



KMTTC is ISO 9001:2015 Certified

Kenya Medical Training College



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

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

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

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

In a world that is vast changing and determined to incorporate all persons in development, the issues of disability have recently been gaining recognition worldwide. Deliberate efforts to integrate people with disability into development are central towards achieving millennium development goals. Persons with disabilities are a distinct group whose needs, capacities and aspirations require special attention.

Kenya Medical Training College has committed itself to the provision of necessary opportunities and access to people with disability through various mechanisms. It is expected that this Policy will play a major role in mainstreaming disability within the College. This Policy provides clear guidelines regarding the position of the College with regard to non-discriminatory practices, effective participation, equity and respect to People with Disability.

This Policy complies with other existing local and international initiatives on disability mainstreaming. It provides guidelines on mainstreaming disability into the various programs, services and structures of the College.

With the implementation of this Policy, I am certain the College will provide a conducive environment for work and study. I wish to assure the College community and its entire stakeholders that the KMTC is committed to the full implementation of this Policy.



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

HRM	Human Resource Management
ILO	International Labour Organization
KMTC	Kenya Medical Training College
MDGs	Millennium Development Goals
NCPWD	National Council for Persons with Disabilities
PWDs	Persons with a Disability
SWDs	Students With Disability

DEFINITION OF TERMS

Assistive Devices and Services:	Refers to implements, tools and specialized services, including services of qualified interpreters for the deaf and qualified teachers for the blind, provided to persons with disabilities resulting from impairments. Examples are special software, text phones for the deaf, hearing devices, magnified glasses and wheelchairs among others.
Disability:	Means a physical, sensory, mental or other impairment, including any visual, hearing, learning or physical incapability, which impacts adversely on social, economic or environmental participation.
Disability mainstreaming:	Refers to monitoring and evaluating to ensure that there is non-discrimination of person with disabilities and that there is compliance with the KMTC Disability Policy.
Discrimination:	Any direct or indirect distinction exclusion or restriction based on disability which has the purpose or effect of impairing, nullifying the recognition, enjoyment or exercise, on an equal basis with others. It is the denial of any human rights or fundamental freedom in the political, economic, socio-cultural, and civil or any other field, and, includes use of words, gestures or caricatures that demean, scandalize or embarrass a person with a disability.
Equity in opportunities:	Refers to the degree of fairness in the distribution of human and material resources across the board so that each person regardless of gender or socio-economic background gets a fair share.
Equity:	Refers to the practice of fairness and justice in the distribution of benefits, access to and control of resources, responsibilities, power, opportunities and services.
Inclusion:	Means a philosophy which focuses on the process of adjusting the learning and training institutions and the society so that all individuals regardless of their differences can have the opportunity to interact, play, learn, work and experience the feeling of belonging and develop in accordance with their potentials and difficulties.
Integration:	Refers to the process through which persons with disabilities are educated together to the maximum extent possible in a least restrictive environment.
Rehabilitation:	Refers to a strategy for habilitating and rehabilitating, equalization of opportunities and social inclusion of all persons with disabilities.
College:	Kenya Medical Training College.

1.0 INTRODUCTION

Many people with disability in Kenya, as in most developing countries, live in poverty, have limited opportunities for accessing education, healthcare, suitable housing and employment opportunities. The realization of the Millennium Development Goals (MDGs) and Kenya's Vision 2030 calls for participation of all Kenyans. The Constitution of Kenya provides for and emphasizes on the Bill of Rights in Chapter 4. In line with this, the Government has put in place the National Council for Persons with Disability (NCPWD), a Semi-Autonomous Government Agency charged with ensuring the implementation of the provisions of the Persons with Disabilities Act of 2003. This Act of Parliament provides for the rights, rehabilitation of, and achieving equalization of opportunities for PWDs.

KMTC has developed the Disability Mainstreaming Policy within the framework of the Constitution of Kenya (2010) and in particular Article 54 and the Persons with Disabilities Act, 2003. The College is committed to the provision of necessary opportunities and access to PWDs.

