize resources prudently.

I therefore take this opportunity to congratulate all the 2019 winners and thank Board Directors, Management, staff, students and our various stakeholders for supporting the College transformational agenda towards achievement of Universal Health Coverage Goals.

Message from the Chief Executive Officer



Prof. Michael Kiptoo
Chief Executive Officer

I welcome you to this Special Issue of our Newsletter themed “Unlocking performance, driving change for a prosperous KMTCC” that gives a highlight of the 2019 Rewards and Recognition Ceremony.

I wish to thank the Board of Directors led by the Chairman, Prof. Philip Kaloki, MBS, for the support and strategic leadership, that has enabled the College record exemplary performance in governance, academics, finance and administration.

The College has made effort to actualize the set goals and objectives outlined in the Strategic Plan 2018– 2023 by: providing competent health workforce; improving the quality of training through a continuous review of training programs; continual sustenance of ISO 9001:2015 certification to uphold quality training; and developing training programmes including short courses that meet market demands/needs.

Management has put in place measures to strengthen internal processes and procedures to enhance compliance across all departments and

campuses, to ensure quality of service delivery to the public meets set standards.

The College introduced new programmes in support of UHC and reviewed its curricula in line with current changes, consistently scanning the environment to ensure our training is in line with emerging trends and addresses current challenges. KMTCC is an organization that embraces change and is poised for the future.

Further, we aim at cultivating stronger relationships with existing and new partners at both local and international levels.

The College has in the past held annual reward ceremonies to award and recognize campuses and staff who recorded excellent performance. The aim of the 2019 award ceremony was to motivate staff to work harder and make KMTCC the institution of choice for training of health professionals by 2023.

The historical 2019 annual award ceremony brought together the Board of Directors and staff, and provided an opportunity to look back, measure improvements, celebrate milestones, ensure key indicators are known to all while keeping the customer in mind.

The College is alive to the fact that an organization with a higher quality of human resource will outperform its competitors all with the same financial aid. We recognize that motivated employees lead to increased productivity and that is what has made KMTCC achieve higher levels of productivity. The Management thanks the Board for allocating resources to support the 2019 award ceremony as a way of motivating staff, who are ever ready to drive the change needed in KMTCC.

Therefore, I urge all staff to inculcate a culture of performance, positive attitude, dedication, be extraordinary and rise above the normal to support the College achieve its set mandate and give the best services to our clients. Above all, I call upon all to embrace financial probity, be good ambassadors of change, locate their role in the College and link it to the strategic direction provided by the Board, so that we all move forward with the aim of achieving the set vision.

Once again, I congratulate this year’s winners and encourage all to work hard to qualify in consequent awards.

2019 REWARDS AND RECOGNITION WINNERS

It was pomp and colour as KMTc staff gathered in Mombasa on 21st June, 2019 to celebrate achievements of the College in the recent years.

Themed “Unlocking performance, driving change for a prosperous KMTc”, the ceremony saw teaching and non-teaching faculty awarded cash vouchers, 13th month salary, certificates, trophies, letters of commendations and many would appear on the Roll of Honor for the year.

The reward ceremony is a crucial activity of the Board to take time to appreciate, recognize and award its staff. This year, the Board of Directors recognized employees (as individuals and/or as teams) who exemplified excellent leadership skills, performed well, achieved/exceeded targets and made the College proud. Campuses and Principals were recognized and awarded for excellent performance in areas of starting new programmes, student admission, excellent academic performance, good leadership skills, prudent financial management, enhanced partnerships with County Governments and other partners, resource mobilization among other areas.

The 2019 rewards ceremony is the third to be held, after the first was held in Kisumu in 2015 and the second held in Mombasa in 2016. This year’s ceremony was a culmination of an upward trajectory the College has been on since it was established 92 years ago.

