



COUNCIL OF GOVERNORS

Westlands Delta House 2nd Floor, Waiyaki Way.
P.O. BOX 40401-00100,
Nairobi.

Tel: (020) 2403314, 2403313
E-mail: info@cog.go.ke

Our Ref. No: COG/6/40 Vol. 119 (5)

9th July 2026

CHRP. Ali Abdullahi Surraw

Commission Secretary and Chief Executive Officer
Salaries and Renumeration Commission
Williamson House

NAIROBI

Dear

**INVITATION TO A VIRTUAL CONSULTATIVE MEETING FOR THE MULTI AGENCY COMMITTEE ON
PAYMENT OF DOCTORS ARREARS FY 2024 -2025 THROUGH THE HRIS CODE PROVIDED**

Reference is made to the letter **Ref. MPS&HCD.2** dated **1st July 2026** from the Ministry of Public Service, Human Capital Development and Special Programmes on the HRIS code to facilitate payment of basic arrears for doctors FY 2024 – 2025 and the multi- agency report on the computation of the arrears for respective County Governments.

The Council has scheduled a multi-agency virtual consultative meeting to deliberate on the report and agree on the way forward for County Governments to facilitate the payment of the basic salary arrears FY 2024 – 2025.

The purpose of this letter therefore is to invite your technical team members responsible on the above assignment to a virtual consultative meeting scheduled to be held on **Monday 13th July 2026** starting at 10:00am. A secured link will be shared with your office for their participation.

Our Officer **Ms. Carolyne Mage** of email carolyne.mage@cog.go.ke and mobile no. 0722 588 335 will follow up with your office for confirmation on the same.

Please accept the assurance of our highest esteem and consideration.

Yours sincerely,

Mary Mwiti, EBS

Chief Executive Officer

Copy: Dr. Davji Atella

Secretary General and CEO
Kenya Medical Practitioners, Pharmacists and Dentists' Union



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Our Ref. No: COG/6/40 Vol. 119 (4)

9th July 2026

Dr. Jane Imbunya, PhD

Principal Secretary

State Department for Public Service & Human Capital Development

Harambee House

NAIROBI

Dear

INVITATION TO A VIRTUAL CONSULTATIVE MEETING FOR THE MULTI AGENCY COMMITTEE ON PAYMENT OF DOCTORS ARREARS FY 2024 -2025 THROUGH THE HRIS CODE PROVIDED

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Yours sincerely,

Mary Mwiti, EBS

Chief Executive Officer

Copy: Dr. Davji Atella

Secretary General and CEO

Kenya Medical Practitioners, Pharmacists and Dentists' Union

National Chairman

Dr. Abi Mwachi

Secretary General

Dr. Davji Bhimji Atallah

National Treasurer

Dr. Mercy Nabwire



BLUE VIOLETS PLAZA
5TH FLOOR - SUITE - 506
KINDARUMA LANE
P. O. BOX 157 - 00202 KNH, NAIROBI
Telephone: 020 2166212
Email: nec@kmpdu.org
website: www.kmpdu.org

10 JUL 2026

10 JUL 2026

All correspondences should be addressed to the Secretary General.

Date: 06th July 2026

10 JUL 2026

OUR REF: KMPDU/LT/241/2026

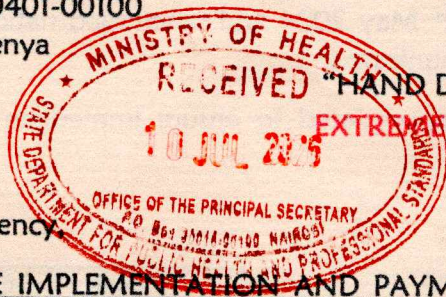
Hon. Mr. Ahmed Abdullahi

Chairman, Council of Governors

Delta Corner, 2nd Floor, Off Waiyaki Way, Westlands

P.O. Box 40401-00100

Nairobi - Kenya



OFFICE COPY

Dear Your Excellency,

RE: IMMEDIATE IMPLEMENTATION AND PAYMENT OF THE DOCTORS' 2017-2021 COLLECTIVE BARGAINING AGREEMENT [CBA] BASIC SALARY ADJUSTMENTS

We refer to the protracted engagements surrounding the implementation of the **Doctors' 2017-2021 Collective Bargaining Agreement [CBA]**, the Return-to-Work Formula signed on **8th May 2024**, the court order 2024 and its subsequent Addendum dated **19th December 2024** (attached). While the National Government has played its part by settling the basic salary arrears 2017-2024 due to doctors and further committed to pay the 2024-2025 adjusted arrears in supplementary budget 2026/2027 by December 2026, the full implementation of the revised salary scales at the county level has been hampered by alleged system constraints.

We wish to reiterate that this basic salary adjustment is a critical matter affecting the welfare of doctors across all 47 County Governments, and thus highlighting the overarching need to maintain industrial harmony within the health sector.

