



MINISTRY OF HEALTH



**KENYA HEALTH PROFESSIONS
OVERSIGHT AUTHORITY**

KHPOA

*Transforming Health Provision for
Quality and Ethical Care*

KENYA HEALTH PROFESSIONS OVERSIGHT AUTHORITY



NEWSLETTER

2023/2024 - 2024/2025

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1. MESSAGE FROM THE CEO

The Kenya Health Professions Oversight Authority (KHPOA) is established as a body corporate under part VI section 45 of the Health Act No. 21 of 2017. The functions of the Authority are fundamentally oversight/regulatory in nature and serve to protect the public from harm, ensure provision of ethical and quality health care services.

It gives me great pleasure to present this edition of the Kenya Health Professions Oversight Authority (KHPOA) Newsletter, highlighting our key milestones and achievements for the Financial Years 2021/2022 and 2022/2023.

Over the past two financial years, the Authority has continued to make significant progress in strengthening regulatory oversight, enhancing inter-council collaboration, and promoting professionalism and accountability within Kenya's health sector. These achievements reflect KHPOA's unwavering commitment to its mandate of ensuring quality and ethical health service provision to all Kenyans.

During the period under review, KHPOA coordinated joint inspections in collaboration with health regulatory boards and councils and the Ministry of Health to promote compliance and uphold standards across training institutions and health facilities. The Authority also convened consultative forums and capacity-building sessions that fostered stronger partnerships, dialogue, and alignment among key stakeholders.

In addition, the Authority enhanced its public engagement and visibility through strategic communication and digital platforms. This strengthened our connection with stakeholders and the public, reaffirming KHPOA's role as a trusted oversight body within the health professions landscape.

The Authority remains committed to transforming health provision for quality and ethical care, guided by principles of transparency, collaboration, and excellence. I extend my sincere appreciation to the Board, partners, and stakeholders for continued dedication, support, and shared vision in advancing the Authority's mission.

Together, we shall continue to build a resident health system that is accountable, professional, and responsive to the needs of all Kenyans.

Dr. KIOKO Jackson K., OGW, MBS, EBS
Chief Executive Officer
Kenya Health Professions Oversight Authority





Editorial advisor:

Editor: Sophie Waihenya

Contributors:

Departmental Heads

Vivian Aluso

About the Newsletter

The KHPOA Newsletter is a periodic publication by the Kenya Health Professions Oversight Authority (KHPOA) that highlights the Authority's key milestones, activities, and engagements across the health sector.

This edition covers the Financial Years 2023/2024 and 2024/2025, capturing KHPOA's continued efforts in strengthening oversight, promoting accountability, and enhancing collaboration among health regulatory bodies.

Through this publication, we aim to keep our stakeholders, partners, and the public informed of our progress in transforming health provision for quality and ethical care.

EDITOR'S NOTE

Dear readers,

It is my pleasure to present the first edition of the Kenya Health Professions Oversight Authority Newsletter highlighting key activities and achievements for the financial years 2023/2024 and 2024/2025. This period marked steady progress in fulfilling our vision of ensuring quality and ethical health provision across the country.

Through collaboration and dedication, the Authority strengthened partnerships, enhanced regulatory oversight, and promoted awareness among health professionals and the public. These efforts reflect our continued commitment to accountability, professionalism, and improved service delivery in the health sector.

We hope you find this edition useful and engaging. As always, your feedback and suggestions are highly valued. Please do not hesitate to reach out to us at info@khpoa.go.ke

Thank you.

SOPHIE WAIHENYA
Head Corporate Communications



A team of inspectors headed by the CEO KHPOA, Dr. KIOKO Jackson during the assessment of Belbur Dispensary in Nakuru County

MILESTONE 1: COORDINATION OF JOINT HEALTH INSPECTIONS

The Kenya Health Professions Oversight Authority (KHPOA) coordinated joint inspections of health facilities and assessed for compliance training institutions and internship centers during the 2023/24 & 2024/25 period. Through these inspections, the Authority reinforced its oversight role in ensuring health services meet the required standards of patient safety, practitioner competency, and institutional compliance.