The event was graced by the KMTc Board Chairman Prof. Philip Kaloki, MBS, who was

accompanied by fellow Board Directors namely; Mr. Mithamo Muchiri, Mrs. Ruth Okowa, Dr. Emily Koech, Dr. Evans Amukoye, Mr. Fred Wamwaki and Mr. Samuel Arachi. The ceremony provided staff from the 67 KMTc Campuses across the country with an enjoyable break from the regular routine of the workplace and an opportunity to interact with fellow colleagues.

It was a life time experience as staff got an opportunity to meet with the Board Directors whose role is to provide overall leadership and direction of the College as well as oversight on all management operations.

The Board of Directors took note of the good management at campuses and Headquarter level and appreciated staff efforts for supporting the College achieve its mandate.

Speaking during the ceremony, Chief Guest and Board Chairman Prof. Kaloki noted “KMTc is proud of being the oldest State Corporation, entrusted with the role of training various disciplines in the health sector to serve the interests of East Africa and beyond”. He added “since inception in 1927, KMTc has consistently produced health professionals to fill the human resource for health gaps in Kenya and beyond.”

Prof. Kaloki attributed the excellent performance and expansive growth of the College to dedicated and committed staff, who give their best to ensure that the College stays true to its Vision of being “a model institution in the training and development of competent health professionals”.

**“Unlocking performance,
driving change for a
prosperous KMTc”.**



Shiny trophies on display before they were handed over to the deserving winners

KMTC is a key pillar in the achievement of H.E President Uhuru Kenyatta's Big Four Agenda of Universal Health Coverage (UHC). This is because the College is expected to train health professionals to bridge the human resource gaps in the health sector.

The College currently releases more than 10,000 graduates annually and plans to produce over 50,000 graduates in the next five years to support President Uhuru Kenyatta's agenda of achieving Universal Health Coverage for all Kenyans by 2022. The College currently accounts for over 90 percent of the local mid-level health workforce.

Ag. Deputy Director (Finance and Administration) Dr. Kelly Oluoch, who represented the Chief Executive Officer, said "KMTC has in the recent past introduced new programmes, aligned to UHC and has put in place quality management systems in addition to investing in its staff to enhance quality of teaching and training."

The 2019 award ceremony had four broad reward areas categorized as follows: -

1. Academic:-

- Research
- Innovation/Creativity
- New Academic Programmes
- Student Admissions
- Departmental Academic Performance in Final Qualifying Examinations

2. Governance:-

- Campus Award for Exemplary Performance
- Principal of the Year

3. Administration:-

- Long Service with Exemplary Performance (Academic and non-academic)
- Employee/Team of the Year
- Resource Mobilization
- Managerial Award for Excellent Performance

4. Special recognition category:-

- Long Service Staff (Academic and non-academic)
- Admissions Office
- Committee of the Year Award-2018 Graduation Committee

1. ACADEMICS CATEGORY

i. DEPARTMENTAL ACADEMIC PERFORMANCE IN FINAL QUALIFYING EXAMINATIONS (FQE) AWARD

The top three Campuses in FQE in each department were eligible for this award. The following Campuses led in various departments from the 67 KMTc Campuses across the country.

Department	Campus	Position	Awards		Percentage (%)
			Trophy	Certificate of recognition	
Orthopaedic Trauma Medicine	Nairobi	1	1	1	71.91
	Machakos	2	1	1	71.47
	Chuka	3		1	69.55
Environmental Health Sciences	Kitui	1	1	1	71.83
	Kabarnet	2	1	1	70.91
	Nyeri	3		1	69.64
Clinical Medicine and Surgery	Bomet	1	1	1	64.91
	Embu	2	1	1	64.73
	Kakamega	3		1	64.2
Nutrition and Dietetics	Karen	1	1	1	67.99
	Kwale	2	1	1	67.82
	Thika	3		1	67.5
Medical Laboratory Sciences	Embu	1	1	1	65.51
	Meru	2	1	1	64.2
	Nyeri	3		1	63.15
Medical Imaging Sciences	Nyeri	1	1	1	69.7
	Kisumu	2	1	1	68.52
	Mombasa	3		1	68.43
Physiotherapy	Homabay	1	1	1	64.44
	Port Reitz	2	1	1	64.03
	Nairobi	3		1	63.78

