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Kenya Medical Training College



HIV & AIDS 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 HIV/AIDS Workplace Policy for use by Management. The KMTc Board is determined to improve access to equitable and 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”. As the Board endeavours to actualize the set milestones which contribute to improving the quality and quantity of essential health care, it is equally cognizant of some challenges for instance inadequate numbers of skilled care providers, HIV/AIDS inter alia which 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

HIV/AIDS remains the greatest threat to humanity, and epidemic which has affected all sectors of development and service delivery. It is against this Background that Kenya Medical Training College is developing this Policy.

During the development of this Policy, KMTC identified certain challenges and gaps which necessitated a comprehensive review to incorporate the emerging issues in the management of HIV/AIDS in the context of the current Kenya National HIV/AIDS Strategic Plan (KNASP, 2010 -2013). This Policy has further been necessitated by the various changes that have taken place, such as the HIV/AIDS Prevention and Control Act 2006, Employment Act 2007, Sexual Offences Act 2006, the Persons with Disability Act, and the Occupational and Safety Act 2007.

The purpose of this Policy is to introduce changes that are envisaged to accommodate the dynamic situation and experiences, as well as addressing coordination and implementation to avert the challenges. In addition, it will provide a monitoring and evaluation framework to drive annual program reviews that conforms to the new KNASP and the Kenya country Performance Contracting Monitoring and Evaluation frameworks.

The College through this Policy is committed to ensuring that its interventions of prevention, treatment, care, support and research actively address the ravages of the epidemic. Furthermore, it is a commitment to the development of a working and learning environment that is free of unfair discrimination, stigmatization of HIV, and where people living with HIV/AIDS are assured of their rights being upheld and protected, and ultimately to ameliorating the impact of HIV/AIDS within the College and its surrounding community.

I wish to call upon the entire College community to support this Policy as we join the national and international community in the fight against HIV and AIDS.



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

ACU	Aids Control Unit
AIDS	Acquired Immune Deficiency Syndrome
ARVs	Anti-RetroVirals
BCCGs	Behaviour Change Communication Groups
CCC	Comprehensive Care Clinic
CUE	Commission for Universities Education
CBO	Community Based Organization
FBO	Faith Based Organization
FM	Frequency Modulation
HBTC	Home Based Testing and Counselling
HIV	Human Immunodeficiency Virus
HTS	HIV Testing and Services
IEC	Information Education and Communication
KAIS	Kenya Aids Indicators Survey
KNASP	Kenya National HIV/AIDS Strategic Plan
KMTC	Kenya Medical Training College
M & E	Monitoring and Evaluation
NACC	National Aids Control Council
NGO	Non Governmental Organization
PEP	Post Exposure Prophylaxis
PLWHA	People Living with HIV and AIDS
PMTCT	Prevention of Mother to Child Transmission
UNAIDS	United Nations Joint Programme on AIDS
VCT	Voluntary Counselling and Testing

DEFINITION OF TERMS AND CONCEPTS

Affected:	A person who is feeling the impact of HIV & AIDS through sickness or loss of relatives, friends or colleagues or a person whose life has changed in any way by HIV & AIDS due to the broader impact of the epidemic.
Aids:	Acquired Immunity Deficiency Syndrome is the latter phase of HIV infection associated with a cluster of medical conditions often referred to as opportunistic infections.
Comprehensive care:	A variety of services given to HIV positive persons that includes treatment, clinical, physical, nutritional and psychosocial support.
Community:	People living, working and studying within Kenya Medical Training College and the surroundings.
Confidentiality:	The right of every person to have his/her medical information including HIV status kept secret.
Discrimination:	Any direct or indirect discrimination against anyone; on the basis of their HIV status and/or one or more, but not exclusive to race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth".
Employer:	Kenya Medical Training College.
Employee:	Any person engaged by KMTC to perform any task with the goal of earning a wage/salary.
Informed consent:	Giving permission without coercion by an individual with full knowledge and understanding of the implications of giving such permission.
PEP:	The administration of antiretroviral medication to a person who has been exposed to HIV or risk of, to prevent transmission of the disease.
Policy:	Kenya Medical Training College HIV/AIDS Policy.
Prevention with Positives:	Any intervention that addresses the specific prevention needs of HIV-positive persons. HIV-positive people should be involved in the planning and implementation of all prevention with positive programs.
Staff member:	All those appointed on College Conditions of Service. (It excludes external contractors, visitors and honorary appointments).
Student:	A person registered at Kenya Medical Training College for purposes of studying of which the possession of a valid College identity card is essential.
The College:	Kenya Medical Training College.
VCT:	Testing an individual for HIV voluntarily with the individual's permission, where such testing includes counseling before and after the test.

