



KMTC is ISO 9001:2015 Certified

# Kenya Medical Training College



## EXPANSION 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 infrastructure 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

This Policy has been developed to give guidance on the establishment of new campuses and expansion of programmes/courses. In order for the College to play its role in enhancing its growth through expansion, there is need to adhere to the KMTC Expansion Policy and guidelines whose framework and implementation strategy has to exist to ensure positive outcomes.

To realise the effectiveness in expansion of campuses and programmes without compromising professional standards, all the stakeholders should embrace the guidelines which spell out appropriate requirements and actions before during and after expansion.

This Policy will be a point of reference when negotiating for expansion with interested parties such as County Governments and will provide clear guidelines of the institution's mandate and its expectation when entering expansion agreements. It also stipulates the institution's capacity, requirements, and the legal and regulatory framework that has to be fulfilled during expansion process.

This Policy lays down the measures to be put in place in starting a new campus or mounting a new programme/course and mobilising resources needed for the implementation of the expansion

The implementation of the various guidelines in this Policy will go a long way in ensuring the achievement of the objectives and goals of the College as per the KMTC Act and Strategic Plan 2018-2023.



**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

<b>BoD</b>	-	Board of Directors
<b>CDF</b>	-	Constituency development Fund
<b>CEO</b>	-	Chief Executive Officer
<b>DDA</b>	-	Deputy Director Academics
<b>IGU</b>	-	Income Generating Unit
<b>KEPH</b>	-	Kenya Essential Package for Health
<b>KHSSP</b>	-	Kenya Health Sector Strategic Plan
<b>KMTC</b>	-	Kenya Medical Training College
<b>KNEC</b>	-	Kenya National Examination Council
<b>M &amp; E</b>	-	Monitoring and Evaluation
<b>MTEF</b>	-	Medium Term Expenditure Framework
<b>TWG</b>	-	Technical Working Group
<b>UHC</b>	-	Universal Health Coverage

## DEFINITION OF TERMS

Horizontal Expansion:	Increasing numbers of existing programs
Vertical Expansion:	Developing Degree programmes
Expansion:	Growth/development of KMTC aimed at increasing training opportunities and access
Monitoring:	A process of following the progress of the implementation of planned activities and their outputs (using process/output indicators) against expected outcomes in relation to expansion arrangement. This will be ongoing and shall be carried out periodically.
Evaluation:	Evaluation in this context means a process of measuring outcomes and impact of expansion guidelines. The impact and outcome targets shall be set to guide parties under expansion based on the guidelines of this Policy.



## 1.0 INTRODUCTION

Kenya Medical Training College (KMTC) is a State Corporation established through an Act of Parliament. The College is mandated to provide training opportunities in various disciplines within the health care delivery system.

The College has 65 campuses (as at December 2018) spread across the country and provides unique skills, which are multidisciplinary. The Institution plays a pivotal role in the production of quality health care professionals who constitute more than 85% of the country's health care providers. Additionally, the College designs community-oriented programmes that respond to emerging health needs in the country as envisaged in Kenya Vision 2030 and Millennium Development Goals by 2015.

The College plays a major role in enhancing compliance to the Constitution and directly addresses the Bill of Rights as stated in Chapter Four Article 29 on human dignity and Article 43 on the rights of all citizens to proper health care. It does this by making sure that health personnel are competitively availed, through appropriate training.

### 1.1 Strategic Goals

- i. Competent multidisciplinary health professionals
- ii. Research and consultancy
- iii. Institutional capacity
- iv. Financial sustainability.

### 1.2 Strategic Objectives

- i. To sustain quality in training and learning
- ii. To expand training opportunities
- iii. To enhance institutional research capacity
- iv. To institutionalize consultancy services
- v. To attract, develop and retain qualified staff
- vi. To integrate ICT in management of College operations
- vii. To establish appropriate resource mobilization mechanisms
- viii. To strengthen financial and resource management system

### 1.3 Core Functions

- i. Facilitation of training and development of competent health care professionals and involvement in research ( services).
- ii. Provision of facilities for College Education for national health manpower requirement.
- iii. Participation in health planning and policy development in collaboration with other stakeholders.