We wish to draw your attention to recent official correspondence that effectively clears any perceived technical or bureaucratic hurdles:

1. **Budgetary Allocation Availability:** As previously confirmed by the Council of Governors through the Chief Executive Officer, vide **Ref. No. COG/6/58 Vol. II dated 4th July 2025** (attached), the County Governments explicitly acknowledged the CBA provisions and confirmed the availability of budgetary resources to implement these basic salary adjustments.
2. **SRC Guidelines Established:** The Salaries and Remuneration Commission [SRC], vide **Ref. No. SRC/TS/25 VOL. II dated 19th September 2025**, provided clear guidance on the basic salary notches developed by the Multi-Agency Team for the 2017-2021 cycle, eliminating any ambiguity regarding applicable structures.
3. **Resolution of System Coding [HRIS-ke]:** Most recently, following an appeal by the Cabinet Secretary for Health, Hon. Aden Duale, EGH, on **29th June 2026** as per the letter (attached), the Cabinet Secretary for Public Service, Human Capital Development and Special Programmes, Hon. Geoffrey Kiringa Ruku, issued a definitive clarification on **1st July 2026** [Ref. No. **MP&HCD.2**, attached]. The Ministry confirmed that the HRIS-ke system has an inbuilt special salary code

designed specifically for payments outside the normal civil service structure. It requires no additional modifications and is fully accessible to all county payroll managers.

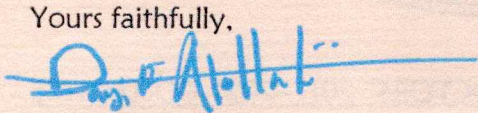
Your Excellency, with the technical "system limitation" excuse completely dispelled by the Ministry of Public Service, and with budgets already set aside as per the Council's own commitments in the letter (attached), there is no longer any justification for continued delay.

We therefore respectfully urge your office to urgently advise all County Governors and their respective payroll managers to utilize the existing HRIS-ke special code to effect the agreed basic salary adjustments and clear all the 2025-2026 outstanding arrears due to our members immediately without any further delay.

We further wish to reiterate the resolution of the **2025 Annual Delegates Conference (ADC)**, held on **9th May 2026**, which, as the Union's supreme decision-making organ sanctioned contempt proceedings against non-implementation of court order dated **8th May 2024** and sanctioned national strike at the expiry of 60 days from **9th May 2026** as earlier communicated.

Your prompt intervention in this matter is highly appreciated to ensure immediate implementation without further delay.

Yours faithfully,


Dr. Davji Atallah
Secretary General and CEO
Kenya Medical Practitioners, Pharmacists, and Dentists' Union

CC:

1. Hon. Aden Duale, EGH
Cabinet Secretary, Ministry of Health
2. Hon. Geoffrey Kiringa Ruku
Cabinet Secretary, Ministry of Public Service, Human Capital Development and Special Programmes
3. Hon. John Mbadi, EGH
Cabinet Secretary
The National Treasury and Economic Planning
4. Dr. Alfred N. Mutua, EGH
Cabinet Secretary, Ministry of Labour and Social Protection
5. Mary Muthoni Muriuki, CBS –
Principal Secretary, State Department for Public Health and Professional Standards
6. Ms. Mary Mwititi, EBS
Chief Executive Officer, Council of Governors
7. Sammy Chepkwony
Chairperson, Salaries and Remuneration Commission

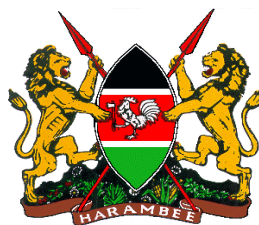


Deputy Chairman
Dr. Kahura Mundia

Deputy Secretary General
Dr. Miskellah Dennis

Deputy Treasurer
Dr. Renoh Omo

Championing for Doctors' Rights



REPUBLIC OF KENYA
MINISTRY OF PUBLIC SERVICE, HUMAN CAPITAL DEVELOPMENT AND SPECIAL
PROGRAMMES
Office of the Cabinet Secretary

www.psyg.go.ke
Telephone: Nairobi 2227411
Fax: 243620

P.O. Box 30050-00100
NAIROBI

When Replying Please quote

Ref. No. MPS&HCD.2

1st July, 2026

Hon. Aden Duale, EGH

Cabinet Secretary

Ministry of Health

NAIROBI

Dear

**RE: FACILITATION OF HRIS CODING TO ENABLE IMPLEMENTATION OF
THE DOCTORS' 2017-2021 COLLECTIVE BARGAINING AGREEMENT (CBA)**

Reference is made to your letter Ref No. SDPH & PS. 14/1/49/60 dated 29th June 2026 on the above subject matter. In the letter under reference, you requested that the Ministry facilitates the compliance of the CBA and the RTWF by providing special coding to the Human Resource Information System (HRIS-ke) to enable County Governments to implement the agreed salary adjustments for Medical Officers, Pharmacists and Dentists.