Occupational Therapy	Machakos	1	1	1	67.72
	Mombasa	2	1	1	67.07
	Nairobi	3		1	64.69
Nursing	Kitale	1	1	1	70.43
	Machakos	2	1	1	70.11
	Meru	3		1	68.78
Medical Engineering	Loitoktok	1	1	1	73.98
	Meru	2	1	1	71.06
	Kilifi	3		1	67.33
Health Records and Information	Kitui	1	1	1	71.91
	Msambweni	2	1	1	69.76
	Murang'a	3		1	66.19
Pharmacy	Manza	1	1	1	62.96
	Mombasa	2	1	1	61.25
	Nairobi	3		1	59.71



Board Director Dr. Evans Amukoye (in striped shirt) awards Machakos Campus Principal Dr. Joseph Karanja (left) and Karen Campus Principal Dr. Peris Kibet (right) for emerging position one in the Orthopaedic Technology, Nutrition and Dietetics Final Qualifying Exams respectively

ii. RESEARCH AWARD

To qualify for this award, an officer had to have conducted research within the last three years and published in peer reviewed journals. Consideration was given to most recent published articles, number of articles published and category/tier where the articles were published. The following three lecturers from various campuses were awarded. Board Director Dr. Evans Amukoye (left) handed over the awards to the respective winners in this category.

a) KMTc Makueni Principal, Mr. Gabriel Kishoiyan Manyara (right), took position one. A regular contributor to growth of knowledge through research, Mr. Manyara has published in various peer reviewed journals, both local and international. This is the second time KMTc is rewarding the Principal Lecturer in the department of Medical Laboratory Sciences for his research and publications. During the year in review, Mr. Manyara had six articles published in various journals namely:



- Chloroquine Sensitivity and Prevalence of Chloroquine-Resistant Genes in Western Kenya after Two Decades of Chloroquine Withdrawal. *Published in the journal of: Annals of Medical and Health Sciences Research. (2018)*
- Attitude, Perceived Risk and Intention to Screen for Prostate Cancer by Adult Men in Kasikeu Sub Location, Makueni County. *Published in the journal of: Annals of Medical and Health Sciences Research. (2018)*
- Determinants of Utilization of Information and Communication Technology by Lecturers at Kenya Medical Training College –

Nairobi Campus. *Published in the International Journal of Innovation and Applied Research. (2018)*

- Student Nurse Perception on Mentorship in the Clinical Placements; A case study in a Kenyan Hospital. *Published in the World Journal of Pharmaceutical Research. (2017)*
- Factors Contributing to Malnutrition Among Children under Five Years of Age in Machakos County Level 5 Hospital. *Published in the World Journal of Pharmaceutical and Medical Research. (2017)*
- Effects of Goitrogenic Food Consumption and Urinary Iodine Excretion Among Primary School Children in Makina and Killimani in Nairobi. *Published in the International Journal of Contemporary Applied Sciences. (2016)*

He was awarded a cash voucher of Kshs. 100,000, sponsorship to a scholarly event and a commendation letter.

b) In second position was Mr. Muthuka Kyalo (in glasses) who is a lecturer in the department of Health Promotion and Community Health in Nairobi Campus. Mr. Kyalo has represented the College in various scientific conferences locally and internationally. He published three articles in various journals during the year:-



- Operation Assessment on Ambulance Services: A case study of Machakos County. *Published in the East African Medical Journal. (2018)*
- Association of Pre-Antiretroviral Treatment Body Mass Index Cd4+T – Lymphocyte Immune Reconstitution among HIV Infected Adults and

Adolescents. *Published in the International Journal of HIV/AIDS Prevention, Education and Behaviour Science. (2017)*