## 2.0 THE POLICY ENVIRONMENT (SITUATIONAL ANALYSIS)

KMTC continues to play its important role is strengthening health service delivery through training and development of qualified health care providers to achieve Kenya's Health Sector Policy objectives under devolved system of government.

The overall goal for Health Sector Policy of 2014-2030 is in attaining the highest possible standard of health that is responsive to the needs of her citizens.

The expected outputs are; access to care, quality of care and demand for care. The Policy objectives are; Eliminate communicable diseases, halt and reverse rising burden of non-communicable diseases, reduce burden of violence and injuries, provide essential health care, minimise exposure to risk factors, strengthen collaboration with health related sectors. The health sector aims to attain the right to health as outlined in the Constitution of Kenya 2010.

Data shows that there are 7.17 medical health workers per 10,000 populations in Kenya (KHSSP 2013-2018). This figure is above the KHSSP 2012/2013 target of 5 health workers per 10,000 populations, although it remains significantly lower than the WHO recommendation of 23 health workers per 10,000 populations.

Health sector plans for the achievement of Kenya health Vision 2030 include strengthening health service delivery through flagship projects for instance; developing a human resource strategy to balance the supply and demand for human resources in the entire public health sector.

This Expansion Policy focus and strategies involves increasing health personnel and re-orienting them towards provision of preventive health care as envisaged in the sector operation plans; Kenya Essential Package for Health (KEPH) and County health systems which implement county health service delivery programs.

Also considered by KMTC in its operations are other health sector regulatory bodies and the support Acts of Parliament for example: Nursing Council, Clinical Officers Council, Pharmacy and Poisons Board, Medical Laboratory Technicians and Technologists Board etc. These regulatory boards play a significant role in the standardization and quality of health training programs. Physical facilities and human resource requirements are essential in the training and development of competent professionals for health sector.

However, KMTC is challenged in the fulfilment of its mandate since the existing resource requirement and physical facilities have remained the same and cannot accommodate the current high demand of medical and health training. This has necessitated many stakeholders such as Counties wanting to start new campuses for training medical courses without taking into consideration the quality of health care.

This Policy will provide guidelines to various stakeholders including County Governments, wishing to start new campuses for training medical programmes. It will give clear procedures to be considered when setting up new campuses to uphold the quality of health care.

## **2.1 Role of KMTC in the 2010 Constitution of Kenya**

KMTC performs National Functions as per Fourth Schedule (Article 185(2), 186(1) and 187(2), Part 1(16) of 2010 Constitution. This involves developing policies, setting standards and admission criteria for training health workers in Kenya. KMTC has a wider geographical distribution in the 43 out of 47 counties country wide as at December, 2018.

The 2010 Constitution of Kenya provides opportunities and challenges to KMTC as a national training institution for health sector workforce. The resources and decision making are currently being implemented by the County Governments. Therefore, there is need to entrench organizational change and development in the strategy and operations of the institution to keep abreast with changing needs and emerging trends.

There are opportunities and good will from County Governments to open up new KMTCs in the Counties where our presence does not exist. The local leaders who include Governors, Senators, Members of Parliament and County Assemblies and other stakeholders are expected to participate in the establishment of new KMTCs as part of their role in the delivery of health services in their respective Counties. KMTC being a key pillar in the achievement of UHC goals is strategically positioned and will collaborate with the devolved government system to provide training, research and consultancy services in the medical field.

KMTC takes cognizance of devolved government and has developed an Expansion Plan to cover all the 47 counties depending on the continuous national government support to the

College through increased capital budgetary allocation, human resources and infrastructure capacities.

KMTC in its current Strategic Plan (2018-2023), intends to spread its presence to all the 47 counties. This will strengthen quality training and development of health professionals at the local community level, for strengthening health care delivery as enshrined in the 2010 Constitution and Kenya Health Policy 2014-2017 of the health sector.

