

REPUBLIC OF KENYA



MINISTRY OF HEALTH

**INTERNSHIP POLICY FOR
HEALTH CARE
PROFESSIONALS**

FEBRUARY 2020

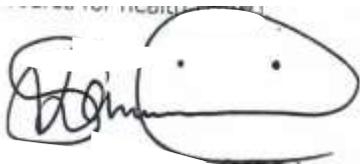
FOREWORD

The Ministry of Health, in an effort to improve the quality of healthcare provision in Kenya, and address a critical resource in the implementation of Universal Health Coverage (UHC), has designed an internship programme aimed at creating opportunities for clinical attachment of graduates from different institutions training health professionals. The clinical placement is competency-based training with the aim of consolidating and integrating knowledge acquired during college studies with clinical and field work to impart the requisite skills for service delivery.

Internship in the health sector is recognized as a compulsory experiential learning, when graduates build upon previously acquired knowledge and experiences by working within a professional work setting. Previously internship placements have been undertaken without a guiding policy or formal support structures in the health sector resulting in inequity in allocation of the available opportunities. This policy will ensure that the internship programme for health professionals is effectively and efficiently managed and monitored to ensure provision of quality health services. Furthermore, it demonstrates the Ministry's commitment to ensuring a health workforce that is competent to provide the highest possible standards of health, in a manner responsive to the needs of the population.

This policy advocates for the establishment of necessary support structures and privileges for all interns. It specifically sets to harmonize the scope, management, coordination and monitoring of internship in both public, faith-based and privately-owned health care facilities in Kenya. Overall coordination will remain with the Ministry of Health through a National Steering Committee.

It is envisaged that the policy will guide the establishment of new training and internship sites. In addition, it will create an opportunity to capture newly qualified graduates from local and international institutions, thereby creating a pool of competent health professionals with the aim of closing the existing gap of human resource for health (HRH).



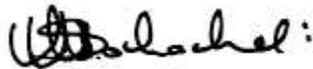
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Executive Summary

This Internship policy for Health care Professionals addresses the uniqueness of internship as a regulatory requirement for various professional cadres within the Kenyan Health Sector. It complements and is implemented alongside the Internship Policy and Guidelines 2016 by the Public Service Commission in Kenya. It is structured to align to the provision of the Constitution of Kenya 2010, Schedule four that defines the functions of the national and county government. Its aligned to the Health Act 2017 and Health Laws (Amendment) 2019.

The national government has the mandate for capacity building and technical assistance to the counties hence Internship programme is a national government function. Its implementation is structured along the coordination system of the national government as well as the county, sub-county and facility health service delivery systems. It lays down the roles and responsibilities of the various actors.

The implementation of this policy will be monitored and evaluated to inform improvement and future policy decisions.



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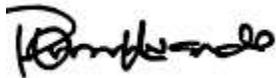
Acknowledgement

The Internship Policy for Health Care Professionals was developed through a participatory process that included a series of consultations led by the Directorate of Health Standards, Quality Assurance and Regulation.

The participation included various Directorates, Departments and Divisions of the Ministry of Health (MOH), County government representatives, the Public Service Commission, Salary and Remuneration Commission, The National Treasury, Ministry of Devolution, training institutions, Professional Associations and regulatory bodies.

I take this opportunity to extend my gratitude to all the MOH staff, other government agencies, development and implementing partners and all other stakeholders who contributed to the development and review of this policy. I particularly appreciate the role played by the team led by Dr Simon Kibias, Dr Lucy Musyoka and Dr Boniface Kimuyu towards finalization of this document.

I wish to extend special recognition and appreciation to Intra health International through its USAID-HRH Capacity Bridge Project, for their support during the process of development of this policy.



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Abbreviations and Acronyms

CECM	County Executive Committee Member
CIC	County Internship Coordinator
CIIC	County Internship Implementation Committee
COC	Clinical Officers Council
COG	Council of Governors
COHO	Community Oral Health Officers
FIC	Faculty Internship Coordinator
FIMC	Facility Internship Management Committee
HODs	Heads of Directorates
ICK	Interreligious Council of Kenya
KHHRAC	Kenya Health Human Resource Advisory Council
KHPOA	Kenya Health Professions Oversight Authority
KMLTTB	Kenya Medical Laboratory Technicians & Technologists Board
KMPDC	Kenya Medical Practitioners and Dentists Council
KNDI	Kenya Nutritionists & Dieticians Institute
KPHA	Kenya Private Hospitals Alliance
M&E	Monitoring and Evaluation
MOH	Ministry of Health
MTEF	Medium Term Expenditure Framework
NCK	Nursing Council of Kenya
NICC	National Internship Coordination Committee
NISC	National Internship Steering Committee
PHOTC	Public Health Officers and Technicians' Council of Kenya
USAID-HRH	United States Agency for International Development- Human Resources for Health
WHO	World Health Organization

Glossary of Commonly Used Terms

Boards and Councils: Refers to the government agencies authorized by law to license and regulate the training and practice of professional health practitioners.