1.0 INTRODUCTION

HIV/AIDS remains a major development and social issue. Indeed, the Government of Kenya recognizes that HIV/AIDS epidemic poses a severe threat to the Kenyan economy, with major social and economic impact on individuals, households, communities and society as a whole. Among other things, it has negative implications for the productive capacity of individuals and households as well as accumulation and transfer of human capital between generations. Within the education sector, HIV/AIDS is reducing the availability of financial resources for education and compromising the quality of education. Education is one of the best “social vaccines” against HIV because it equips young people with invaluable tools to increase their self-confidence, social and negotiation skills, improve earning capacity and family well-being, fight poverty and promote social progress (Nziokaet al., 2007). Though young people are the most threatened by the epidemic, they offer the greatest hope for turning the tide against HIV/AIDS.

The College is committed to ensuring that its interventions of prevention, treatment, care, support and research actively address the ravages of the epidemic. Through its core competencies, KMTC aims to ameliorate the impact of HIV/AIDS within the College, and its surrounding community. The fundamental principle at KMTC is that of a comprehensive approach to HIV/AIDS with educational and preventive interventions as the foundation activities to safeguard the interests of KMTC staff and students.

This Policy should be read in conjunction with the KNASP III. Furthermore, this Policy is the College's commitment to the development of a working and learning environment free of unfair discrimination, stigmatization of HIV, and where people living with HIV/AIDS are assured of their rights and dignity being upheld and protected. The College is further committed to applying the same statutes, policies, procedures and regulations to student and employee applicants with HIV/AIDS, as are applied to persons with other disabling conditions.

2.0 RATIONALE

Kenya Medical Training College aims to ameliorate the impact of HIV/AIDS within the College, and the neighbouring community by harnessing its strengths, core competencies and societal values.

The Policy provides an M&E framework to drive annual program reviews that conforms to the new KNASP and the Kenya country Performance Contracting M&E frameworks. Furthermore, the Policy will take into consideration related institutional policies such as the Policy on Gender-Based Violence and Sexual Assault, Policy on Alcohol and Drug Abuse, other relevant national policies and the education sector policy on HIV/AIDS.

The Policy will be the College's commitment to the development of a working and learning environment that is free of unfair discrimination, stigmatization of HIV, and where people living with HIV/AIDS are assured of their rights being upheld and protected. The fundamental principle at KMTC is that of a comprehensive approach to HIV/AIDS, with educational and preventive interventions as the foundational activities to safeguard the interests of its staff, students and neighbouring community. Finally, it is anticipated that the Policy will demonstrate the College's commitment to effective and sustainable programming and align the efforts with the national long term strategy as defined by Kenya's Vision 2030.

3.0 GUIDING PRINCIPLES AND CORE VALUES OF THE POLICY

- Recognition of HIV and AIDS as a workplace and study environment issue: HIV/AIDS is a workplace and study environment issue, and therefore should be treated like any other serious illness or condition, with all parties playing a role in the wider efforts to mitigate the effects and impacts of the pandemic.
- Fighting stigma and discrimination: There should be no discrimination and/or stigma of staff and students on the basis of real or perceived HIV status, and to those affected. This constitutes a major element towards the success of efforts aimed at promoting HIV prevention.
- Gender responsiveness: HIV/AIDS affect and impact women more adversely than men due to biological, socio-cultural and economic circumstances. Thus, the application of all aspects of this Policy should be cognisant of the different needs of men and women, boys and girls.