Based on the current devolved government system, County Governments and KMTC enjoy a symbiotic relationship where both parties have a role to play in the expansion of the College. This is aimed at providing Kenyans with equal access to training opportunities in the health sector.

This will go a long way in the realization of government policies in the achievement of UHC goals and implementation of free maternal health services as enshrined in the Government manifesto.

KMTC through the Board of Directors will continue to put measures in place to bridge the staff gap including secondment of County Staff. That far, the Board has recruited and appointed staff to match with the increasing number of students.

## 2.2 Rationale for the expansion

- i. The Human Resource distribution in health sector remains skewed overall, with some areas of the country facing significant gaps while others have optimum/surplus numbers.
- ii. The distribution of health workforce across counties shows wide disparities. The counties with the highest number of medical workers per 10,000 population are Embu (27.48); Mombasa (22.03); Homabay (18.95); Nyandarua (15.38); and Uasin Gishu (15.37). The counties with the lowest number of medical workers per 10,000 populations are Turkana (2.67); Bomet (2.77); Kisii (2.89); Kajiado (3.67) and Mandera (3.89). Only one county in the country (Embu) has reached the WHO recommendation of 23 health workers per 10,000 populations and is above the global average of 25 health workers per 10,000 populations. (Kenya Health Workforce Report, 2015).
- iii. The College is therefore expected to train adequate competent health personnel in various disciplines in line with Vision 2030 which has identified a 50% human resource short fall needed for improved service delivery as envisaged in the Kenya Health Policy 2014-2030.
- iv. The Constitution of Kenya, 2010 has provided the overarching legal framework to ensure a comprehensive rights-based on health services delivery. The Constitution provides that every person has a right to the highest attainable standard of health which includes reproductive health rights and a right to emergency treatment within Kenya's system of devolved government, hence the need for KMTC to expand training opportunities to aide in training of more health professionals.
- v. With devolution and establishment of Counties, the National government prioritized establishment of a minimum number of health workers in health facilities based on the expected services as defined in the staffing norms. The existing staffs represent only 17% of total requirements according to the Ministry of Health Strategic Plan of 2013-2018.
- vi. Under the devolved system of government, this Expansion Policy promotes social and economic development and the provision of proximate, easily accessible health services throughout Kenya by providing adequate human resources for health.
- vii. This Expansion Policy takes cognisance of the functions assigned to the two levels of governments; National Government to provide leadership in health policy development and County Governments being responsible for county health services.

- viii. This Expansion Policy and guidelines provide strategies to expand KMTC training opportunities due to increased population and government policy on free primary and secondary education. Trends have shown that KMTC can only absorb approximately 25 % of the total applicants leaving out the 75%.
- ix. The current KMTC Strategic Plan has strategies to respond to the 2010 Constitution and devolved health care system. In this regard, the College endeavours to have at least one campus in each of the 47 counties by the year 2022.
- x. KMTC has embraced a culture of quality in the training that has increased demand for our programs in the Eastern and Central Africa Region. This calls for more training opportunities of pre-service programmes at County levels.
- xi. To diversify strategies for revenue generation so as to supplement government grant/ funding for the College.

### 3.0 POLICY GOAL

This Policy seeks to enhance quality training and development of health professionals for strengthening health care delivery in the health sector. This Policy will therefore serve as a guide for expansion of campuses/programs both horizontally and vertically as stated in the KMTC Strategic Plan.

The horizontal expansion will focus on the existing programmes with inbuilt strategies of starting new programmes based on needs identified.

The vertical expansion is mainly transforming KMTC into a degree awarding status on phased structure. The implementation will involve policy shift from the original set up of KMTC as mainly developing middle level manpower for health sector to high level managerial knowledge and skills.

