



Kenya Medical Association

NATIONAL EXECUTIVE

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Ref: KMA/NEC/SRC/NON-PRACTICE ALLOWANCE

Mrs. Anne R. Gitau
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Salaries & Remuneration Commission 6th Floor, Williamson House
4th Ngong Avenue
P.O. Box 43126-00100

7th March 2023

KENYA MEDICAL ASSOCIATION MEMORANDUM ON ADDRESSING THE PROPOSAL BY SALARIES AND REMUNERATION COMMISSION TO ABOLISH NON-PRACTICE ALLOWANCE.

The Kenya Medical Association (KMA) is the umbrella professional association representing doctors in Kenya. KMA was established in 1968 with the twin mandate of championing for the welfare of doctors and advocating for quality health care for all people in Kenya.

Pursuant to these mandates the Association engages with legislators and policy makers at all levels of government to secure improvements to the welfare of our members and the healthcare system in this country.

KMA is in receipt of the invitation for submission of memoranda from SRC on their proposal to review non-practice allowance in the public service and our submission is as follows:

History of non-practice allowance in doctors pay.

Health systems can only function with health workers; improving health service coverage and realizing the right to the enjoyment of the highest attainable standard of health is dependent on their availability, accessibility, acceptability and quality(WHO). The healthcare sector being unique in its impact on both the economy and the population, positions it as a critical sector that should be managed as such.

Poor pay of the health workforce directly impacts retention and is a major cause of substandard healthcare in the public sector. In the 1990s the country saw a deterioration in public healthcare after the industrial actions that saw a significant number of the health workforce leave the public service in droves. The nadir of poor healthcare was in the year 2001.

In 2001 the Kenya Medical Association was concerned about this substandard healthcare particularly in the public sector and noted that the remuneration of doctors was not commensurate with their level of training, their nature of work and the immense responsibilities doctors and other health workers bore in view of the poor state of health infrastructure and service delivery at the time.

President
Dr. Simon Kigundu

Vice-President
Dr. Amos Otara

Secretary-General
Dr. Diana Marion

Assistant Secretary-General
Dr. Elizabeth Gitau.

Treasurer-General
Dr. Lyndah Kemunto

The Kenya Medical Association developed a proposal to address the dismal pay for doctors so as to increase retention rates in the public health sector. This led to the introduction of the Non-Practice Allowance. The NPA has remained relatively unchanged over the years but has been a significant contribution to the doctors pay. However, it was generally understood that no amount of NPA would be adequate to compensate a doctor away from alternative income.

Therefore, the proposal to remove NPA from doctors pay is seen as a direct affront on the profession. To this end the Kenya Medical Association **rejects the proposal to remove Non-Practice Allowance from doctors pay in the public service and advises as follows:**

1. The proposal to abolish the non-practice allowance is in contravention of 'The need to ensure that public services are able to attract and retain the skills required to execute their functions and the need to recognize productivity and performance', key guiding principles that the SRC must consider as it performs its functions as laid down in the constitution. This will instead lead to low retention rates of Doctors and further deterioration of the state of public healthcare in the country. Doctors remain a scarce resource and Kenya is yet to meet the prescribed doctor: patient ratio.
2. SRC should refrain from giving guidance on NPA for contractual payments as it borders on infringement to negotiate a fair wage.
3. According to Article 230(4) of the Kenyan Constitution, the powers and functions of the Salaries and Remuneration Commission should be: To advise the national and county governments on the remuneration and benefits of all other public officers and not to set remuneration. The proposal by the SRC is akin to setting terms for the public officers and is an overstep of their mandate.

Yours sincerely,



DR. SIMON KIGONDU
PRESIDENT

ANNEX



SALARIES AND REMUNERATION COMMISSION



PROPOSAL TO REVIEW NON-PRACTICE ALLOWANCE IN THE PUBLIC SERVICE

INVITATION FOR SUBMISSION OF MEMORANDA

The Salaries and Remuneration Commission (SRC) is established under Article 230 of the Constitution of Kenya, 2010, to; a) set and regularly review the remuneration and benefits of State officers, and b) advise the national and county governments on the remuneration and benefits of all other public officers.

SRC, while reviewing, setting and advising on remuneration and benefits payable in the public service, is guided by principles set out in Article 230(5) of the constitution, and Section 12 of SRC Act, 2011.

Pursuant to SRC's mandate, as set out in Article 230(4) of the constitution, and in line with the principles provided in Article 230(5) of the constitution, and Section 12 of SRC Act, 2011, SRC proposes to review Non-Practice Allowance.

Subsequently, in accordance with Article 10 of the constitution, SRC hereby invites stakeholders and members of the public to submit written memoranda on the proposed review of Non-Practice Allowance in the public service. The submissions should be addressed to the Commission Secretary/CEO and a soft copy sent to info@src.go.ke and allowances@src.go.ke, to be received on or before **Tuesday, 7 March 2023**.

The proposal on Non-Practice Allowance can be accessed at the following SRC website link:

<https://src.go.ke/download/proposal-to-review-non-practice-allowance-in-the-public-service/>

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