Key highlights include:

- Coordinated inspections of 3,152 health facilities in FY 2023/2024 and 2,404 in the FY 2024/2025 for compliance in professional standards and ethical practices
- In collaboration with the Ministry of Health, the Authority assessed 76 training institutions offering health courses for previously unregulated health professional cadres in FY 2023/2024, and 153 institutions in FY 2024/2025, to determine compliance with training professional standards.
- During FY 2023/2024, the Authority inspected 32 internship hospitals to

assess compliance with set internship standards by the respective health regulatory boards and councils. In FY 2024/2025, the Authority assessed 90 internship hospital.

- In addition, the Authority strengthened partnership with county governments and professional regulatory bodies to implement recommendations of inspection findings and enforce compliance.

This milestone aligns closely with KHPOA's mandate to "coordinate joint health inspections" and underscores the Authority's commitment to "Transforming health provision for quality and ethical care.



Joint team of inspectors pose for a group photo during the assessment of Kericho Level 5 Hospital

MILESTONE 2: STAKEHOLDER ENGAGEMENTS



The KHPOA CEO Dr. Kioko Jackson pose for a group photo with heads of training institutions during a training institutions consultative forum held on 7th January 2025 at Weston Hotel, Nairobi

During the FY 2023/24 and 2024/25 period, the Kenya Health Professions Oversight Authority (KHPOA) enhanced collaboration across the health sector through targeted stakeholder engagements. These engagements reflected the Authority's ongoing commitment to strengthening partnerships, promoting transparency, and fostering a shared vision for quality and ethical health-care provision.

A key highlight of the year was a strategic consultative meeting held on 7th February 2025, where the Chief Executive Officer, Dr. Jackson Kioko, led discussions with leadership from various training institutions offering health courses for previously unregulated health professional cadres. The session focused on aligning training standards with national regulatory expectations and

ensuring that institutions produce competent, ethically grounded health professionals. The consultative forum provided a platform to share best practices, review curriculum alignment, and identify areas requiring further capacity support.

To further strengthen collaboration, the Authority convened a Stakeholders' Workshop on the development of a Duplicate Register on 26th March 2025. This session brought together representatives from health regulatory boards and professional associations to validate the structure and functionality of the duplicate register, a crucial tool for harmonizing registration data across different professional cadres. The meeting underscored KHPOA's dedication to promoting accountability, traceability, and accuracy in health-professional records.

Additionally, KHPOA maintained strong working relations with the Council of Governors (COG), holding several joint engagements to ensure coordinated implementation of regulatory functions between national and county governments. These forums helped identify emerging challenges in health-facility oversight and fostered consensus on strengthening joint inspection mechanisms and compliance frameworks at the county level.

The Authority also held round-table meetings with CEO's of health regulatory boards and councils, where discussions centered on harmonizing approaches to registration, licensing, and standards for all

health professional cadres. Through these sessions, KHPOA continued to play its pivotal coordination role, building bridges among professional regulators and ensuring that all health practitioners operate within a unified, transparent, and ethical regulatory ecosystem.

These engagements reflect KHPOA's steadfast belief that effective regulation thrives on collaboration. By fostering open dialogue with training institutions, regulatory councils, associations, and devolved units, the Authority continues to strengthen Kenya's health governance landscape in pursuit of its vision of "Transforming health provision for quality and ethical care."

STAKEHOLDER ENGAGEMENT PHOTOS



The CEO KHPOA Dr. KIOKO Jackson during a stakeholder engagement with TVETA



The Chairperson of Kenya Health Professions Oversight Authority, Dr. Amit Thakker, alongside CEO KHPOA Dr. KIOKO Jackson Kioko, Dr. David Kariuki, CEO of the Kenya Medical Practitioners and Dentists Council, and Dr. Stanley Khainga, Chair, during a consultative meeting to delve into strategies for strengthening the regulatory framework for healthcare professionals and facilities in support of Kenya's Universal Health Coverage agenda



The CEO KHPOA Dr. KIOKO Jackson during the commemoration of Mortician Recognition Day at Masinde Muliro University of Science and Technology



The CEO KHPOA Dr. KIOKO Jackson during the Kenya Medical Social Workers Association 10th National Training Workshop in Meru County.