### 3.1 KMTC Expansion Objectives

- i. To respond to health related changing needs.
- ii. To contribute to the implementation of the Kenya Health Policy 2014-2030.
- iii. To strengthen health service delivery through training competent health work force.
- iv. To respond to demographic and epidemiological disease trends.
- v. To market KMTC as a training, research and consultancy institution of choice.
- vi. To promote and strengthen partnership with stakeholders.
- vii. To expand the College's revenue base.
- viii. To avail training opportunities across the borders.
- ix. To reduce human resource gap in the health sector.
- x. Improve quality training through development of guidelines on standard physical facilities.
- xi. To benchmark the training with to the national and international standards.
- xii. To develop competent Human Resource to support training, research and consultancy.

### 3.2 Expansion Policy Statements

To attain the stated goal and objectives of this Policy, there will be need to put in place the following priority actions:

- i. Promote expansion of programs/campuses that meet community needs and expectations by improving and developing facilities.

- ii. Soliciting support from stakeholders without compromising standards by ensuring that infrastructure and human resource requirement have been put in place prior to the commencement of any programme/course.
- iii. KMTC is committed towards achievement of Vision 2030 and Millennium Development Goals requirements through training and development of health professionals.
- iv. Institute guidelines and legal framework governing health care training.
- v. Emphasize the application and use of ICT for health care improvement.
- vi. Address challenges regarding training and development of health professionals.
- vii. Formulate monitoring and evaluation criteria for teaching and learning strategies.
- viii. Address expansion sustainability issues.
- ix. Review the expansion policy every five (5) years for continuing suitability and improvement.
- x. This Policy shall provide guidelines for establishment of new campuses and programmes/courses.

### 3.3 Guiding principles

The development of this Policy on expansion is guided by the objectives of KMTC as mandated by the Government of Kenya.

The fundamental principles are guided by the KMTC Act Cap 261 Section 5(1) and its core functions.

KMTC is therefore mandated to train and develop health workforce for strengthening health services delivery for the nation.

The development of this Policy is therefore guided by the following specific principles:

- i. Both National and County health systems will facilitate the training of students at the proposed sites by identifying training needs and providing opportunities for training.
- ii. The National and County Governments shall endeavour to adhere to the set norms and standards for delivering KMTC training curricula.
- iii. Undertaking an expansion of programs/campuses which are in line with KMTC mandate taking into account the national values, UHC goals, equity, quality and social justice of health to the nation.
- iv. Developing proposals for expansion of programs/campuses that include a statement of the rationale and implementation framework by counties /agencies concerned.
- v. Promoting ethical considerations in collaboration with professional bodies who are the custodian of matters related to health care.
- vi. Sharing information amongst stakeholders in the training and development of competent health professionals.
- vii. Establishment of a clear institutional framework that will support systems of accountability for results by well trained and motivated health personnel.
- viii. Recognize commitment of expansion with counties/agencies that have common interest in training and development of competent health professionals both horizontally and vertically.
- ix. Mutual consultation and cooperation between the National and County Governments and among Country Governments on establishing new campuses.
- x. Expansion of programs/campuses to be endorsed by the relevant Principals or Heads of Departments prior to scrutiny and approval by the Academic Board which will eventually make recommendations to the Board of Directors for ratification.

- xi. Expansion of programs/campuses to be defined in formal, written agreements which will conform to specific criteria defined by the College.
- xii. A clearly defined financial commitment by the National or respective County Governments on the implementation plan of expansion of programs/campuses and guarantee sustainability.