- Risk Predictors for Neonatal Mortality and its Association with HIV Infection Among Postnatal Women Attending Selected Maternity Hospitals in Kenya. A case study of Pumwani Maternity Hospital. *Published in the East African Medical Journal and Community Nursing and Public Health. (2018)*

He was awarded a cash voucher of Kshs. 60,000 and a commendation letter.

c) Ms. Mary Mwende Milelu (right), a lecturer in the department of Nutrition and Dietetics from Makeni Campus scooped third position. Below are the two publications she authored during the period under review:-



- Dietary Diversity, Water and Sanitation Practices and Nutritional Status of Children Aged 6-59 Months in Kitui County.
- Demographic and Socio-Economic Determinants of Availability and Access Dimensions of Household Food Security in Kitui County.

The two were *Published in the International Journal of Food Science and Nutrition. (2017)*

She was awarded a cash voucher of Kshs. 60,000 and a commendation letter.

iii. INNOVATION AND CREATIVITY AWARD

Individuals with a one-time innovation or creation and the development of a new idea or improvement of an existing idea that results in savings to the College were eligible for this award. Mr. Martin Mugo Rukwaro received this prestigious award after emerging position one while Mr. Patrick Muchue Muchoki and his team of 15 students came in second. Acting Deputy Director (Finance and Administration) Dr. Kelly Oluoch (left) handed the awards to winners in this category.

- a) Mr. Martin Mugo Rukwaro (centre), a Senior Lecturer, department of Public Health at KMTc Nyeri, invented a Sanitary Pad Disposal method that has solved issues of drainage blockage, saving costs of sanitary pads disposal for the Campus. The innovation enables staff and students discard sanitary towels through a vacuum pipe that leads to a pit for safe disposal. For this outstanding innovation, Mr. Rukwaro was awarded a cash voucher of Kshs. 50,000 and a commendation letter.



- b) Mr. Patrick Muchue Muchoki (centre) led a group of 15 Pharmacy students from KMTc Manza in developing products from bees wax and propolis. This innovation, which scooped second position in this category produces beauty products, detergents and a cough syrup for sale. The Laboratory Technician in the department of Pharmacy received a cash voucher of Kshs 30,000 and a commendation letter.

iv. NEW PROGRAMMES INTRODUCED AWARD

This award was given to Campuses which introduced the highest number of Academic Programs within the period under review.

The Campuses that were feted introduced two programmes each and were awarded a trophy and certificate of recognition. Isiolo, Voi and Nyahururu Campuses were awarded for introducing Diplomas in Nursing and Clinical Medicine and Kisumu for introducing Certificate in Medical Engineering and Higher Diploma in Ultra Sound.



Ag. Director (Finance & Administration) Dr. Kelly Olouch (left) presents the awards for this category to:

1. KMTCC Isiolo Principal Ms. Agnes Linus
2. KMTCC Voi Principal, Mr. Justus Kioko Mwendo
3. KMTCC Nyahururu Principal Ms. Loise Kingori
4. KMTCC Kisumu Principal Ms. Dorothy Tshombe

v. STUDENT ADMISSION AWARD

This award was given to Campuses that recruited the highest number of students out of their own initiative enabling KMTC grow in student population.

The table below shows the Campuses that were awarded and the number of students they recruited:

KMTC CAMPUS	POSITION	NUMBER OF STUDENTS RECRUITED	AWARD
Kakamega	1	236 Students	Trophy and Certificate of recognition
Lake Victoria	2	134 Students	Trophy and Certificate of recognition
Nakuru	3	129 Students	Certificate of recognition
Siaya			Certificate of recognition
Mombasa	5	127 Students	Certificate of recognition
Eldoret	6	123 Students	Certificate of recognition
Makindu	7	120 Students	Certificate of recognition
Kisumu	8	118 Students	Certificate of recognition
Garrissa	9	110 Students	Certificate of recognition
Isiolo	10	109 Students	Certificate of recognition

Board Chairman Prof. Philip Kaloki, MBS (right), awards certificates of recognition to the admission desk officers from the top three Campuses (top to bottom): Lucy Nziu (right), Esther Opande (right), Peter Ogola (centre) and Richard Rop (right) from Kakamega, Lake Victoria, Siaya and Nakuru Campuses.