This is to confirm that HRIS-ke has an inbuilt special salary code for payment of salaries that fall outside the normal salary structure for the civil service and does not require any additional adjustments. The code is known by all payroll managers who have access rights to the system. Accordingly, the respective payroll managers at the county level should be advised to use the facility to clear any arrears due to the Medical Officers, Pharmacists and Dentists without any further delay.

Yours

Hon. Geoffrey Kiringa Ruku
Cabinet Secretary

CC

H.E. Ahmed Abdullahi

Chairman

Council of Governors

Nairobi

Mary Muthoni Muriuki, CBS

The Principal Secretary

State Department for Public Health and Professional Standards



MINISTRY OF HEALTH
OFFICE OF THE CABINET SECRETARY

Telephone: Nairobi 254 -20 -2717077
Fax: 254 -20 – 2719008
Email: cs@health.go.ke

AFYA HOUSE
CATHEDRAL ROAD
P.O Box 30016 -00100
NAIROBI

When replying please quote

REF: No.SDPH&PS.14/1/49/60

29th June, 2026

Hon. Geoffrey Kiringa Ruku
Cabinet Secretary,
Ministry of Public Service and Human Capital Development,
NAIROBI.

Dear 

**FACILITATION OF HRIS CODING TO ENABLE IMPLEMENTATION OF THE
DOCTORS' 2017–2021 COLLECTIVE BARGAINING AGREEMENT (CBA)**

Reference is made to the Doctors' 2017–2021 Collective Bargaining Agreement (CBA), the Return-to-Work Formula (RTWF) executed on 8th May 2024, and the Addendum of 19th December 2024.

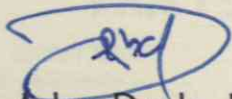
While the National Government has settled the basic salary arrears due to doctors serving in County Governments, implementation of the CBA salary scales remains constrained by technical limitations within the HRIS-Ke payroll system. The CBA salary scales fall outside the existing coding framework, thereby preventing County Governments from effecting the requisite salary adjustments.

Pursuant to the RTWF and its Addendum, County Governments were required to align doctors' basic salaries with the CBA rates to ensure sustainability and prevent further accumulation of salary arrears. The Council of Governors has confirmed the availability of budgetary provisions for this purpose vide Ref. No. COG/6/58 Vol. II dated 4th July 2025.

In view of the foregoing, and noting that your Ministry is the administrator of HRIS-Ke, we kindly request your intervention to facilitate the requisite coding to enable County Governments to implement the agreed salary adjustments for Medical Officers, Pharmacists and Dentists.

Your urgent support in this matter will facilitate compliance with the CBA and RTWF and as a result promote industrial harmony within the health sector thus ensuring uninterrupted health service delivery.

Yours *Sincerely*



Hon. Aden Duale, EGH
CABINET SECRETARY

Copy: H.E Ahmed Abdullahi
Chairman
Council of Governors
NAIROBI

Mary Muthoni Muriuki, CBS
Principal Secretary
State Department for Public Health and Professional Standards
NAIROBI



Salaries & Remuneration
Commission
R e w a r d i n g p r o d u c t i v i t y

Ref. No: SRC/TS/25 VOL. II (56)

19th September, 2025

Dr. Jane Kere Imbunya (PhD)

Principal Secretary

State Department for Public Service and Human Capital Development

P.O. Box 30050-00100

NAIROBI.

Dear **Dr. Imbunya**

ADJUSTMENT OF BASIC SALARY FOR DOCTORS AS PER COLLECTIVE BARGAINING AGREEMENT (CBA) of 2017

Reference is made to your letter Ref. No. MPS&HCD/2/5 dated 27th August, 2025 and to the letter from the Council of Governors Ref. No. COG/6/58 VOL II dated 4th July, 2025 addressed to you on the above subject.

The Salaries and Remuneration Commission (SRC) has noted that you have requested for guidance on implementation of basic salary as per the signed Collective Bargaining Agreement between Kenya Medical Practitioners Pharmacists and Dentists' Union (KMPDU) and County Governments for 2017-2021 cycle. In this regard, the Commission makes the following clarifications:

- (i) County Governments and Ministry of Health adopted basic salary in Table 1 of SRC's letter Ref. No. SRC/TS/JE/CS/3/33/1 VOL.IV (19) dated 6th December, 2016 in their CBAs with KMPDU for 2017-2021 cycle;
- (ii) There was a legal dispute on implementation of the 2017-2021 CBAs between KMPDU and both levels of Government vide Cause No: ELRC No. E6464 of 2020. A conciliator was appointed to arbitrate on the dispute and subsequently a multi-Agency Team was appointed to review implementation of the CBAs. The Multi Agency Team developed basic salary notches for implementation of the CBAs which were relied upon by the Conciliator in determination of arrears payable to KMPDU Members; and
- (iii) Salary points contained in Table 2 of SRC's letter dated 6th December, 2016 are not applicable in the CBAs for KMPDU arising from the legal dispute on the CBAs and the developments thereafter. The Ministry of Health and County Governments may use salary notches developed by the Multi Agency Team in implementation of the 2017-2021 as shown in **Table 1. (The Conciliator and Multi Agency reports are attached for your reference).**

The purpose of this letter therefore, is to provide Commission's guidance on your request.