- **Confidentiality:** There will be no compulsory HIV testing as a requirement for appointments, student admission, or continued training and promotion. The College will observe strict confidentiality about the HIV status of an employee or student. Voluntary disclosure by staff or student will be encouraged within a supportive environment that upholds confidentiality and non-discrimination. No person may disclose information relating to the HIV status of another person without his/her verifiable consent, or in special circumstances, by members of his/her immediate family. The College will not require to learn the HIV status of an individual unless on medical grounds.
- **Access to information:** Every person has a right to relevant and factual HIV/AIDS information, knowledge and skills that are appropriate to their social context.
- **Access to treatment, care and support:** All infected staff, their spouses and dependants will have the right to care, treatment and support within the available resources. Similarly, students living with HIV/AIDS will receive the appropriate care, treatment and support within the available resources. The College shall set mechanisms to address the psycho-social, physical, emotional, educational and spiritual needs for students and staff living with HIV/AIDS, and pay special attention to those with special needs.
- **Involvement with PLWHA:** The involvement of People living with HIV/AIDS (PLWHA) in educating and informing staff and students shall be promoted and encouraged in the College.
- **Partnerships:** The College will seek collaboration and strategic engagements with the government, NGO's, FBOs, CBOs and the private sector in the fight against HIV and AIDS.

4.0 POLICY GOALS, OBJECTIVES AND SCOPE

Goal

The goal of this Policy is to provide a framework for the holistic and comprehensive management of HIV/AIDS as a medical and social challenge in the work and study environment at Kenya Medical Training College.

Objectives

The objectives of this Policy are to:

- Provide sustained support in the national efforts towards the reduction of new HIV infections.
- Provide appropriate care and support for the infected and affected.
- Promote progressive and non-discriminatory working and study environment that is free of stigma and has respect for individual human rights.
- Promote positive behaviour change.
- Empower the College community on issues of HIV/AIDS through Awareness creation.
- Enhance the College's capacity to generate and disseminate new knowledge on HIV/AIDS for the national and global audience.

Scope

This Policy provides guidelines and sets the standards for preventing and managing HIV/AIDS at Kenya Medical Training College. It applies to staff, their spouses and dependants, and students of Kenya Medical Training College. It will also guide outreach services to some of the communities surrounding KMTC campuses.

5.0 THE LEGAL FRAMEWORK

Kenya Medical Training College recognizes the existing legislation within Kenya which applies to HIV/AIDS, and in terms of which this Policy shall be applied.

This national legislation includes, but not limited to:

- i. The Constitution of Kenya, 2010
- ii. Sessional paper No.4 of 1997 on HIV
- iii. HIV and AIDS Prevention and Control Act, 2006
- iv. The Employment Act Cap 2007
- v. The Occupational Safety and Health Act, 2007

International instruments including, but not limited to:

- i. International Convention on Civil and Political Rights
- ii. Convention to Eliminate all Forms of Discrimination Against Women
- iii. Convention on the Rights of the Child
- iv. The Universal Declaration of Human Rights
- v. The Human Rights Charter
- vi. The African Charter of Human and Peoples' Rights.

6.0 POLICY COMPONENTS AND STATEMENTS

6.1 Obligations and Responsibilities of the College

Kenya Medical Training College has an obligation to provide a safe working, study and living environment where employees and students living with HIV and AIDS are free from any prejudice, stigma and discrimination. In addition, to organize awareness and prevention activities for students and staff, aimed at reducing exposure to HIV. To achieve these:

- i. KMTC is committed to protecting the human rights and dignity of people living with HIV/AIDS, and to creating a balance between the rights and responsibilities of those infected and affected.
- ii. Staff and students will not be denied, directly or indirectly, opportunities to further their goals and objectives professionally or academically on the basis of their HIV status.
- iii. KMTC may require a student or staff member to take leave of absence, in the interests of protecting the health and welfare of staff and students. If an individual's HIV status develops any symptoms that pose a health risk to the well being of other students or staff members, normal procedures as stipulated in the Occupational Health and Safety Act 2007, and those regarding leave of absence shall be applied.
- iv. Any special measures taken by the College in respect of a student or staff member's HIV/AIDS status or condition will be based on objective medical facts, and should promote equality, and between HIV/AIDS and other comparable health/medical conditions. It should also not encourage unfair-discrimination between individuals with HIV infection and those without.