2. GOVERNANCE CATEGORY

i. CAMPUS AWARD FOR EXEMPLARY PERFORMANCE

This award was given to the top three Campuses which satisfied the following criteria;

- Grounds maintenance (plumbing works, hostels, living conditions)
- Campus hygiene
- Corporate branding
- Customer care and reception area services
- Proper signage
- Corporate Image

In first position was Kitui Campus. The Campus received a trophy, certificate of recognition and would appear in the Roll of Honor for the year. Kisumu Campus followed while Karen and Lake Victoria campuses tied in position three. They were each awarded a trophy and certificate of recognition by Board Chairman Prof. Kaloki (left).



Board Chairman Prof. Philip Kaloki presents the awards to (from 1-4) Ms. Evelyn Nyamai (Principal Kitui), Mr. David Okach (Principal Siaya on behalf of Kisumu Campus), Dr. Peris Kibet (Principal Karen) and Ms. Catherine Omasaja (Principal Lake Victoria) respectively.



ii. PRINCIPAL OF THE YEAR AWARD

Ms. Agnes Muthoni Linus (right) received the Principal of the year award, handed over by Board Chairman Prof. Kaloki (left). This award was given to a Principal who attained excellent financial performance in areas of revenue collection, prudent application of resources, debt ratio, growth in revenue and absorption of funds. Non-financial aspects of performance were also considered including academics, growth and innovation, Corporate Social Responsibility (CSR), stakeholder management/engagement, customer care, internal business processes, teaching and learning. For her efforts, Ms. Linus was awarded a 13th month salary (equivalent to one month's basic salary), certificate of recognition and would appear in the Roll of Honor for the year.

3. ADMINISTRATION CATEGORY

i. LONG SERVICE WITH EXEMPLARY PERFORMANCE AWARD

Board Director Ms. Ruth Okowa (left) handed over the awards to the respective winners in this category.

a) Non-Academic staff

- Ms. Ann Wanjiru Hassan (2nd left) from KMTc Karen is the longest serving member of staff awarded in this category. She was awarded a cash voucher of Kshs. 120,000, certificate of recognition and a letter of commendation. Ms. Hassan scooped position one in this category for her exemplary performance. She has rendered 42 years of distinguished, uninterrupted and outstanding service to



the College having been employed by the Ministry of Health on 2nd February, 1978 as a support staff. As a result of her commitment and dedication to work she was promoted to her current position of Senior Cook.

- Humphrey Gatu Murage (right) from KMTc Port Reitz came in second. He was awarded a cash voucher of Kshs. 100,000 and a certificate of recognition. Employed by the Ministry of Health as a Senior Support Staff in 1978, Mr. Gatu was promoted to Driver III by the District Advisory Committee – Mombasa in 1982. Four years later, in 1986, he moved from Coast Provincial General Hospital to KMTc Port Reitz Campus as a driver where he has risen through the ranks to the current position of a Senior Driver. For the 41 years he has served in various capacities, Mr. Gatu, who is retiring this year, was a go getter who enhanced his skills by undertaking self-development trainings that enabled him climb the ladder.