The Commission appreciates your continued cooperation and support as we discharge our respective mandates.

Yours


CPA. Margaret Njoka
Ag. COMMISSION SECRETARY/CEO

Copy to: **Hon. Geoffrey Kiringa Ruku**
Cabinet Secretary
Ministry of Public Service and Human Capital Development
and Special Programmes
NAIROBI.

Ms. Mary Mwiti, EBS
Chief Executive Officer
Council of Governors
Delta Corner, 2nd Floor
Off Waiyaki Way, Westlands
NAIROBI

Table 1: Basic Salary Notches for 2017-21 KMPDU CBAs (KShs)

SRC Band	Notch 1	Notch 2	Notch 3	Notch 4	Notch 5	Notch 6	Notch 7	Notch 8	Notch 9
C3	44,989	46,600	48,210	49,821	51,431	53,042	54,652	56,263	
C4	54,532	56,480	58,427	60,375	62,322	64,270	66,217	68,165	
C5	64,919	67,237	69,556	71,874	74,193	76,511	78,830	81,148	
D1	81,148	85,205	89,263	93,320	97,378	101,435	105,493	109,550	
D2	97,184	101,904	106,625	111,345	114,334	116,065	120,785	125,114	130,226
D3	114,334	119,724	125,114	130,504	135,894	141,284	146,674	152,064	
D5	150,202	152,064	157,068	163,935	170,801	177,668	184,534	191,401	198,267
E1	198,267	206,764	215,261	223,758	240,753	249,250	257,747		
E2	221,058	229,900	238,743	247,585	256,427	265,269	274,112	282,954	282,954

Handwritten signature



COUNCIL OF GOVERNORS

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Nairobi.

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E-mail: info@cog.go.ke

Our Ref: CoG/6/58 Vol. 11

4th July 2025

Dr. Jane Imbunya, PhD

Principal Secretary

State Department for Public Service & Human Capital Development

Harambee House

NAIROBI

Dear PS,

REQUEST FOR A NEW IPPD CODE FOR THE ADJUSTED DOCTORS BASIC SALARY AS REVISED IN THE COLLECTIVE BARGAINING AGREEMENT(CBA) OF 2017

Reference is made to the above subject and the executed Doctors **CBA 2017 -2021**.

Further reference is made to the Return-to-Work Formular (RTWF) executed on **8th May 2025** and its addendum signed on **19th December 2024** wherein the National Government acknowledged the CBA provisions and agreed to provide resources for payment of salary arrears emanating from adjustment of doctor's basic salary in the CBA from 2017 – 2024.

The National Government has since availed resources for payment of the salary arrears. There is therefore an urgent need to a new IPPD code to capture the adjusted basic salary as per the registered Collective Bargaining Agreement of 2017 to avoid any further accumulation of arrears.

The purpose of this letter, therefore, is to request you to issue a new IPPD code to reflect the adjusted basic salary for Medical Officers, Pharmacists and Dentists.

Enclosed herein please find the registered CBA and the progression bands as well as the letter of no objection from the Salaries and Remuneration Commission (SRC) for your reference and further action.

Please accept the assurance of our highest esteem and consideration.

Yours sincerely,

Mary Mwiti, EBS

Chief Executive Officer

Copy:

All Excellency Governors



All County Executive Committee Members for Finance
All County Executive Committee Members for Public Service
All County Secretaries
All County Public Service Boards

KENYA MEDICAL PRACTITIONERS PHARMACISTS AND DENTISTS' UNION

National Chairman
Dr. Abi Mwachi
Secretary General
Dr. Davji Bhimji Atallah
National Treasurer
Dr. Mercy Nabwire



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KINDARUMA LANE
P. O. BOX 157 - 00202 KNH, NAIROBI
Telephone: 020 2166212
Email: nec@kmpdu.org
website: www.kmpdu.org

Our Ref: KMPDU/LT/209/2026

All correspondences should be addressed to the Secretary General.

Date 2nd June, 2026

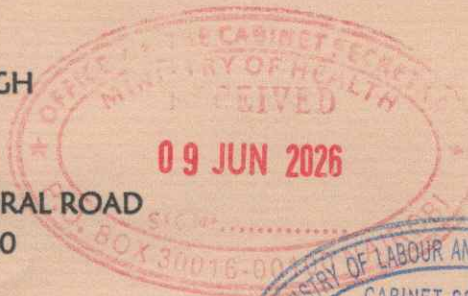
TO:

HON. GEOFFREY KIRINGA RUKU
CABINET SECRETARY
MINISTRY OF PUBLIC SERVICE, HUMAN CAPITAL DEVELOPMENT & SPECIAL
PROGRAMMES
P.O. BOX 30050 - 00100
NAIROBI, KENYA

Office copy
Received 09/06/2026

Att.