Principal Secretary for the State Department for Public Health and Professional Standards, Mary Muthoni pose for a group photo with Chairpersons and CEOs of Health Training and Regulatory Agencies during the 3rd Mary Muthoni Round Table Consultative meeting

MILESTONE 3: REGISTRATION AND LICENSING OF HEALTH PROFESSIONALS



In fulfillment of its core mandate to ensure that all health practitioners in Kenya are duly recognized and regulated, the Kenya Health Professions Oversight Authority (KHPOA) achieved a major milestone during the FY 2023/24 and 2024/25 period through the recognition, registration and licensing of previously unregulated health professional cadres.

Following a public notice issued on 30th January 2023, the Authority officially recognized 16 health professional cadres and directed all respective practitioners within these categories to apply for registration and licensing with KHPOA. This marked a significant step toward integrating every recognized and registered health worker into the national regulatory framework, thereby enhancing accountability, professionalism, and public trust in health service delivery.

The exercise was conducted through the manual registration process and the digital registration process on the e-Citizen platform, allowing practitioners to conveniently create accounts, upload required credentials, and submit applications for verification. Once

verified, practitioners were issued with official registration numbers and renewable practice licenses, ensuring alignment with KHPOA's oversight requirements.

During the FY 2023/24 and 2024/25 financial years, a notable number of professionals successfully completed the process, marking substantial progress in regulatory inclusion and workforce mapping across the country. In the FY 2023/2024 2,098 practitioners were registered and licensed. The target was surpassed attributed to registered professionals in the FY 2022/2023 although the sub indicators defined as percentage instead of absolute numbers. In the subsequent FY 2024/2025 1308 professionals were registered.

By recognizing and regulating these 16 cadres, the Authority reaffirmed its mission to "provide effective and responsive oversight in the regulation of health and professional practice" and strengthened its role in ensuring that all health services in Kenya are delivered by qualified, licensed, and accountable practitioners.

DETAILED LICENSE APPLICATION PROCESS.



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KHPOA LICENSING PROCESS

-  Log In to khpoa.ecitizen.go.ke
-  Select KHPOA under "Agencies"
-  Fill the Application Form
-  Upload Required Documents
-  Receive SMS Confirmation
-  Make Payment and Download License

DOCUMENTS REQUIRED

- National ID/Passport
- Passport Photo
- Academic and Professional Certificates
- CPD Points (Renewals)
- Previous License (Renewals)

LICENSING FEES

- Registration KES 10,000
- Renewal KES 5,000
- Temporary KES 10,000

 0742 157424  registerkhpoa2023@gmail.com

 KWFT HQ, Upper Hill

www.khpoa.go.ke



LIST OF APPROVED CADRES

1. Optometrists, Optometry Technologists, Ophthalmic Opticians and Optical Technicians
2. Orthopaedic and Trauma Technologists and Technicians
3. Perioperative Theater Technologists and Technicians
4. Paramedics
5. Emergency Medical Technicians
6. Speech and Language Therapy Officers
7. Podiatrists
8. Sports Health Officers
9. Community Health Officers and Assistants
10. Medical Engineering Officers, Technologists and Technicians
11. Mortuary Technicians and Technologists
12. Orthopaedic Technologists
13. Medical Social Workers
14. Audiology and Hearing Care Technologist
15. Dental Technologist
16. Healthcare Support Assistants



MILESTONE 4: LAUNCH OF STRATEGIC PLAN 2023/24-2027/28

The Kenya Health Professions Oversight Authority (KHPOA) achieved a key institutional milestone with the launch of its inaugural Strategic Plan (2023/24 – 2027/28) a pivotal document that charts the Authority’s Road map for the next five years. The Plan reflects KHPOA’s renewed commitment to strengthening regulatory oversight, promoting ethical practice, and enhancing coordination among health regulatory bodies for improved service delivery in Kenya’s health sector.

The launch brought together key stakeholders, including representatives from the Ministry of Health, health regulatory bodies, professional associations, and training institutions, all united by a shared vision to ensure that every

Kenyan receives safe, quality, and ethical health care. The Strategic Plan focuses on five strategic pillars:

1. Regulatory Oversight and Coordination – Enhancing collaboration among health regulatory bodies to ensure compliance and accountability.
2. Digital Transformation and Innovation – Leveraging technology to streamline registration, licensing, and inspection processes.
3. Stakeholder Engagement and Partnerships – Building strong, trust-based relationships across the health ecosystem.
4. Institutional Capacity Strengthening – Investing in human resource development, governance, and operational systems.
5. Sustainability and Resource Mobilization – Ensuring effective resource utilization and exploring innovative funding mechanisms.