- Mr. Charles Kennedy Songole (right) from KMTCC Kisumu emerged third in this category, receiving a cash voucher of Kshs. 80,000 and a letter of commendation. Mr. Songole was employed by the Ministry of Health as a Support Staff in June, 1980 and posted to Kisumu. His skills, qualifications and self-drive led him to be promoted eventually attaining the current position of Human Resource Assistant II. Mr. Songole, who is also a trained Internal Quality Auditor, has rendered thirty nine (39) years of illustrious service to the public.



b) Long Service Award - Academic Staff

Ms. Grace Akinyi Amayo, Chief Librarian at KMTCC Nairobi emerged first as the longest serving officer in the academic staff category. She was awarded a cash voucher of Kshs. 120,000, certificate of recognition and letter of commendation. Employed by the Ministry of Health on December 14th, 1976 as a Clerical Officer, she has diligently rendered service for



Ms. Grace Amayo



Mr. Fredrick Wamwaki (left) hands over the award to Mr. Peter Mutuohoro (centre) and Nairobi Campus Principal Mr. Mathew Kipturgo (right) who picked the award on behalf of Ms. Grace Amayo.

43 years. In 1980 she was promoted to Higher Clerical Officer before becoming a librarian in 1987.

She possesses a Bachelor's degree from the University of South Africa as well as certificate and diploma in Library and Information Science from the Technical University of Kenya. She's currently pursuing Master's in Library and Information Science.



Ms. Florence Chepkemel Kipkorir from KMTc Nakuru came in second. She was awarded a cash voucher of Kshs. 100,000 and a certificate of recognition for the 42 years of eminent service to the public. A qualified Kenya Registered Nurse since November 1977, she was employed as a Nursing Officer III by the Ministry of Health and posted to Nandi Hills District Hospital. In 1985, upon completion of Diploma in Advanced Nursing, she was posted to KMTc Nakuru where she worked in various capacities. She has held several leadership positions in KMTc including Head of Nursing and Deputy Principal.

The third position was taken by Agnes Mwelu Mualuko who is the Acting Deputy Registrar in charge of Students' Affairs at KMTc Headquarters. She was awarded a cash voucher of Kshs. 80,000 and a letter of commendation.

Upon qualification as a Kenya Registered Nurse in July, 1979, she was employed as a Nursing Officer III and was posted to Port Reitz Chest and Infectious Diseases Hospital- Mombasa.

A trained Nurse - Ophthalmologist, she has risen through the ranks in the training of nursing and has been a mentor to many.

Ms. Mualuko is also the desk officer - College Bursary and Loans Committee and has rendered close to 40 years of exemplary and uninterrupted service.



Board Director Mr. Fredrick Wamwaki (left) hands over the awards to Ms. Chepkemel (top right) and Ms. Mualuko (bottom right).

ii. EMPLOYEE/TEAM OF THE YEAR AWARD

The employee or team of the year award is given to a staff or a team of staff who have made exceptional contribution to the College's Mission, Vision and Core Values during the year under review. Board Director Mr. Mithamo Muchiri (left) presented the awards to winners in this category.

Ms. Grace Wanjiru Mbutia (right) was the employee of the year. She received a 13th month salary, certificate of recognition, letter of commendation and would appear in the Roll of Honour for the year.

Ms. Mbutia was employed as a Nursing Officer III by the Ministry of Health in 1981 and posted to Homabay District Hospital, before being transferred to Nyeri Provincial General Hospital. In 1984, she was posted to KMTC where she has served for 35 years. She has risen through the ranks from Nursing Officer III to Principal Lecturer, her current designation. She has undertaken several trainings and held various leadership positions in KMTC, including Head of Nursing and Campus Principal. Between

2005 and 2017 when she served as Principal Nyeri Campus, she registered many achievements including:

- Construction of 13 classrooms, 20 new offices, four new labs, one new library and acquired three new vehicles.
- Mounting of four new programmes namely Pharmacy, Medical Imaging Sciences, Clinical Medicine, and Enrolled Nursing - Midwifery Upgrading.
- Winning various honours and trophies in the Annual KMTC sports events.



The second position went to a team from the department of Medical Imaging Sciences in Kisumu Campus. The department was awarded for demonstrating and consistently sustaining outstanding performance for the last three years. They were awarded, a certificate of recognition and each member received a letter of commendation. The team was made up of (From right to left) Aduke Waganda Ratimo, Augustine Alex Ichelai, Vincent Mogeni Mouko, Yohana Nyamari Machuki and Joseph Njuguna Waweru.