## 4.0 GUIDELINES FOR STARTING A CAMPUS

- i. Approved concept paper and proposal in line with KMTC Strategic Plan; the approval process is as follows:
  - a. There shall be established an expansion committee chaired by the Deputy Director Academics, consisting of Departmental Heads, and any other officer appointed by the CEO which shall from time to time come up with concept paper or proposals for creation of a new campus.
  - b. The concept paper shall be vetted by the KMTC Academic Department coordinated by the Deputy Director in charge of Academics.
  - c. Presentation of the vetted proposal to the Academic Board for consideration.
  - d. Situation analysis (strengths and opportunities) to verify the proposal.
  - e. Presentation of proposal and situation analysis report to the Academic Department.
  - f. Deputy Director Academics (DDA) presents the report to Executive Management Committee for input.
  - g. Presentation of the report to the Board's Academic, Standards and Ethics Committee.
  - h. Presentation to the Board of Directors for final approval.
  - i. Implementation.
- ii. A minimum of 10 acres land with allotment letter/title deed.
- iii. Demonstrate ability to develop needed infrastructure: Source of financing e.g. community, self-financed, Government of Kenya, County Government, development partners & joint partnership.
- iv. Minimum Physical facilities needed;
  - a. Administration Block to accommodate; Principal and Deputies, Administrative Managers, Accounts, Boardroom etc.
  - b. Halls of residence and catering facilities.
  - c. Learning resource centre.
  - d. Tuition block with relevant facilities to the programmes e.g. skills lab, workshops, demonstration rooms, analytical labs, computer labs etc.
  - e. Extra-curricular facilities.
  - f. Availability and accessibility of practical training facilities relevant to the program.
  - g. Office furniture and hostel.
  - h. Campus bus.
  - i. Adequate faculty/staff per programme.
- v. The Board of Directors shall approve a maximum of three (3) campuses per county and where necessary, one (1) additional campus which will be a satellite of the already existing campuses.
- vi. Notwithstanding the above provisions, the KMTC Board of Directors may approve a request from either the National Government Agencies or a County Government requesting the administration to open campuses in their jurisdictions, where such are substantially funded by the requesting Bodies.

## 4.1 Guidelines for Starting New Programs

- i. Presentation of a proposal and for the new program (with approval by the relevant regulatory body where applicable) to the Academic Board for approval.
- ii. Curriculum approval in tandem with the Curriculum Development Policy
- iii. Teaching staff;
  - a. Teaching staff with relevant professional qualifications that shall be approved by the relevant department.
  - b. There should be a minimum of four (4) full time lecturers for a class of forty (40) students which translates into a ration of 1:10 which is the standard for KMTC.
- iv. Facilities to support teaching and learning.
  - a. A minimum of three (3) class rooms/lecture halls.
  - b. One laboratory/demonstration room(s) with relevant equipment.
  - c. Equipped learning resource centre.
- v. Practical attachment areas in line with the professional requirements.
- vi. Equipped lecturers' offices.
- vii. Transport.
- viii. Evidence for sustainability of the program.

## 5.0 SUSTAINABILITY STRATEGIES

Most health training institutions lack key resources necessary for developing competent human resource for health reflecting low managerial priority. There is inadequate supply of resources needed for delivery of quality health care.

For purposes of sustainability, training and development of health professionals require resources and adequate long-term funding. Sustainability strategies are significant to support staff retention and maintenance of quality training.

In order for health training to be sustainable, strategies should not be static. Procedures need to adapt to changing environments and information needs of managers, policy makers and other categories of information users. Human resource capacity must be strengthened with a comprehensive training program to promote a "culture of information" for health improvement at all levels.

Sustainability of the KMTC training campuses shall be achieved through:

- i. Identification of training programs that are flexible and can attract high student population to boost A in A income.
- ii. Resource mobilization strategies e.g. CDF, County Government, LATIF, development partners etc.
- iii. Innovative Income Generating Activities by establishing Enterprise Business Centre in line with the Income Generating Unit Policy and Regulations.
- iv. Training linkages with other external institutions.
- v. Exchange programmes e.g. physiotherapy department.
- vi. Hiring out physical facilities e.g. halls.
- vii. Developing strategies for marketing of programs.
- viii. Lobbying for increased government funding/grants.
- ix. Attracting and retaining competent lecturers through improved terms and conditions of service.
- x. Appropriate and adequate teaching and learning materials/equipment.

- xi. Maintaining high standards of training with quality outputs.
- xii. Providing avenues for progression to higher levels of professional development.

## 5.1 Implementation Framework

- i. Roles and responsibilities in the expansion of programmes/campuses:
  - a. College – provide policy and guidelines on expansion.
  - b. Ministry of Health – provide policy on health care delivery and resource mobilization.
  - c. County Governments – Identification of need and resource mobilization
  - d. Private sector- support resource requirements
  - e. Faith based organizations- support resource mobilization and partner in training.