HON. ADEN DUALE, EGH
CABINET SECRETARY
MINISTRY OF HEALTH
AFYA HOUSE, CATHEDRAL ROAD
P.O. BOX 30016 - 00100
NAIROBI, KENYA



HON. DR. ALFRED MUTUA
CABINET SECRETARY
MINISTRY OF LABOUR & SOCIAL PROTECTION
SOCIAL SECURITY HOUSE, BISHOPS ROAD
P.O. BOX 40326 - 00100
NAIROBI, KENYA



CHAIRPERSON
SALARIES AND REMUNERATION COMMISSION
WILLIAMSON HOUSE, 4TH NGONG AVENUE
NAIROBI, KENYA



H.E. AHMED ABDULLAH
CHAIRMAN, COUNCIL OF GOVERNORS
DELTA CORNER ANNEX, 2ND FLOOR, WESTLAND
P.O. BOX 40401 - 00100
NAIROBI, KENYA



HAND DELIVERED
"EXTREMELY URGENT"

Dear CS

PAYMENT OF ADJUSTED DOCTORS BASIC SALARY AS REVISED IN THE COLLECTIVE BARGAINING AGREEMENT(CBA) OF 2017

Reference is made to the above subject and the 2017 -2021-Doctors CBA.

Further reference is made to the Return-to-Work Formular (RTWF) executed on 8th May 2025 and its addendum signed on 19th December 2024 wherein the National Government acknowledged the CBA provisions and agreed to provide resources for payment of salary arrears emanating from adjustment of doctor's basic salary in the CBA from 2017 – 2024.

Further reference is made to a correspondence in our possession from the Council of Governors to yourself Ref. No: CoG/6/58 Vol. 11 dated 4th July 2025 confirming that County Governments have the resources to effect the Doctor's basic salary adjustment and requesting you to provide an IPPD code to enable payment to the same. Additionally, we refer to our last communication dated 30th April 2026 (Ref: KMPDU/LT/122/2026).

We note with disappointment that you have not facilitated County Governments to pay Doctors salary adjustments and that Doctors have continued to suffer due to your inaction. Further, that money appropriated by County Governments risk being re-allocated and doctors losing out in the long term.

We wish to reiterate that the State Department's failure to provide new IPPD codes has led to the continuous accrual of unauthorized arrears since July 2025. This paralysis contradicts the spirit and letter of the RTWF.

The purpose of this letter is therefore to request you to facilitate County Governments to pay the adjusted basic salary for Medical Officers, Pharmacists and Dentists without any further delay.

TAKE NOTICE that during our Annual Delegates Conference (ADC) held on 9th May 2026, the delegates being the highest decision-making organ of the union resolved to grant the ministry a strict **21-day window** to resolve this matter and have these adjustments reflected in the **JUNE Payslip**, failing which the union will immediately proceed to issue a strike notice and initiate contempt of court proceedings without further reference to your office.

Championing for Doctors' Rights

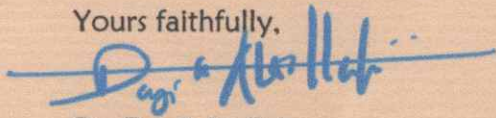
Deputy Chairman
Dr. Kahura Mundia

Deputy Secretary General
Dr. Miskellah Dennis

Deputy Treasurer
Dr. Renoh Omoro

We look forward to your swift action and constructive engagement on this matter.

Yours faithfully,



Dr. Davji Atellah

Secretary General & CEO

Kenya Medical Practitioners, Pharmacists and Dentists' Union

Cc:

1. All County Governments
2. All Secretaries, County Public Service Boards
3. The Principal Secretary, State Department for Public Service and Human Capital Development
4. The Clerk, Employment and Labour Relations Court

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Our Ref: KMPDU/LT/122/2026 All correspondences should be addressed to the Secretary General.

Date 30th April 2026

TO:

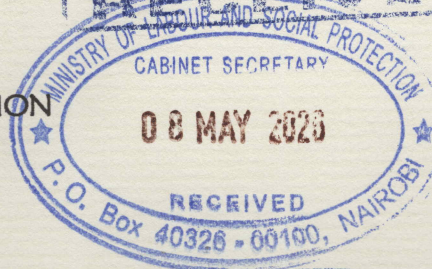
HON. ADEN DUALE, EGH
CABINET SECRETARY
MINISTRY OF HEALTH
AFYA HOUSE, CATHEDRAL ROAD
P.O. BOX 30016 – 00100
NAIROBI, KENYA



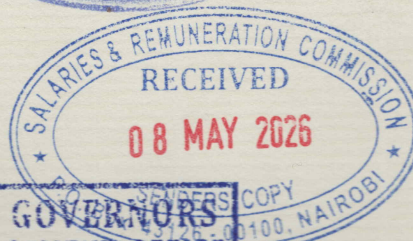
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CABINET SECRETARY
MINISTRY OF PUBLIC SERVICE, HUMAN CAPITAL DEVELOPMENT & SPECIAL PROGRAMMES
P.O. BOX 30050 – 00100
NAIROBI, KENYA