1.1 General Objectives

In order to increase access and ensure friendly and conducive environment for PWDs, the College shall strive to:

- i. Enhance early identification, assessment, intervention, rehabilitation and placement of PWDs in their learning and work environment.
- ii. Promote measures to prevent discrimination against PWDs.
- iii. Increase the participation of PWDs in governance and management of the College.
- iv. Ensure a disability friendly environment in the College.
- v. Encourage and facilitate empowerment of PWDs.
- vi. Ensure learners-centred curriculum and responsive learning systems and materials are friendly to PWDs.
- vii. Facilitate staff, students and service providers to deliver quality services to PWDs.
- viii. Enhance access to quality research, education, training and other activities by PWDs.
- ix. Promote awareness on needs and capabilities of PWDs.
- x. Promote partnerships and collaborations with other stakeholders on PWDs issues.
- xi. Mobilize resources for disability activities.

1.2 Scope of the Policy

This Policy applies to KMTC staff and students with disabilities and covers the following areas:

- i. Human Resource Management (HRM),
- ii. Physical facilities development,
- iii. Students' rights,
- iv. Sports and recreation Rights,
- v. Civic rights, and
- vi. Funds allocation.

This Policy in line with global and national trends shall address issues of access, equity, examinations, retention, transition, relevance and quality of service to PWDs.

1.3 Guiding Principles

This Policy is guided by the following principles:

- i. Professional delivery of service to PWDs for their best interest.
- ii. Equal access to all educational and training opportunities to students with disabilities.
- iii. Equitable access to services that meet the environment needs of individual PWDs.
- iv. Non-discrimination in registration, enrolment, recruitment, promotion and retention.
- v. Barrier-free transition of staff and students through various educational and employment levels in accordance with their disability.
- vi. Holistic realization of the full potential of staff and students with disabilities.
- vii. Protection of the rights and privileges of staff and students with disabilities.

1.4 Rationale

The challenges students with disabilities face regarding their rights and responsibilities when beginning higher education can have implications on their transition if they are not fully prepared for it. These students may need to meet extra cost on documents due their disabilities, personal services (such as personal care attendants), assistive equipment, transportation, and medical expenses related to their disability. Also, these students may take more time to finish their studies and face additional room and board costs.

There may be challenges related to lack of staff and faculty experience in supporting students with disabilities. However, to improve access to quality higher education for students with disabilities, a coordinated approach to optimize resources and knowledge in providing technical assistance is required and recommended.

KMTC will address the broad intervention areas through this Disability Policy: Human Resources Management, Physical Facilities Development, Sporting and Recreation Rights, Students' Rights, Civic Rights and Funds Allocation. These areas are presumed crucial to the self-actualisation of both disabled staff and students.

2.0 DISABILITY INTERVENTION AREAS

To achieve the objectives of Disability Policy, the following areas of intervention shall be initiated:

- i. Human Resource Management
- ii. Physical Facilities Development
- iii. Students Rights
- iv. Sports and Recreation Rights
- v. Civic Rights
- vi. Funds Allocation

2.1. Human Resources Management

- i. No person will deny a person with disability access to opportunities for suitable employment in KMTC.
- ii. A qualified employee with disability will be subject to the same terms and conditions of employment as qualified, able-bodied employees.
- iii. The College will facilitate access to medical facilities for students and staff with disabilities.
- iv. The College will endeavour to reserve five per cent (5%) of all positions in employment for persons with disabilities.
- v. Subject to the provisions of the Employment Act, PWDs shall be eligible for engagement where their disability is not such as to impede their performance in particular occupations for periods for which they are hired.
- vi. The College will take all reasonable steps to ensure that a member of staff who is or becomes disabled or whose disability increases during the course of employment is given every opportunity to remain in employment, provided the disability does not hinder performance of official duties. The College will make reasonable adjustments within available resources to help overcome the practical effects of the disability.

2.2. Physical Facilities Development

- i. According to the PWDs Act (2003), accessibility to buildings by persons with disabilities should be made possible by all stakeholders in the construction industry.
- ii. The College will improve or modify physical facilities or avail special services in ground floors in order to provide access to resources within to the students and employees with disabilities. The modifications shall include provision of ramps, lifts, parking spaces and floor-level toilet seats.
- iii. The College will ensure PWDs are entitled to a barrier-free and disability friendly environment to enable them have access to buildings.