## 5.2 Estimates for Starting a New Campus

- i. Land - at least 10 acres registered under KMTC. Land in this policy document is not costed since its availability is one of the conditionality for starting a College. Transfer charges of the land Title Deed in the name of the College shall also be met by the county requesting for a new campus.
- ii. There is need to develop needed infrastructure by providing a financial commitment stating source and timing of cash flow whose total should be able to cover the cost of physical facilities as determined (see the Annexes). The total estimated cost for starting a KMTC Campus amounts to Kshs. 216 million.
- iii. The personnel emoluments for both the academic and non-academic staff shall be catered for by both the National and County governments.

## 6.0 POLICY IMPLEMENTATION

### 6.1 Effective Date

- i. This Policy takes effect on the date it is approved by the KMTC Board of Directors
- ii. All programmes existing prior to the review of this Policy shall continue to operate as they were before the Policy became effective and shall in so far as is practical ensure the operations are as per this Policy.

### 6.2 Policy Assumptions

- i. Continuous Government/KMTC financial support as projected in the budgetary allocation (MTEF/Annual Budget).
- ii. Assurance of required student population per class.

### 6.3 Monitoring and Evaluation Criteria for Expansion

The main purpose of monitoring and evaluation is to provide a clear and coherent framework for the implementation of agreed strategies in this Expansion Policy between Counties / agencies and KMTC. It sets the framework for tracking the expansions, implementation and measuring achievements including inputs, outputs and outcomes as well as impact.



## 6.4 Review

KMTC shall ensure that the Policy and its implementation are reviewed after every three (3) years to maintain relevance and appropriateness to the broader objectives of the health sector or earlier as need arises with an aim to enhance efficient delivery of effective outcomes.

**ANNEX I: LIST OF KMTC CAMPUSES PER COUNTY**

Location of campus (County)		Number of campuses existing as at 2012	No. of KMTC campuses opened							Total number of campuses as at May 2019
			2013	2014	2015	2016	2017	2018	2019	
1.	Baringo	1								1
2.	Bomet	0	1							1
3.	Bungoma	2		1						3
4.	Busia	0				1				1
5.	Elgeyo Marakwet	0				1				1
6.	Embu	1								1
7.	Garissa	1								1
8.	Homa Bay	1				1				2
9.	Isiolo	0				1				1
10.	Kajiado	1								1
11.	Kakamega	1				1				2
12.	Kericho	1							1	2
13.	Kiambu	2			1					3
14.	Kilifi	1								1
15.	Kirinyaga	0								0
16.	Kisii	1				1				2
17.	Kisumu	1	1			1				3
18.	Kitui	1			1					2
19.	Kwale	1			1					2
20.	Laikipia	0				1				1
21.	Lamu	0				1				1
22.	Machakos	1	1							2
23.	Makueni	0		1	1					2
24.	Mandera	0						1		1
25.	Marsabit	0								0
26.	Meru	1								1
27.	Migori	0	1		1					2
28.	Mombasa	2								2
29.	Murang'a	1								1
30.	Nairobi	3								3
31.	Nakuru	1				1				2
32.	Nandi	0			2					2
33.	Narok	0								0
34.	Nyamira	0	1							1
35.	Nyandarua	0		1						1

Location of campus (County)		Number of campuses existing as at 2012	No. of KMTC campuses opened							Total number of campuses as at May 2019
			2013	2014	2015	2016	2017	2018	2019	
36.	Nyeri	1				1				2
37.	Samburu	0								0
38.	Siaya	2			1	1				4
39.	Taita Taveta	0				1				1
40.	Tana River	0				1				1
41.	Tharaka-Nithi	0			1					1
42.	Trans Nzoia	0		1						1
43.	Turkana	1								1
44.	Uasin Gishu	1								1
45.	Vihiga	0	1							1
46.	Wajir	0				1				1
47.	West Pokot	0		1						1
	<b>TOTAL</b>	<b>30</b>	<b>6</b>	<b>5</b>	<b>9</b>	<b>15</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>67</b>