The launch of this Strategic Plan marked a defining moment for the Authority as it aligns its mandate with the national health agenda and Kenya's Vision 2030. Through this blueprint, KHPOA reaffirmed its role as a trusted and reputable authority in health transformation, steering the nation toward a more accountable, coordinated, and quality-driven health system.



The PS for Public Health and Professional Standards MS Mary Muthoni pose for a group photo with the KHPOA Board and Management during the launch of the Strategic Plan 2023/24-2027/28

MILESTONE 5: CORPORATE SOCIAL RESPONSIBILITY



KHPOA staff during a tree planting exercise in Aramaket ECD College, Kapenguria, West Pokot County

As part of its commitment to environmental sustainability and community engagement, the Kenya Health Professions Oversight Authority (KHPOA) actively participated in several tree planting exercises in West Pokot County, contributing to the national goal of planting 15 billion trees by 2032.

These initiatives were undertaken in collaboration with the Ministry of Health, health regulatory bodies, and local county leadership, demonstrating the Authority's dedication to supporting both environmental and public health objectives.

The tree-planting exercises included the following key activities:

- **13 November, 2023** – National tree-planting exercise at Aramaket, Kapenguria, West Pokot County.
- **19 May 2024** – Tree-planting exercise

at Kapsang'ar Mixed Secondary School, Pokot South, West Pokot County (Kenya News).

- **23 May 2024** – Tree-planting exercise at Kenya Medical Training College (KMTTC) – Kapenguria Campus, West Pokot County (The Star).

Through these joint efforts, KHPOA reaffirmed its belief that a healthy community members to plant and nurture indigenous trees, contributing to Kenya's fight against climate change and deforestation.

These initiatives not only strengthened KHPOA's visibility and partnerships but also fostered unity and teamwork among stakeholders. They exemplify KHPOA's guiding philosophy of "Transforming Health Provision for Quality and Ethical Care", showcasing the Authority's role in promoting holistic health that integrates both human and environmental well-being.



The PS for Public Health and Professional Standards MS Mary Muthoni and KHPOA CEO Dr. KIOKO Jackson Planting a tree in Lelan Forest, Pokot South Sub-County, within West Pokot County.



MILESTONE 6: DEVELOPMENT OF SCOPES OF PRACTICE



Member of societies and associations at a workshop to validate scopes of practice

In line with its mandate to enhance regulatory oversight and streamline professional practice, the Kenya Health Professions Oversight Authority (KHPOA) led the development and Validation of Scopes of Practice for health professionals in Kenya.

The Authority convened a two-day validation workshop that brought together representatives from the Ministry of Health, health regulatory bodies, training institutions, and professional associations to review and validate draft scopes of practice for previously unregulated cadres.

The cadres under review and validation included:

- **Community Health Officers & Assistants;**
- **Morticians;**
- **Peri-Operative Theatre Technologists;**
- **Healthcare Support Assistants;**
- **Medical Engineering Professionals;**

- **Medical Social Workers;**
- **Optometrists;**
- **Orthopaedic Technologists**
- **Orthopaedic Trauma Medicine.**

The process aimed to clearly define the roles, responsibilities, and competencies of each cadre to promote professional accountability, ensure quality service delivery, and protect patient safety.

By developing and validating these scopes of practice, KHPOA has provided a structured framework that eliminates duplication of roles, promotes inter-professional collaboration, and ensures that practitioners operate strictly within their areas of qualification.

This milestone underscores KHPOA's dedication to "Transforming Health Provision for Quality and Ethical Care," while contributing to the strengthening of Kenya's health workforce and the realization of the right to health for all.

MILESTONE 7: CERTIFICATION OF HEALTH PROFESSIONAL TRAINING COURSES



The KHPOA CEO Dr. KIOKO Jackson with a team of inspectors during assessment of Sigalagala National Polytechnic

In line with its mandate to uphold the highest standards in health education and training, the Kenya Health Professions Oversight Authority (KHPOA) continued to advance the certification of health professional training courses during the 2023/24 and 2024/25 financial years.

This exercise is a critical step toward ensuring that all training health courses meet approved national standards and produce competent, ethical, and fit-for-purpose health professionals. Working in collaboration with TVETA, TVET-CDACC, professional associations, other government

agencies, training institutions, and curriculum developers, KHPOA has been verifying course content, trainer qualifications, clinical placements, and infrastructure adequacy to guarantee compliance with quality benchmarks.