2.3. Students' Rights

- i. The College will ensure that PWDs are given sufficient information about academic programmes to enable them make informed selection decisions. This will include, but is not limited to clear information about programme outcomes, learning and teaching approaches, assessment, professional requirements and support services.
- ii. KMTC will establish procedures and practices to ensure that all SWDs are treated fairly. It will make reasonable adjustments to support SWDs in their learning environment and as far as is reasonable, remove or reduce barriers which prevent SWDs from successful participation in aspects of College life.
- iii. KMTC will not deny admission to a person with a disability to any course of study by reason only of such disability, if the person has the ability to acquire substantial learning in that course.
- iv. KMTC will take into account the special needs of PWDs with respect to the entry requirements, pass marks, curriculum, examinations, auxiliary services, use of school facilities, class schedules, physical education requirements and other similar considerations.
- v. KMTC will take appropriate steps to ensure students who become disabled during their course of study have the opportunity to complete their studies.

- vi. KMTC will strive to provide the same level of adaptation and support comparable to that which is provided to a student who was disabled at the start of the programme and/or through flexible interpretation of the academic programme regulations within the limits of maintaining due academic standards.

2.4. Sports and Recreation Rights

- i. All persons with disabilities will be entitled to the use of recreation and sports facilities in the College.
- ii. KMTC through the College Sports Section will facilitate and ensure that all PWDs are entitled to participate in recreational and competitive events by providing the necessary suitable environment including: equipment, training, medics and transport of the disabled participants to the sports' venues.

2.5. Civic Rights

- i. All PWDs will be entitled to voting rights and privileges as set out in the PWDs Act (2003), while working or studying at the College.
- ii. The College will recognize existing organizations for persons with disabilities and liaise with such organizations when making decisions affecting PWDs in the College.
- iii. The organizations include but are not limited to: Community Based Organizations, Civil Society Organizations, Disabled People Organizations, Faith Based Organizations, and Non-Governmental Organizations.
- iv. The College shall endeavour to provide commensurate services as hire of sign language expert or provision of shuttle/taxi services to cater for the needs of PWDs.

2.6. Precautionary and Safety Measures

KMTC will put in place precautionary and safety measures to ensure that disabled staff and students are not discriminated in their respective places of work and learning.

The College may:

- i. Allocate an annual budget for disability mainstreaming.
- ii. Provide or contribute assistive devices and services.

3.0 MONITORING AND EVALUATION

3.1 Implementation of the Policy

The implementation of the Disability Mainstreaming Policy will be a collaborative effort between the College Management and all departments and sections. There shall be established the Gender and Disability Mainstreaming Committee which shall be responsible for developing, revising and advising on the implementation of this Policy.

The terms of reference for the Committee shall be to:

- i. Develop a policy guide on disability mainstreaming activities.
- ii. Identify disability concerns, needs and priorities and devise ways of addressing them.
- iii. Ensure representation of persons with disability in all the College Issues.

- iv. Collect disability related data to guide in planning and programming in the College.
- v. The Human Resource Committee of the Board shall receive quarterly reports and make recommendations to the Board of Directors

The committee shall comprise of the following members: -

- 1. Deputy Director Finance and Planning– Chairperson
- 2. Human Resource representative – member
- 3. Academic Division representative – member
- 4. Security officer representative – member
- 5. Workers union representative – member
- 6. Legal Manager – member
- 7. Health Unit Rep - member
- 8. Finance Manager – member
- 9. Secretariat - Gender, Disability and Equity Affairs Unit

3.2 Evaluation of the Policy

Monitoring and evaluation of disability programmes will be conducted periodically by the Disability Mainstreaming Committee to ensure efficient and effective implementation of the Policy. Performance monitoring and evaluation tools will be developed to include disability responsive indicators. The Committee will further ensure that data relating to PWDs in the College is updated annually.

The Committee will also monitor both staff and students to evaluate the degree of satisfaction with the services provided and then strive to implement the recommendations made in the assessments.

4.0 POLICY REVIEW

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

APPROVAL

Title : Disability 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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