HON. DR. ALFRED MUTUA
CABINET SECRETARY
MINISTRY OF LABOUR & SOCIAL PROTECTION
SOCIAL SECURITY HOUSE, BISHOPS ROAD
P.O. BOX 40326 – 00100
NAIROBI, KENYA



CHAIRPERSON
SALARIES AND REMUNERATION COMMISSION
WILLIAMSON HOUSE, 4TH NGONG AVENUE
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H.E. AHMED ABDULLAHI
CHAIRMAN, COUNCIL OF GOVERNORS
DELTA CORNER ANNEX, 2ND FLOOR, WESTLANDS
P.O. BOX 40401 – 00100
NAIROBI, KENYA



"EXTREMELY URGENT"

Dear All,

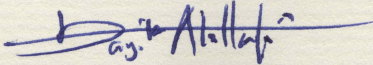
RE: FAILURE TO PROVIDE NEW IPPD CODE IMPEDING BASIC SALARY ADJUSTMENTS AND NON-DISBURSEMENT OF FY 2024/2025 ARREARS

We refer to the CBA (2017-2021) and the administrative failures detailed in our previous letters enclosed herein for ease of reference.

The State Department's failure to provide new IPPD codes has led to the continuous accrual of unauthorized arrears since July 2025. This paralysis contradicts the spirit and letter of the RTWF.

Be advised that this matter is slated for deliberation during our Annual Delegates Conference (ADC) on 9th May 2026. Being the highest decision-making organ, the ADC will pass a resolution on these payslip adjustments, including potential directions to issue a strike notice should these administrative hurdles remain unresolved by the time the delegates convene.

Yours faithfully,



Dr. Davji Atallah
Secretary General & CEO
Kenya Medical Practitioners, Pharmacists and Dentists' Union

Cc:

1. All County Governments
2. All Secretaries, County Public Service Boards
3. The Principal Secretary, State Department for Public Service and Human Capital Development
4. The Clerk, Employment and Labour Relations Court

Championing for Doctors' Rights

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All correspondences should be addressed to the Secretary General.

Our Ref: KMPDU/LT/123/2026

Date 30th April 2026

TO:

HON. PROF. KITHURE KINDIKI, EGH
DEPUTY PRESIDENT
REPUBLIC OF KENYA
NAIROBI, KENYA



Office Copy

FELIX K. KOSKEI, EGH
CHIEF OF STAFF & HEAD OF PUBLIC SERVICE
STATE HOUSE
P.O. BOX 40530 – 00100
NAIROBI, KENYA

Received by Agnes
[Signature]
8/5/26

HON. ADEN DUALE, EGH
CABINET SECRETARY
MINISTRY OF HEALTH
AFYA HOUSE, CATHEDRAL ROAD
P.O. BOX 30016 – 00100
NAIROBI, KENYA



HON. DR. ALFRED MUTUA
CABINET SECRETARY
MINISTRY OF LABOUR AND SOCIAL PROTECTION
SOCIAL SECURITY HOUSE, BISHOPS ROAD
P.O. BOX 40326 – 00100
NAIROBI, KENYA



H.E. AHMED ABDULLAHI
CHAIRMAN, COUNCIL OF GOVERNORS
DELTA CORNER ANNEX, 2ND FLOOR, WESTLANDS
P.O. BOX 40401 – 00100
NAIROBI, KENYA



"EXTREMELY URGENT"

Dear All,

RE: FINAL DEMAND FOR DISBURSEMENT OF FY 2024/2025 BASIC SALARY
ADJUSTMENT ARREARS

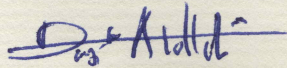
Reference is made to the Return-to-Work Formula (RTWF) dated 8th May 2024, Court order dated 8th May 2024 (attached) and the County Governments Additional Allocations Act, 2025, as further detailed in our previous communications enclosed herein.

The Union expresses its profound displeasure at the continued withholding of Kshs. 1,759,101,729, which remains unpaid despite multiple exchequer requests.

This failure is a direct breach of the RTWF adopted as a Court Order.

Take notice that the Union will hold its Annual Delegates Conference (ADC) on 9th May 2026. As the highest decision-making organ of the Union, the ADC will discuss this pending issue and pass resolutions which may include immediate escalation and directions to issue a notice for nationwide industrial action.