## ANNEX II: MAP OF ESTABLISHED KMTc CAMPUSES ACROSS THE COUNTRY

### Map of established KMTc Campuses across the country



**ANNEX III: NEW COURSES AND PROGRAMS INTRODUCED**

<b>Courses/Programs</b>	<b>Year Started</b>	<b>Qualification</b>
Phlebotomy and other Specimen Collection Skills	2013	Short course
Higher Diploma in HIV/AIDS Care and Management	2014	Higher Diploma
Certificate in Environmental Health Sciences	2015	Certificate
Diploma in Health Education and Promotion	2015	Diploma
Higher Diploma in Medical Microbiology	2015	Higher Diploma
Diploma in Orthopedics and Trauma Medicine	2015	Higher Diploma
Diploma in Addiction Management	2016	Higher Diploma
Certificate in Health Education and Promotion for Deaf Persons	2017	Certificate
Higher Diploma in Radiography (Therapy)	2017	Higher Diploma
Higher Diploma in Computerized Technology	2017	Higher Diploma
Higher Diploma in Magnetic Imaging Resonance	2017	Higher Diploma
Diploma in Medical Social Work	2017	Diploma
Higher Diploma in Clinical Medicine and Surgery (Family health)	2018	Higher Diploma
Higher Diploma in Family Health Nursing	2018	Higher Diploma
Higher Diploma in Orthopedic (Orthotics)	2018	Higher Diploma

## ANNEX IV: ESTIMATES OF REQUIRED PHYSICAL FACILITIES FOR A NEW CAMPUS – 50 STUDENTS

PHYSICAL FACILITIES		
a)	Classroom Facilities	Approx Cost (Kshs.)
	At least three with a capacity of 70 students each	6,000,000.00
	A multipurpose hall	11,000,000.00
	Lecture halls (3) with a capacity of 100 students each	12,000,000.00
	Sub total	29,000,000.00
b)	Administration Block	
	Reception and waiting bay	
	Four offices for Nursing Faculty members one for Principal and secretary	
	Board room	
	Deputy Principal's office	
	Accounts office	
	Supplies office	
	General office	
	Sub Total	30,000,000.00
c)	Library	
	Sitting capacity of 300 students	
	Reading tables	
	Librarian's office	
	Sub Total	15,000,000.00
d)	SkillsLab	
	Room measuring at least measuring 30ft x 40ft	15,000,000.00
e)	Computer Lab	
	Measuring 30ft x 40ft	5,000,000.00
f)	Hostels	
	At least 150 rooms	45,000,000.00
g)	Catering	
	Dining hall and Kitchen for a capacity of 300 students	40,000,000.00
h)	Transport	
	College bus	
	Small utility vehicle	40,000,000.00
i)	Teaching Equipment	
	Various	10,000,000.00
j)	Furniture	10,000,000.00
	<b>TOTAL ESTIMATED COST</b>	<b>216, 000,000.00</b>

**ANNEX V: OTHER REQUIREMENTS**

<b>NO</b>	<b>REQUIREMENT</b>	<b>APPROX. COST</b>
1	Kitchen Equipment	5,000,000.00
2	Laboratory (where applicable)	10,000,000.00
3	Demonstration Rooms (where applicable)	1,600,000.00
4	Workshops (where applicable)	1,600,000.00
5	Other Capital Utilities e.g. installation of water, electricity, parking yard, perimeter fencing plus gate, extracurricular, disability mainstreaming facilities etc	5,000,000.00

## APPROVAL

**Title** : Expansion Policy

**Contact** Deputy Director Academics The

**Approval Authority** Board of Directors

**Commencement Date** : May 2019

### SIGNED



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

**15th May 2019**

**Date**





KMTC is ISO 9001:2015 Certified.

**Kenya Medical Training College**


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