

SPECIAL ISSUE



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EXECUTIVE ORDER NO. 5 OF 2024

PRESIDENTIAL TASKFORCE ON ADDRESSING HUMAN RESOURCES FOR HEALTH

- WHEREAS equitable and affordable healthcare at the highest affordable standard is a critical contributing factor in the realisation of our nation's social, economic, and political aspirations as espoused in our Constitution;
- WHEREAS human resource is a fundamental pillar of any health system through the availability of adequate, properly trained, and well-motivated personnel, leading to a functional health system;
- WHEREAS the management of human resource for health in our nation is a shared function between the two levels of Government, with the main opportunity being moving services closer to the people, while the key challenges are fragmentation and a disconnect in the management of health services and personnel, and reduction in the complexity of care provided at the local level;
- WHEREAS there exists a need to assess and address current challenges and gaps in the recruitment, placement, training, and retention of healthcare professionals;
- WHEREAS strengthening the health workforce through policy, adequate financing, planning, recruitment, training, deployment and retention is paramount to ensuring everyone has access to a qualified health worker thus improving the ability of health systems to achieve national and global health goals; and
- WHEREAS the establishment of a Taskforce on Human Resource for Health is deemed necessary to formulate comprehensive strategies and policies to enhance the healthcare workforce.

NOW therefore, I, William Samoei Ruto, President of the Republic of Kenya and Commander in Chief of the Defence Forces, in exercise of the powers conferred upon me by the Constitution and the Statute Laws of the Republic of Kenya, do hereby order and direct:

- I. THAT a Presidential Taskforce on Addressing Human Resources for Health is hereby established;

- II. THAT the Presidential Taskforce on addressing Human Resources for Health shall be constituted as follows:

Khama Rogo (Prof.) – *Chairperson*
Judith Guserwa – *Vice Chairperson*

Members:

Patrick Amoth (Dr.),
John Masasabi (Dr.),
Toseef Din (Dr.),
Wilson Aruasa (Dr.),
Doreen Rhoda Kanyua,
Dennis Miskellah (Dr.),
Francis Wafula (Prof.),
Habiba H. Mohamed (Dr.),
Lucy Mburu (Ms.),
Collins Kiprono,
Victor Miseda,
Christine Okoth,
Carolyne Mage,
Jacinta Rwamba (Ms.),
Justina Wamae (Ms.),
Kanyenje Gakombe (Dr.),
Moses Alutalala Mukhwana (Dr.),
Benard Ondeng Otieno Choi.

Joint Secretaries:

Edna Tallam-Kimaiyo (Dr.),
Morris Kaburu.

Secretariat:

Hezron Omollo (Dr.),
Vivienne M. Eyase (Ms.).

- III. The Terms of Reference for the Presidential Taskforce shall be to—
- (a) Identify the Legal, Policy, Administrative and Operational constraints impeding performance of the Health Sector in Kenya with regards to Human Resources for Health;
- (b) Identify and recommend legal, policy, administrative, institutional and operational Human Resources for Health Reforms in Kenya;

- (c) Review performance of Human Resources for Health (HRH) in Kenya and recommend improvements;
- (d) Advise and recommend the legal, policy, administrative, institutional and operational framework for the management of human resources for health without undermining devolution;
- (e) Review and advise on harmonization of the terms of employment for all healthcare workers in the spirit of equal work for equal pay;
- (f) Advise and recommend on the legal, policy, administrative, institutional and operational framework for the prioritization of employment of 20,000 healthcare workers- doctors, nurses, clinical officers, laboratory technologists, physiotherapists, among others, to bridge the gap according to WHO recommendations of 23 HC per 10,000 population; and
- (g) Review and recommend on any other matter incidental to improvements in Strategic Human Resources for Health Management and other reforms in the Kenyan Health System.
- IV. In the discharge of its functions, the Presidential Taskforce shall have power to-
- (a) regulate its own procedure;
- (b) hold such meetings with officials of National and County Governments, public forums or consultations as it shall deem necessary in such places and at such times as the Taskforce shall consider necessary for the proper discharge of its mandate;
- (c) review official reports, policy, legislation or any other document related to the Taskforce mandate;
- (d) co-opt experts in particular areas of need as may be necessary for the execution of its mandate;
- (e) create sub-committees for the efficient and expedited discharge of its mandate;
- (f) cause to be carried out such studies or research as may inform the Taskforce on its mandate; and
- (g) perform any other function or tasks as the Taskforce may find necessary in order to fully discharge its mandate.
- V. The term of the Presidential Taskforce shall be a period of six (6) months with effect from the date hereof, or for such a period as may be specified by notice in the *Kenya Gazette*.
- VI. The Secretariat of the Taskforce shall be domiciled at the Ministry of Health.
- Dated the 5th July, 2024.
- WILLIAM SAMOEI RUTO,
President.