Yours faithfully,



Dr. Davji Atallah
Secretary General & CEO
Kenya Medical Practitioners, Pharmacists and Dentists' Union

Cc:

1. All County Governments
2. All Secretaries, County Public Service Boards
3. The Clerk, Employment and Labour Relations Court

Championing for Doctors' Rights

Deputy Chairman
Dr. Kahura Mundia

Deputy Secretary General
Dr. Miskellah Dennis

Deputy Treasurer
Dr. Renoh Omoro

National Chairman
Dr. Abi Mwachi
Secretary General
Dr. Davji Bhimji Atellah
National Treasurer
Dr. Mercy Nabwire



BLUE VIOLETS PLAZA
5TH FLOOR - SUITE - 506
KINDARUMA LANE
P. O. BOX 157 - 00202 KNH, NAIROBI
Telephone: 020 2166212
Email: nec@kmpdu.org
website: www.kmpdu.org

All correspondences should be addressed to the Secretary General.

OUR REF: KMPDU/LT/371/2025

Date: 17th November 2025

TO:

HON. GEOFFREY KIRINGA RUKU
CABINET SECRETARY
MINISTRY OF PUBLIC SERVICE, HUMAN CAPITAL DEVELOPMENT &
SPECIAL PROGRAMMES
P. O. BOX 30050 – 00100
NAIROBI

Received from Sophie

19/11/2025

(SKP)

DR. JANE KERE IMBUNYA, PHD
PRINCIPAL SECRETARY
STATE DEPARTMENT FOR PUBLIC SERVICE & HUMAN CAPITAL
DEVELOPMENT
P. O. BOX 30050 – 00100
NAIROBI

Received from Sophie

19/11/2025

(SKP)

OFFICE WPT

RE: FAILURE TO PROVIDE NEW IPPD CODE IMPEDING BASIC SALARY
ADJUSTMENTS AND NON-DISBURSEMENT OF FY 2024/2025
ARREARS

Reference is made to the CBA (2017-2021), Return to Work Formula (RTWF) executed between the National Government and the Kenya Medical Practitioners, Pharmacists & Dentists' Union on 8th May 2024 and the Addendum the RTWF executed on 19th December 2024.

Kenya Medical Practitioners, Pharmacists & Dentists' Union (KMPDU) writes to express its profound displeasure and condemnation of the continued, wilful, and systemic failure by the National Government, particularly your respective offices, to fully honour legally binding court orders and executed agreements. This administrative paralysis is directly and demonstrably undermining the stability of the healthcare sector and is a direct affront to the rule of law.

The history of non-compliance with final orders in Nairobi ELRC 6464 OF 2020 necessitated the industrial action in early 2024, which only terminated following Court Mandated Negotiations under the Whole of Nation Approach (WONA) led by the Head of Public Service. The resultant Return to Work Formula (RTWF) of 8th May 2024, adopted and made an Order of the Court on the same day, was reinforced by an Addendum executed on 19th December 2024. These solemn

agreements committed the National Government to providing resources for the sustainability of basic salary adjustments by County Governments in the FY 2025/2026.

We must draw your immediate and decisive attention to two critical failures currently preventing the full implementation of the agreed-upon adjustments:

1. FAILURE TO ISSUE THE NEW IPPD CODE (ACCUMULATING ARREARS)

Vide letter dated 4th July 2025, the CEO of the Council of Governors formally requested the Principal Secretary, State Department for Public Service and Human Capital Development, to provide a new IPPD code reflecting the adjusted Basic Salary as revised in the CBA and RTWF. SRC not only re-affirmed its approval of the adjustments vide its letter of 21st August 2025 but has also provided guidance on implementation vide its letter of 19th September 2025.

Your offices and officers under you have jointly and/or severally taken **NO ACTION** on this indispensable administrative step. Consequently, County Governments have been rendered unable to effect the basic salary adjustments that were due. This failure has resulted in the continuous accrual of fresh and unauthorized salary arrears from July 2025 to date. This paralysis contradicts the spirit and letter of the RTWF and constitutes a clear administrative breach.

2. NON-DISBURSEMENT OF FY 2024-2025 ARREARS

The County Governments Additional Allocations Act, 2025, enacted on 13th May 2025, approved an allocation of Kshs. 1,725,000,000 for the Basic Salary adjustment arrears for the FY 2024–2025. Despite the Principal Secretary, National Treasury, directing all Principal Secretaries on 26th May 2025 to make exchequer requests, and subsequent requests from the Council of Governors (20th May 2025 and 4th July 2025) and the Principal Secretary, State Department for Medical Services (11th June 2025), this sum was NOT appropriated and remains unpaid to our members. This administrative failure amounts to a subversion of enacted legislation.

THE IMMINENT CRISIS

The administrative failures; specifically, the withholding of the IPPD code by your Ministry and the failure to disburse the statutory arrears (Kshs. 1,725,000,000); have brought our membership to the absolute limit of their patience.

This sustained inaction has created a serious and immediate risk of industrial action and contempt of court proceedings being initiated against all relevant accounting officers.

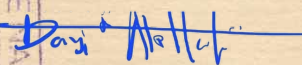
KMPDU issued a Fourteen (14) Day Demand on 4th August 2025 to the National and County Governments.