This is a continuous process aimed at ensuring training standards are not compromised by institutions. Certification is granted only after the Authority has verified that programmes fully align with the approved standards. Training institutions are certified upon inspection by KHPOA's appointed teams during planned inspection cycles; however,

institutions may also apply directly to the Authority to have assessment team deployed , for health courses certification.

During the FY 2023/24, Jodan College of Technology was certified for several health training programmes, including Orthopedic and Trauma Medicine, Peri-operative Theatre Technology, Medical Engineering, and Health Services Support. In the subsequent FY 2024/25, more institutions were accredited, among them Medlutek International College of Health Sciences, Tabor Training Institute,

and Thika Institute of Business Studies, bringing the total to eight (8) certified programmes during that financial year.

Through this ongoing certification process, KHPOA continues to safeguard the quality of health training, enhance regulatory compliance, and strengthen public trust and confidence in the country's health workforce. These efforts align with the Authority's vision of "Transforming Health Provision for Quality and Ethical Care."



Inspectors during assessment during assessment of Tropical Institute of Community Health and Development in Africa for compliance to standards

MILESTONE 8: COMPLAINTS AND ARBITRATION

In accordance with the Health Act 2017 Section 48 (g), the Authority is mandated to receive and facilitate the resolution of complaints from patients, aggrieved parties and regulatory bodies. The Act requires KHPOA to provide an accessible and reliable mechanism through which members of the public and stakeholders can lodge complaints on matters touching on professional misconduct, unethical behavior, service delivery concerns or breaches of standards in the health sector. The Authority is also responsible for ensuring that complaints are handled fairly transparently and within the framework of national health standards.

During the financial years 2023/2024 and 2024/2025 the Authority continued to fulfil this mandate by reviewing and processing reported complaints, and trust facilitating investigations and guiding parties through the resolution process. Further, the Authority provided a platform for arbitration of disputes as provided for in the Health Act Section 48 (f) which mandates the Authority to arbitrate disputes between the statutory regulatory bodies, including conflict or dispute resolution amongst the Boards and Councils and promoting the use of alternative dispute resolution to ensure timely settlement of matters.

This mandate remains central to protecting the rights of patients, promoting accountability among health professionals and strengthening public confidence in the health systems.

Through consistent oversight and adherence to the provisions of the Health Act 2017, the Authority continues to promote quality ethical and safe health care for all.

MILESTONE 9: MAINTAINANCE OF DUPLICATE REGISTERS

In line with the Health Act, 2017, the Kenya Health Professions Oversight Authority (KHPOA) is mandated to maintain a duplicate register for all health professionals working within the national and county health systems. This mandate forms a critical component of KHPOA's role in ensuring availability of repositories for qualified and licensed health professions across the country.

The duplicate registers maintained by the Authority incorporate priority data sets from the following health regulatory bodies: Kenya Medical Practitioners and Dentists Council (KMPDC), Pharmacy and Poisons Board (PPB), Nursing Council of Kenya (NCK), Clinical Officers Council (COC), Public Health Officers and Technicians Council (PHOTEC), and the Kenya Medical Laboratory Technicians and Technologists Board (KMLTTB) with existing electronic regulatory Health Information Systems (rHIS).

These registers serve as a centralized repository of verified information on all licensed and registered health professionals. Through this platform, KHPOA generates consolidated data from each regulatory body, ensuring that the public, employers, and government agencies have access to authentic and up-to-date records of health practitioners.

MILESTONE 10: TRANSLATION OF THE KHPOA SERVICE CHARTER INTO AUDIOVISUAL FORMAT



The Authority during the FY 2024/2025 successfully translated the KHPOA Service Charter into audiovisual formats to enhance accessibility and public understanding. This milestone supports persons with disabilities and members of the public who may experience challenges with written documents. The audiovisual version allows clients to easily learn about the Authority's services processes and service standards. This initiative reflects KHPOA's commitment to inclusivity improved communication and better service delivery.

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**KWFT Building – 11th Floor
P.O. BOX 34422 - 00100 NAIROBI
Email: ceo@khpoa.go.ke, info@khpoa.go.ke
Tel: +254 742 157 424**