- v. Departments or units whose academic and research programs involve risk of exposure to HIV contaminated blood and body fluids are responsible for the education and training of those potentially at risk. Appropriate action will be taken against any student or staff member who willfully undermines the safety, privacy and dignity of another person on the basis of their known or perceived HIV status.

6.2 Obligations and Responsibilities of Students and Staff

Members of Kenya Medical Training College community have the responsibility to protect themselves and others from HIV infection through all means possible and to become informed about all aspects of HIV/AIDS prevention, care and support, and alleviation of impact. To achieve these:

- i. Students and employees living with HIV and AIDS are ethically, morally and legally obliged to behave in such a way as to pose no threat of infection to others. They are urged to continuously seek medical advice to ensure they live a healthy, normal and productive life as possible.
- ii. All members of the College community including those with HIV /AIDS are expected to perform the duties assigned to them. Unless medically justified, no student may use their HIV/AIDS status as an excuse for absence from scheduled classes, assignments and tests, examinations, study/course requirements or other academic activities. Likewise, no member of staff shall use their HIV/AIDS status, unless medically justified, as an excuse for failing to come to work or complete duties.
- iii. A person who knowingly and recklessly places another person at risk of becoming HIV infected commits an offence as outlined under Section 14 of the HIV and AIDS Control Act.

6.3 Education, Prevention and Outreach

The College shall continue to prioritize prevention interventions as key to mitigating the impact of the pandemic through initiatives and activities which inform staff and students of HIV/AIDS issues. The College will promote values and practices that will prevent new infections. To achieve these:

- i. KMTC shall introduce an HIV/AIDS testing and awareness week in the College Calendar. Furthermore, important international and national calendar days and other relevant commemorative days will be used to raise HIV/AIDS awareness and provide education to members of the College and surrounding community.
- ii. KMTC shall ensure that condoms are provided within the College as a preventative measure.
- iii. Staff and students will have access to free VCT services on-campus throughout the year, and the College encourages staff and students to know their HIV status.
- iv. To accelerate uptake of HTS within the KMTC community, outreaches will target the regular student population, and expand to other student groups, staff and members of the surrounding community.
- v. The HBTS strategy will be utilized in the KMTC headquarters and all its campuses.
- vi. Information, Education, and Communication (IEC) materials relating to HIV/AIDS shall be made available to students and staff through the KMTC-ACU Support Units in each campus. Staff members and students will be encouraged to become involved in HIV/AIDS initiatives and activities on campuses and in their communities.

- vii. Conduct behavior change communication through frequent seminars, workshops and public lectures on HIV/AIDS and encourage formation of BCCGs.
- viii. KMTC shall maintain, as part of its website, information on HIV/AIDS activities.

6.4 Staff Employment and Promotion

- i. KMTC shall not require pre-employment or conduct compulsory testing for HIV among staff, but will promote a non-discriminatory workplace in which PLWHA are able to be open about their HIV status without fear of stigma or rejection.
- ii. All staff will be encouraged to go for VCT. The College may implement special VCT programmes to provide scientific information to monitor and assess the impact of the College's HIV/AIDS Policy in order to help with the improvement of existing intervention programmes. Such testing will be implemented within current legal and ethical guidelines.
- iii. The HIV status of a staff member shall not be an adverse consideration for them to be dismissed, denied benefits or their contract or employment discontinued on account of their HIV status, provided they are able to work normally and effectively.
- iv. If and when a staff member with HIV/AIDS becomes medically unfit to continue working under normal conditions, the appropriate provisions in the conditions of service relating to termination of work on medical grounds and standard College disability and incapacity procedures shall be invoked.
- v. The HIV status of staff shall not be a consideration in respect of staff training, development, and promotions and the awarding of any loans or financial advances.
- vi. Any internal transfer of a staff member on the basis of their HIV/AIDS status shall be done with their consultation and best interests.

