

## Moi University petitions Senate over staff shortage, low funding



*Prof. Lukoye Atwoli, Dean, School of Medicine presenting the Memorandum before the Senate's Committee on Health on Tuesday September 25, 2018 at the College of Health Sciences, Moi University*

Moi University has petitioned the National Senate's Committee on Health to advocate for lifting of the employment freeze in higher education and push for increased resource allocation to the Institution in order to address the shortage of staff and low funding for operation, research and staff training.



Presenting the Memorandum during the Committee's Session chaired by Senate Majority Leader, Kipchumba Murkomen at Moi University College of Health Sciences (MUCHS) in Edloret town on Tuesday September 25, 2018, Dean, School of Medicine, Prof. Lukoye Atwoli, said there has been no new appointments leading to overwork and burn out.

"This is worsened by discrimination in implementing the KMPDU 2017 salary awards to medical doctors, in that doctors in the Universities (MUCHS) have not been paid the negotiated enhanced allowances," said Prof. Atwoli, in the presentation he made on behalf of the Principal, College of Health Sciences, Moi University.

Prof. Atwoli argued that despite the University doctors performing the same roles as those in civil service or even more as they are instructors, they are not considered whenever there is a review in salaries or allowances.

"This has led to a situation whereby postgraduate students are earning more than their lecturers and has led to a state of low morale among University clinical staff. In addition, it will henceforth be very difficult to attract doctors from the industry to medical schools," added Prof. Atwoli.

In the Memorandum, the University also asked the Senate through the Committees on Health and Education to engage the Commission for University Education (CUE) to review the appointment and promotion guidelines for doctors, taking into consideration the unique model of their training, registration and licensing. This, he argued, would ensure that teaching in the University attracts the best and brightest in the profession.

In addition, he proposed to the Senate to advocate for the creation of a centralized mechanism for managing human resources for health in the form of a Health Services Commission, in order to more properly and comprehensively manage the health workforce.

Prof. Atwoli further highlighted how negatively the current taxation and immigration laws and regulations are threatening the continued success of the collaborations between the College of Health of Sciences, Moi Teaching and Referral Hospital and North American Universities and other health institutions.

He noted that the KRA regulations requiring local taxation lead to double taxation, and implementation of stringent immigration rules including the high cost of work permits for academics on exchange programmes have discouraged the international partners to the extent that some are considering winding up their activities which are crucial for most the University's programmes in care, teaching and research.

Prof. Atwoli also urged for urgent need for regional referral facilities to serve clusters of counties to reduce congestion at the national hospitals.



“Existing Referral Hospitals need significant resources and have had little replacement of infrastructure since the late 1970s. We would like to request the Senate to legislate and push for setting up of Regional Referral Hospitals under the national Government in order to decongest the few National Hospitals and improve access to specialized health services,” he noted.

Senator Murkomen said since all Senators have interest in the raised matters, the Committee on Health will facilitate a meeting of the whole Senate to deliberate and consider them.

The Senate Majority Leader also promised that the Committee on Health will meet with the Universities to deliberate further on the matter of taxation and unfair immigration regulations.

“I want to promise that as the Senate, we shall also lobby the national Government to provide funding to the Uasin Gishu County to build a level 5 Hospital to ease congestion at the Moi Teaching and Referral Hospital,” said Senator Murkomen.