Contract of Service: Means an agreement whether oral or written, expressed or implied, to employ or to serve as an employee for a period of time, and this includes a contract of apprenticeship but does not include a foreign contract of service

Health Professional: An individual who provides preventive, curative, promotive, rehabilitative and palliative health care services in a systematic way to people, families or communities.

Intern: Is a health professional graduate that is undergoing practical supervised training and mentorship in a health institution, recognized by the relevant regulatory Board or Council, in order to obtain registration and a license to practice

Internship: A prescribed period of compulsory hands-on training for health professionals, which is a legal requirement to practice after graduation from an approved training institution

Internship Centers: These are health facilities that are approved and accredited by the relevant regulatory bodies and the Ministry of Health as training centers.

Internship Coordinator: A Senior member of staff responsible for organizing the internship programme at an approved centre, ensuring there is a proper setting and mechanism for supervision and monitoring of performance of the interns.

Internship Mentor: A health professional within a rotation who interacts with interns on a day to day basis for purposes of imparting appropriate attitude, knowledge and practical skills. Mentors are multi-disciplinary

Internship Preceptor: An instructor, expert or specialist who teaches, gives practical experience, counsels, coaches and serves as a role model and supports the growth and development of an intern in a particular discipline for a specified time period, with the specific purpose of socialising the novice in a new role

Internship Supervisor: A head of department/unit where the intern gets his/her training and is the first person in line for responsibility of interns.

Soft skills: Skills that are hard to observe, quantify or measure but are necessary for day to day professional growth (e.g. team work, time management, leadership and etiquette).

1. Introduction

Internship in the health sector in Kenya is recognized as compulsory experiential learning, where graduates build upon previously acquired knowledge and experiences by working within a professional work setting. Internships are designed to allow graduates enhance their professionalism and gain career knowledge through hands-on training for a prescribed period of time. It is also a legal requirement for some cadres of health professionals to undergo internship after graduation from an approved training institution. It is a core component of training to integrate the knowledge received by the graduates during their college studies with the clinical work in a way that will consolidate what they have learned. This will help them in developing and improving their necessary skills to practice and serve the public in a safe and satisfactory way.

Training of healthcare professionals in Kenya began in the pre-independence era. Since then, more formal internship programs for different cadres have been developed. However, internship placements have been done without set guidelines. In addition, the number of institutions and graduates has increased; disproportionate to the placement positions available for interns thus leading to a long waiting period. Further to this, more healthcare professionals' cadres are initiating internship thereby increasing the complexity in management of the internship programmes.

In line with the Constitution of Kenya, 2010 [Schedule 4], Health Act, 2017 and Kenya Health Policy, 2014-2030; capacity building is a function of the National Government while health service delivery is largely a function of the County Governments. This necessitates the development of a policy to guide the smooth implementation of the internship programme.

Completion of an approved internship is mandatory to achieve registration as a practitioner with the relevant regulatory body. As of now, medical officers, dentists, pharmacists, nurses, clinical officers, public health officers, physiotherapists, and Nutritionists and Dieticians undergo internship training in government, private and faith-based institutions. However, there is no policy in place to guide the internship training.

This policy will guide the establishment of new training and internship sites, creating an opportunity to serve newly qualified graduates from local and international

institutions thereby creating a pool of competent health professionals who can be drawn upon to improve the health worker/ population ratio.

1.1 Rationale of the Policy Development

Internship is a legal requirement for registration to practice after graduation. For purposes of planning and projection, this internship policy is vital as the healthcare professional to population ratio is undesirably low. World Health Organization (WHO) recommends a workforce density of 230 health professionals per 100,000 population as it assumes that the relative number of health professionals in a given area is one of the most important determinants of the ability to deliver health services. Kenya is below the WHO recommendations at approximately 169 health professionals for every 100,000 people.