6.5 Disclosure and Confidentiality

- i. KMTC shall not coerce any staff or student to disclose their HIV status but will treat any disclosure of positive HIV status in strict confidentiality and prohibit discrimination and victimization on that basis.
- ii. When a staff or student voluntarily discloses his/her positive HIV status, the information may not be disclosed to others including management or supervisors without the individual's written consent. However, individuals will be encouraged to consider shared confidentiality in order to enable them to get assistance that they may require.
- iii. Voluntary disclosure of a staff members' or students' HIV status to the appropriate authority is encouraged. Management will ensure an enabling environment in which the confidentiality of such information is ensured and that unfair discrimination is not tolerated.
- iv. Any breach of confidentiality shall be subject to the fullest extent of the legal remedies available, and the College will assist in ensuring that confidentiality is protected.

6.6 HIV/AIDS Mainstreaming/Integration into the Curriculum

With the understanding that currently there is no cure for HIV and AIDS, one key "social vaccine" is knowledge. The College therefore recognizes the need to produce graduates that are competent to deal with the reality of HIV/AIDS and to meet the demands of the society. To achieve these:

- i. KMTC shall provide training on HIV and AIDS to all students, irrespective of their field of study. This will provide each student with the opportunity to raise their awareness of HIV and AIDS which they will cascade.
- ii. Support will be provided to departments and staff to develop and implement plans to mainstream/integrate HIV/AIDS issues into their specific curricula.

6.7 Research

Kenya Medical Training College is expected by the society to be in the forefront in HIV/AIDS research. While the College is committed, and has been undertaking extensive empirical and operational public health, biomedical and social science research on HIV/AIDS, this has not been well monitored, coordinated, monitored and disseminated within the College and beyond. To achieve these:

- i. KMTC shall promote, support and coordinate all ethically and legally compliant research on HIV/AIDS, and shall encourage such research focused on the College community
- ii. KMTC through the ACU shall maintain an inventory of all on-going and completed research and publications thereof, and avail them at their resource facility for easy access to the College community and the wider society
- iii. KMTC shall continuously strengthen the HIV/AIDS research capacity and continue to source funding from all possible sources to support innovative and multi-disciplinary research on HIV/AIDS
- iv. The ACU shall undertake HIV/AIDS related studies to inform sector-specific HIV programmes and facilitate the generation of benchmark indicators for monitoring and evaluating the programmes.

6.8 Implementation, Monitoring and Evaluation

- The ultimate responsibility for the implementation of the Policy lies with the CEO.
- There shall be an Advisory Committee for coordination purposes.
- The Academic, Training, Standards and Ethics committee of the Board shall receive quarterly reports and make recommendations to the Board of Directors.
- KMTC shall facilitate capacity building initiatives for the ACU staff for effective implementation of this Policy.
- The Aids Control Unit will mobilize and manage resources for the implementation of the Policy.
- The ACU shall design, coordinate, implement, manage and monitor the process of implementation of HIV/AIDs programmes in line with the current KNASP Monitoring and Evaluation Framework.
- The ACU will promote collaborations, partnerships and network with key stakeholders to ensure advocacy and implementation of HIV/AIDS activities are mainstreamed into core College functions.
- The ACU will provide quarterly reports to National AIDS Control Council (NACC) using the sectoral HIV mainstreaming and reporting tool.
- The ACU shall integrate strategies and mechanisms for monitoring and evaluating the quality and quantity of programmes, responses to intervention, and efficiency of utilization.
- The ACU shall review this Policy from time to time to ensure it remains relevant to the realities regarding the fight against HIV/AIDS.

ACU COMMITTEE MEMBERS

1. Deputy Director Administration and Finance.
2. College Doctor/Nurse.
3. Head of Gender, Disability and Equity Department.
4. Legal Services Manager.
5. Finance Manager.
6. Performance Contracting, Appraisal and Quality Management Systems Officer.
7. Human Resource Manager.
8. Any other member appointed by the CEO.

APPROVAL

Title : HIV & AIDS Policy

Contact : Deputy Director Finance and Administration

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.

Kenya Medical Training College

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