In third position was a team from the department of Public Health, Nyeri Campus. They were awarded a certificate of recognition and each member received a letter of commendation. The department achieved 100 percent rate for three consecutive years. The members were Irene Gakenia Githogo (2nd left), Felix Kiprotich Kemboi (3rd left), Stella Shiru Chege (4th left), Martin Mugo Rukwaro (right) and Samuel Maina Nyuthe.



III. RESOURCE MOBILIZATION AWARD

This award is given to the top three Campuses with excellent performance in size, property and amount of resources mobilized and utilised within the period under review. The award considers the highest infrastructural value and amount of financial resources brought through linkages and partnerships with the National Government, County Governments and donors for purposes of development and expansion of infrastructure to support the College mandate. Board Chairman Prof. Kaloki (left) presented the award.

KMTC Isiolo Campus emerged the best in this category having brought in a total of **Kshs. 178 million** in infrastructural development and bursary support from various partners as follows:

a. From the County Government of Isiolo:-

- Skills Lab Equipment
- College bus
- Hostel construction
- Tuition blocks
- Library books
- Student chairs
- Computers, Laptops and LCDs

b. From the Isiolo North NG-CDF:-

- Admission block
- Water tanks
- Bursary support to needy students
- Borehole
- Ablution block by Isiolo North NG-CDF



KMTC Isiolo Principal Ms. Agnes Linus receives the award

c. Tuition blocks from the Isiolo North and South NG-CDF.

The Campus was awarded a trophy, a certificate of recognition and would appear in the Roll of Honor for the year.

Mombasa Campus came in second position for mobilising **Kshs. 67 million** from development partners including Mvita NG-CDF and Mombasa Cement. Mombasa Campus erected a perimeter fence and constructed a class room block using the funds. The Campus was awarded a trophy and a certificate of recognition.



KMTC Mombasa Principal Mr. Anderson Yeri (centre) and Occupational Therapy Lecturer Mr. Festus Lwambi receive the award



KMTC Gatundu Principal Mr. Mutua Kinyao (right) receives the award

In third position was Gatundu Campus having brought in resources from Gatundu South Constituency valued at **Kshs. 19.2 million**.

Through the resources mobilized, the Campus constructed and renovated classrooms, ablution blocks and acquired a bus.

Gatundu Campus was awarded a trophy and certificate of recognition.

iv. MANAGERIAL AWARD FOR EXCELLENT PERFORMANCE

This is awarded to staff in Management who attain 'excellent' and 'very good' performance and /or merit promotion in line with the requirements of the scheme of service. This award was presented by Board Chairman Prof. Kaloki (left).

This award was given to the Human Resource Manager Mr. John Isaac Obiye (right), and the acting Finance Manager Mr. Jones Muimi Mwanga, who were each awarded a 13th month salary, trophy and certificate of recognition.

Mr. Obiye was employed by the Ministry of Health in 1989 and in 1990, he was posted to KMTCC. He has undertaken self-development initiatives to pursue career growth, rising to the current position of a manager, and has rendered over thirty (30) years of exemplary service to the public.



On the other hand, Mr. Mwanga (right) who started as a casual was absorbed into full time employment as a Clerical Officer in 2005. In 2007, he was promoted to become an Accountant due to his professional training, qualifications and commendable performance before being appointed to the Board of Directors secretariat – Finance, Planning and Development Committee. He currently holds the position of acting Finance Manager.

4. SPECIAL RECOGNITION CATEGORY

i. LONG SERVICE AWARD – NON ACADEMIC STAFF

This award is given to staff with exemplary performance that meets and /or exceeds set performance contract targets.

Mr. Harun Wachire Omollo from KMTc Kisumu was awarded a cash voucher of Kshs. 80,000, trophy and a certificate of recognition for his laudable long service as a non-academic staff. His service dates back to 1980 when he was employed by the Ministry of Health as a subordinate staff and posted to Kisumu District Hospital. He was redeployed and promoted to a driver in 1991 before being transferred to KMTc Kisumu in 1994, where he has served since. He will be exiting service this year after 39 years of dedication and commitment to duty.