Considering that internship is a legal requirement to practice, the current waiting period by several cadres of staff to undertake internship has resulted in a shortage of health professionals in the sector. To address this, the policy will guide the establishment of new training and internship sites, creating an opportunity to capture newly qualified graduates from local and international institutions and thus create a pool of competent health professionals who can be drawn upon to improve the ratio. Interns are a critical component of human capital, even while still under supervision as they augment quality health service provision in the backdrop of severe staff shortages.

This policy advocates for the necessary support structures and privileges. It underscores the importance of mentorship and hands on skills acquisition where principles of fairness and quality service through standard training are instilled. As interns are from public, private and foreign-based institutions which have different approaches in training, this policy will standardize and harmonize requirements and provisions for the internship programme in the health sector in Kenya.

The policy will ultimately contribute to an improvement of quality of health care in line with Kenya Vision 2030 that seeks to improve the overall livelihoods of Kenyans by providing an efficient and high-quality health service delivery of the highest attainable standards.

1.2 Mandate

The Mandate of this policy is drawn from the existing legislative and Policy framework enacted for various health professionals as enumerated below;

1. The Constitution of Kenya, 2010
2. The Public Service Commission Internship Policy
3. The Kenya Health Policy, 2014-2030
4. Health Act, 2017
5. The Kenya Medical Practitioners and Dentists Act, CAP 253
6. The Pharmacy and Poisons Act, CAP 244
7. The Nurses Act, CAP 257
8. The Clinical Officers Training, Registration and Licensing Act 20 of 2017
9. The Public Health Officers (Training, Registration and Licensing) Act No.12 of 2013
10. The Physiotherapists Act No. 20 of 2014
11. The Nutritionists and Dieticians Act, CAP 253b
12. The Medical Laboratory Technicians and Technologists Act ,1999, CAP 253a
13. Any other law or policy that may come into effect.

Additionally, this policy operationalizes the Internship Policy for the Public Service as outlined in sections 2.5.1 and 3.2 in the aforesaid policy.

1.3 Scope of Internship Policy

The policy shall apply to all health professionals for whom internship is a legal requirement. Graduates trained from recognized training institutions within and outside Kenya will be eligible for internship deployment once cleared by their respective regulatory bodies.

2. Policy Direction

2.1 Overall Goal

The goal of the policy is to attain a well-managed internship programme for all health professionals to ensure effective and quality healthcare service delivery.

2.2 Main Objective

The main objective of the policy is to harmonize internship programme in the health sector in Kenya through a unified management approach.

2.2.1 Specific Objectives

- i) Define the scope of the internship training
- ii) Enhance professional competence among graduates contributing to graduates' professional development and employability
- iii) Ensure the legal requirement for registration by professional bodies are fulfilled
- iv) Define the roles and responsibilities of the stakeholders/ actors during internship
- v) Improve coordination, collaboration, management, monitoring and evaluation of internship programme.

3. Policy Guidelines

3.1 Policy Issue Concept

This policy is developed on the basis of the principles laid out in the Constitution of Kenya, 2010, Chapters 6 and 13 as follows;

- a) Leadership and integrity
- b) Objectivity and impartiality in decision making, and in ensuring that decisions are not influenced by nepotism, favoritism and other improper motives or corrupt practices while regarding equity
- c) Gender and sensitivity to marginalized or disadvantaged groups
- d) Transparency, provision of accurate and timely information
- e) Dignity
- f) High standards of professional ethics, excellence and quality
- g) Consistency with other relevant legislation
- h) Fiscal responsibility; accountable, effective, efficient and economic use of resources.

3.2 Policy Statements

3.2.1 Internship training

There is hereby established internship program to guide training of health professionals as prescribed by the various Acts of parliaments that regulate their practices.

3.2.2 Internship Duration

The internship period shall be as per legal requirement of each professional body. This period will be subject to review from time to time. Placement of interns will be continuous throughout the year in a coordinated manner. This period may be extended in exceptional circumstances in consultation with respective regulatory bodies and the parent ministry.

3.2.3 Internship Training Centres

Internship training centers shall be undertaken in institutions gazetted for this purpose by the Cabinet Secretary of Health following accreditation by relevant regulatory bodies. Inspection of facilities for purposes of accreditation to ensure adherence with established norms and standards will be jointly coordinated by Kenya Health Professions Oversight Authority (KHPOA).

3.2.4 Compensation of Interns

Internship shall be considered part of pre-service training; hence interns within the government-funded Programme shall be provided with a compensation package, in a form of a stipend, on a monthly basis for the entire placement period. This is to enable them meet their basic needs as they provide critical service within the public sector and contribute significantly to the delivery of health care. The compensation package for Government-funded interns deployed in public health institutions shall be harmonized across all counties.

For purposes of planning, training institutions and regulatory bodies shall be required to submit to the National Internship Steering Committee (NISC), internship projections over a three-year period alignment to the MTEF budget process. The Ministry of Health in collaboration with the Public Service Commission (PSC) shall establish the authorized staff establishment for all cadres of interns.

3.2.5 Waiver of Internship

Internship for health professionals may be waived in line with the regulatory bodies' guidelines and legal instruments.

3.2.6 Internship Management Committees

The following committees shall be established for purposes of management of the internship programme;

3.2.6.1 National Internship Coordination Committee (NICC)

The following shall constitute the membership of the NICC:

1. The Director General for Health or alternate shall be the Chairperson of the Committee
2. Head of Human Resource Management and Development in the Ministry of Health will be the Secretary of the Committee
3. One (1) Representative from Council of Governors (CoG)
4. One Representative of County Directors of health
5. One (1) representative from KHPOA
6. One (1) representative from Kenya Health Human Resource Advisory Council (KHRAC)
7. One (1) representative from Kenya Private Hospitals Association
8. One representative of universities/colleges responsible for training health professionals
9. One (1) representative from middle level colleges training health professionals
10. One (1) representative from Faith Based Institutions that offer internship Programme.

3.2.6.2 County Internship Implementation Committee (CIIC)

The following members shall constitute the CIIC:

- i) County Director of Health, who will be the Chairperson
- ii) Head of Human Resource Management and Development in the county will be the Secretary of the Committee
- iii) One person representing the interest of the public
- iv) One representative from the private health sector

3.2.6.3 Facility Internship Management Committee (FIMC)

The following members shall constitute the FIMC:

- i) Head/ in-charge of the internship centre who will be the Chairperson
- ii) Officer in charge of Human Resource who will be the Secretary.
- iii) Facility Internship Coordinator

- iv) Heads of health professionals undertaking internship in the internship centre.

3.2.7 Professional Liability

All Interns should be supervised at all times. Therefore, the specific internship institutions under which the intern is assigned shall be liable for the actions and omissions committed by the intern in the exercise of his/her profession. However, the institution shall not be liable for acts committed through personal responsibility and negligence of the intern. All interns will be expected to have an indemnity insurance cover.

3.2.8 Intern Entitlement and Terms of Engagement

An intern will be entitled to the following:

- i) Sick leave as applicable in the prevailing employment and labour laws;
- ii) Compassionate leave as applicable in the prevailing employment and labour laws; and

The period of engagement shall be on the basis of contract of service in line with the respective legal framework. Interns will not be charged internship fees by any health facility and regulatory bodies. Aggrieved interns will be free to submit their concerns to the County Internship Implementation Committee. The National Internship Coordinating Committee shall advise on cases of interns who for one reason or the other are not able to complete the internship as prescribed by their respective regulatory body and who will therefore not be eligible for employment.

3.2.9 Employment

Employment after internship shall be subject to availability of vacancies in the health sector.

4 Roles & Responsibilities/ Obligations

4.1 Preamble

This policy outlines various roles and responsibilities of the various actors who shall be involved in the internship programme as indicated below.

4.2 The National Internship Coordination Committee

The Committee shall be the overall organ in charge of regulating the matters relating to the internship programme. It will have the following responsibilities;

1. Determine and publish the internship programme schedules
2. Approving and publishing the number, distribution and placement of interns to various gazetted internship centers
3. Receive and deliberate on both Financial and Technical quarterly Internship reports to the National Internship Coordinating Committee.
4. Receive the county reports of interns who have successfully completed the stipulated internship period and forward to the regulatory bodies for recognition.
5. Receive the county reports of unsuccessful interns, deliberate on the recommendations from the County Internship Management Committee and make appropriate recommendations to the relevant regulatory bodies
6. Monitor, review and evaluate the implementation of this policy
7. Disseminate the policy document and other relevant guidelines to key stakeholders
8. Promote best practices, innovation, harmony across cadres to promote teamwork

The committee shall determine their conduct of business in accordance to best governance practices.

4.3 County Internship Implementation Committee

There shall be a County Internship Implementation Committee that shall provide

oversight on the implementation of the Internship program.