Board Director Ms. Ruth Okowa (left) hands the award to Mr. Harun Wachire (right)

ii. LONG SERVICE AWARD - ACADEMIC STAFF

Mr. Peter Njoroge Mutuohoro of KMTc Nairobi received a cash voucher of Kshs. 80,000, trophy and a certificate of recognition for his characteristic long service as an academic staff. Employed by the Ministry of Health in 1978 as a storeman, he was promoted to a Clerical Officer in 1980. In 1981 he became a Library Assistant from where he rose through the ranks to his current position of Senior Librarian. A trained Internal Quality Auditor, Mr. Mutuohoro has continuously offered dedicated service to members of staff and students for 41 years.



Board Director Mr. Wamwaki hands over the award to Mr. Peter Mutuohoro (centre) as Nairobi Campus Deputy Principal Mr. Amos Kipsumbai looks on.

iii. ADMISSIONS OFFICE AWARD

The admissions Office was awarded for supporting the College achieve the highest number ever in student enrolment during the September 2018 and March 2019 intakes. The College admitted **12,942** students.

The team leader who is Ag. Deputy Registrar in charge of Admissions, Mr. Thomas Joseph Kisukwa (2nd left) was awarded a 13th month salary. The admissions office was given a trophy and certificate of recognition. The following staff in the section were each given a letter of commendation:



A section of the admissions office staff led by Academic Registrar Dr. Lucy Waweru (3rd left)

(From right to left) Fredinah David, Duncan Nyaga, Jackson Chemjor, Sussy Kangogo, Ruth Mutuku, Esther Mwaura, Tabitha Kariuki. Others were Joyce Maluki and Clinton Aboko

iv. COMMITTEE OF THE YEAR AWARD-2018 GRADUATION COMMITTEE

The 2018 Graduation Committee was awarded in this category for supporting the College hold a well organised and successful graduation that saw 10,687 graduands awarded certificates, diplomas and higher diplomas in various fields.

The Chairperson of the Graduation Committee Mrs. Nancy Michire (8th right), who is the Deputy Director (Academics), received a certificate of recognition on behalf of the team. Members of the Graduation Committee were each awarded a letter of commendation.



They are: (right to left) Joseph Njoroge, Jones Mwangi, Agnes Mualuko, Mathew Kipturgo, Amos Kipsumbai, Lucy Kuria, Dr. Miriam Muthoka, Nancy Michire, Dr. Lucy Waweru, Board Director Dr. Emily Koech (presenting the award), Dr. Solomon Kilaha, Dr. Leah Bii, Eglah Kigen, Ruth Muchui, Monica Oriang, Gordon Agalo. Others are: John Anyira, John Mwangi, Nasser Aura, Fredrick Tole, Dan Ochoo, Monicah Kariuki, Simon Kimani, Pauline Echesa, Chepkemoi Chepkonga, Justus Nalika, Victoria Koi, Teresia Kanai, Dorothy Otieno, Winfred Ndinda, Joseph Maina, Felistus Muinde and Robert Wamalwa.

The reward and recognition ceremony is an annual event aimed at appreciating staff, promoting creativity and innovativeness, recognizing exemplary performance, improving attitudes about jobs, motivating staff to offer the best services in the coming year to support the College achieve its mandate.

PICTORIALS



1
College staff (from left) Ms. Teresia Mbweza, Ms. Lisper Maigu and Ms. Angela Kanini prepare the trophies for presentation to the winners



2
Happy for you - jubilant staff from finance and accounts hail one of their own for the win



3
The joy of winning



4
Excited staff from the Human Resource celebrate with the Human Resource Manager on his win



5
A selfie for posterity



6
A section of the Rewards and Recognition 2019 Organizing Committee



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