The committee will have the following responsibilities;

1. Coordinate and supervise the internship programme
2. Submit both Financial and Technical quarterly Internship reports to the National Internship Coordinating Committee.
3. Preside over the welfare of the interns, including facilitation to access reasonable accommodation for ease of access and security purposes
4. Receive and deliberate over the administrative and disciplinary matters of referred cases from facilities
5. Arbitrate as an appeal body for interns where required and communicate the outcome of the appeal to the National Internship Coordinating Committee
6. Receive and deliberate on complaints by interns
7. Ensure the standards and quality of internship training as per the regulatory bodies' guidelines are maintained
8. Receive reports on the final assessment reports from internship centers within the County.

4.4 Facility Internship Management Committee

There shall be a Facility Internship Management Committee in all internship centres that shall meet at least quarterly with a two-third quorum.

The committee will have the following responsibilities;

- 1) Coordinate and supervise the internship programme within the facility
- 2) Preside over the welfare of the interns and ensure that all interns are supervised at all time.
- 3) Preside over the administrative and disciplinary matters and escalate to relevant authorities
- 4) Preside over the final assessment of the interns
- 5) Receive and deliberate on complaints of interns
- 6) Ensure the standards and quality of internship training as per the regulatory bodies guidelines are maintained
- 7) Develop and transmit reports on the internship program to the County

Internship Coordination Committee.

4.5 Facility Internship Coordinator

The facility Internship Coordinator will have the following responsibilities;

- 1) Ensure all the interns in the internship centre are inducted and orientated at the beginning of their internship period
- 2) Prepare a master rotation for the interns
- 3) Ensure that the interns are provided with necessary educational support and a conducive work environment during their entire training period
- 4) Validate the internship logbook at regular intervals and ensure documentation of the competencies are complete
- 5) Collaborate with the leadership of the internship centre and the National Internship Coordination Committee to ensure successful implementation of the internship program
- 6) Ensure the overall welfare of interns in the internship centre and ensure they are supervised at all time.
- 7) Present to the CICC a report on the internship program periodically

Facility Internship Management Committees in the National Health Referral facilities will report to the National Internship Coordinating Committee.

4.6 Head of Facility Department (HOD)/ Supervisor

The Head of Department (HOD)/ Supervisor's responsibilities are:

- 1) Induct and orientate the interns within the department
- 2) Respond to the educational needs of the interns and facilitate teaching and learning
- 3) Attest to the acquisition of the expected level of competency by intern at the end of the training in that particular department and ensure comprehensive completion of the necessary entries in the Interns' Logbook.
- 4) Aid the intern in acquiring soft skills, communication and documentation in addition to competencies in their respective fields
- 5) Identify areas where the intern may not have acquired the requisite

competency and suggest corrective measures.

- 6) Ensure adherence to occupation and patient safety standards.
- 7) Assist the intern in learning the importance of ethics and professionalism
- 8) Conduct investigations on instances of professional misconduct raised against an intern and advise accordingly.

The specific responsibilities of the HOD's for different cadres are further elaborated in the guidelines of the respective regulatory bodies.

4.7 Facility-Based Intern Mentor/ Preceptor

The Mentor/ Preceptor will have the following responsibilities;

- 1) Interact with interns on a day to day basis for purposes of imparting appropriate attitude, knowledge and practical skills
- 2) Monitor interns adherence to the set rules and regulations
- 3) Aid the intern in acquiring soft skills, communication, documentation and competencies in their respective fields
- 4) Respond to the educational needs of the interns and facilitate learning
- 5) Ensure that common precautions observed in the internship centres are learnt and followed by the intern to ensure safety of self, clients and present staff during the training process
- 6) Assist the intern in learning the importance of ethical and legal procedures
- 7) Guide the interns in the realization of their learning objectives. The mentor must give each intern individual attention
- 8) Address the welfare of the intern
- 9) Contribute to the appraisal of the interns by the Internship Supervisor.

The specific responsibilities of the Mentor for different cadres are further elaborated in the guidelines of the respective regulatory bodies.

4.8 Obligations of an Intern

The obligations of an intern shall include the following:

- 1) Gather the relevant documents required to facilitate the internship training and present them to the supervisor as per the guidelines of the regulatory bodies
- 2) Complete internship as per the guidelines provided by the regulatory bodies
- 3) Adhere to all the rules and regulations as shall be stipulated by the Ministry of Health, County and Facility coordinating mechanisms, the code of professional conduct, regulatory boards and the rules of the internship centres as long as they are part of the internship program.
- 4) Maintain a professional demeanour and conduct including promoting harmony, teamwork and innovation across cadres
- 5) Seek guidance/ opinion of their supervisor/ mentor in decision making
- 6) Cover the entire Intern's Logbook with daily documentation as per the requirements
- 7) Will ensure that they have a medical and indemnity insurance cover

The specific responsibilities of the interns of different cadres are further elaborated in the guidelines of the respective regulatory bodies.

4.9 Regulatory Bodies

The Regulatory bodies will have the following responsibilities;

- 1) Develop programs consistent with the fulfilment of the learning objectives for the internship program
- 2) Review the duration of internship
- 3) Develop the norms and standards as an evaluation criteria for the internship program
- 4) Accreditation, revocation and suspension when necessary of internship centres
- 5) Undertake periodic inspection of established internship centres for the purposes of retention of accreditation

- 6) Set the criteria to be fulfilled by applicants to be allowed to undertake internship
- 7) Administer pre-internship examination where necessary
- 8) Issuance of provisional internship licenses
- 9) Develop mentorship, training guidelines and log books for assessment of internship
- 10) Registration of health professionals after due successful completion of internship
- 11) Dissemination of code of professional conduct and collaboration with the respective internship committees to institute disciplinary measures including professional negligence.

5. Policy Implementation

5.1 Institutional Framework

The following institutions will be responsible for implementation of this policy:

- 1) Ministry of Health
- 2) The National Treasury
- 3) Ministry of Public Service, Youth and Gender
- 4) Public Service Commission
- 5) County Governments
- 6) Health Professional Regulatory and advisory bodies
- 7) Accredited Internship Training Centres.

5.2 Implementation Responsibilities

1. Ministry of Health

- Planning and coordination for internship program
- Monitor quality of internship centres in collaboration with Regulatory Bodies
- The principal secretary appoints the National Internship Coordinating Committee members

2. The National Treasury

- Financing the management and coordination of the internship programme and payment of stipends to Government-funded interns.

3. Public Service Commission

- Overall coordination of the Government internship programme and providing for the authorized establishment of interns.

4. County Governments

Providing an enabling environment for internship. This will include facilitating or supporting interns to access the facility. Further, the county governments will maintain the quality of internship centers under their jurisdiction.

- The Chief officer Health to appoint the County Internship Implementation Committee

5. Regulatory and advisory bodies
 - Design, develop and monitor internship program as per their respective mandates.
6. Gazetted internship training centres
 - Providing an enabling environment for training of interns.
7. Private Health Facilities
 - Provide an enabling environment for internship and provide stipends to interns

5.3 Tools for Implementation of the Policy

This policy shall be used in line with other relevant policies, rules and guidelines including but not limited to:-

1. The Constitution of Kenya, 2010
2. The Health Act, 2017
3. The Health Laws (Amendment) 2019
4. Kenya Health Policy, 2014-2030
5. Internship Policy and Guidelines for the Public Service, 2016
6. Human Resource Policy and Procedure manual
7. Regulatory Statutory Acts and Internship Guidelines
8. Internship Implementation Strategy
9. Any other law that may come in force
10. Kenya Health Sector Human Resource Strategy

6. Monitoring and Evaluation

6.1 Preamble

An effective monitoring and evaluation (M&E) system is critical for the successful implementation of the internship policy. The system shall be put in place to promote evidence-based decision making involving stakeholders at all levels. Effectiveness of the framework put in place to monitor and evaluate this policy shall depend on the coordinated action of MOH.

In this regard, the MOH shall work closely with county governments, relevant line ministries, regulatory agencies and other stakeholders to ensure that there is an effective implementation of this policy. Further, it shall be expected that the partners shall develop their own frameworks and guidelines to monitor the activities that they will be implementing. The M&E system shall, therefore, seek to encourage communication between different stakeholders involved in national as well as county needs.

The MoH, with the relevant stakeholders, shall identify the appropriate and verifiable indicators for purposes of monitoring and evaluation of implementation of this policy.

6.2 Policy Review

The coordination committee, upon consultation with relevant stakeholders, will undertake review of the policy with a view to address emerging issues every five years.

Appendix: List of Existing Regulatory Bodies

1. Clinical Officers Council
2. Kenya Medical Practitioners and Dentists Council
3. Kenya Medical Laboratory Technicians & Technologists Board
4. Nurses and Midwives Council of Kenya
5. Pharmacy and Poisons Board, Kenya
6. Public Health Officers and Technicians' Council of Kenya
7. Radiation Protection Board
8. The Physiotherapy Council of Kenya
9. Kenya Nutritionists & Dieticians Institute.