We hereby issue a final, unequivocal demand for the following actions **WITHIN TWENTY - ONE (21) DAYS** of the date of this letter:

1. **IMMEDIATE RELEASE OF IPPD CODE:** The Principal Secretary, State Department for Public Service and Human Capital Development, MUST IMMEDIATELY PROVIDE the new IPPD code to all County Governments to enable the seamless implementation of the adjusted Basic Salaries and to halt the immediate accrual of further arrears from July 2025.
2. **IMMEDIATE DISBURSEMENT:** The arrears for FY 2024–2025, amounting to Kshs. 1,725,000,000 as allocated by the County Governments, Additional Allocations Act, 2025, must be disbursed without further delay.

FAILURE to comply with these twin, non-negotiable demands will leave the Union with no option but to consider and immediately execute its next course of action, including but not limited to, a nation-wide strike contemporaneous to the commencement of Contempt of Court proceedings citing all relevant accounting officers without further notice.

Yours Sincerely,


Dr. Davji Atallah
Secretary General & CEO
Kenya Medical Practitioners, Pharmacists and Dentists' Union (KMPDU)

- CC:
1. The Deputy President of the Republic of Kenya
 2. Chief of Staff & Head of Public Service
 3. The Cabinet Secretary, Ministry of Health
 4. The Cabinet Secretary, The National Treasury
 5. The Cabinet Secretary, The Ministry of Labour
 6. The Chief Executive Officer, Council of Governors
 7. Salaries and Remuneration Commission - SRC
 8. Central Organization of Trade Unions - COTU
 9. The Presiding Judge, Employment and Labour Relations Court, Nairobi



Championing for Doctors' Rights

Deputy Chairman
Dr. Kahura Mundia

Deputy Secretary General
Dr. Miskellah Dennis



MINISTRY OF
HEALTH



THE NATIONAL GOVERNMENT
through the
MINISTRY OF HEALTH

&

**THE KENYA MEDICAL PRACTITIONERS, PHARMACISTS
AND DENTISTS UNION (KMPDU)**

**RETURN TO WORK FORMULA
AGREEMENT**

[Signature]

[Signature]

[Signature]

[Signature]

THIS RETURN TO WORK FORMULA (herein referred to as "**the Agreement**") is entered into on this 8th day of May **Two Thousand and Twenty-Four.**

BY AND BETWEEN

- I. The National Government**, through the Ministry of Health for and on behalf of Kenyatta National Hospital, Kenyatta University Teaching, Referral and Research Hospital, Moi Teaching & Referral Hospital, Mathari National Teaching & Referral Hospital, National Spinal Injury Hospital, on one part; and
- II. Kenya Medical Practitioners, Pharmacists and Dentists Union (KMPDU)** on the other part.

(each a "Party" and together "the Parties")

NOW THEREFORE, the Parties hereto agree on resolution of all the issues relating to the National Government in the Strike Notice as follows:

1. Outstanding Basic Salary Arrears

1.1 National Government Employees

- 1.1.1** The outstanding salary arrears in regard to the National Government employees shall be settled within the next financial year; and
- 1.1.2** To facilitate the settlement, the KMPDU shall **within 15 days** from the date of this agreement provide a list of the said Doctors with outstanding basic salary arrears.

1.2 County Government Employees

Initials:

1.2.1 The National Government shall through a conditional grant facilitate the settlement of the basic salary arrears accrued by County Governments in the amount of **Ksh. 3.5 Billion** arising from the implementation of the 2017-2021 Collective Bargaining Agreement (CBA); and

1.2.2 The basic salary arrears as accrued by doctors under employment by County Governments as of 30th June, 2024, shall be settled in **five years'** **with** effect from the **1st July, 2024**. The payment tenure shall be subject to annual review, with the possibility of reducing the payment timelines.

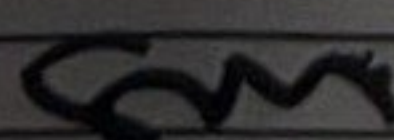
2. Internship

The issue of intern doctors remains under active consideration by the Parties, with the two positions held being as follows:

GOK Position	The issue of intern Doctors is the subject of the Employment and Labour Relations Court of Kenya at Eldoret in ELRC Petition No. E003 of 2024. In that regard and pursuant to the Order of the Employment and Labour Relations Court of Kenya at Nairobi in ELRC Petition E032 of 2024 of 2nd May 2024, the issue is held in abeyance until the matter is heard and finally determined.
KMPDU Position	The medical officer interns, pharmacist interns, and dentist interns shall be posted immediately in accordance with 2017-2021 Collective Bargaining Agreement.

The above positions notwithstanding, the Parties **shall commence and conclude negotiations on the issue within 60 days** from the date hereof. In the intervening

Initials:



period, there shall be no deployment and or posting of medical officer interns, pharmacists interns, and dental interns.

3. Harmonization of Terms of Service of Union Members Employed by the National Government

The terms of service for doctors employed by the National Government institutions shall be harmonized **within 90 days** in accordance with the existing legal framework.

4. Post Graduate Studies and Payment of Registrar Fees Arrears

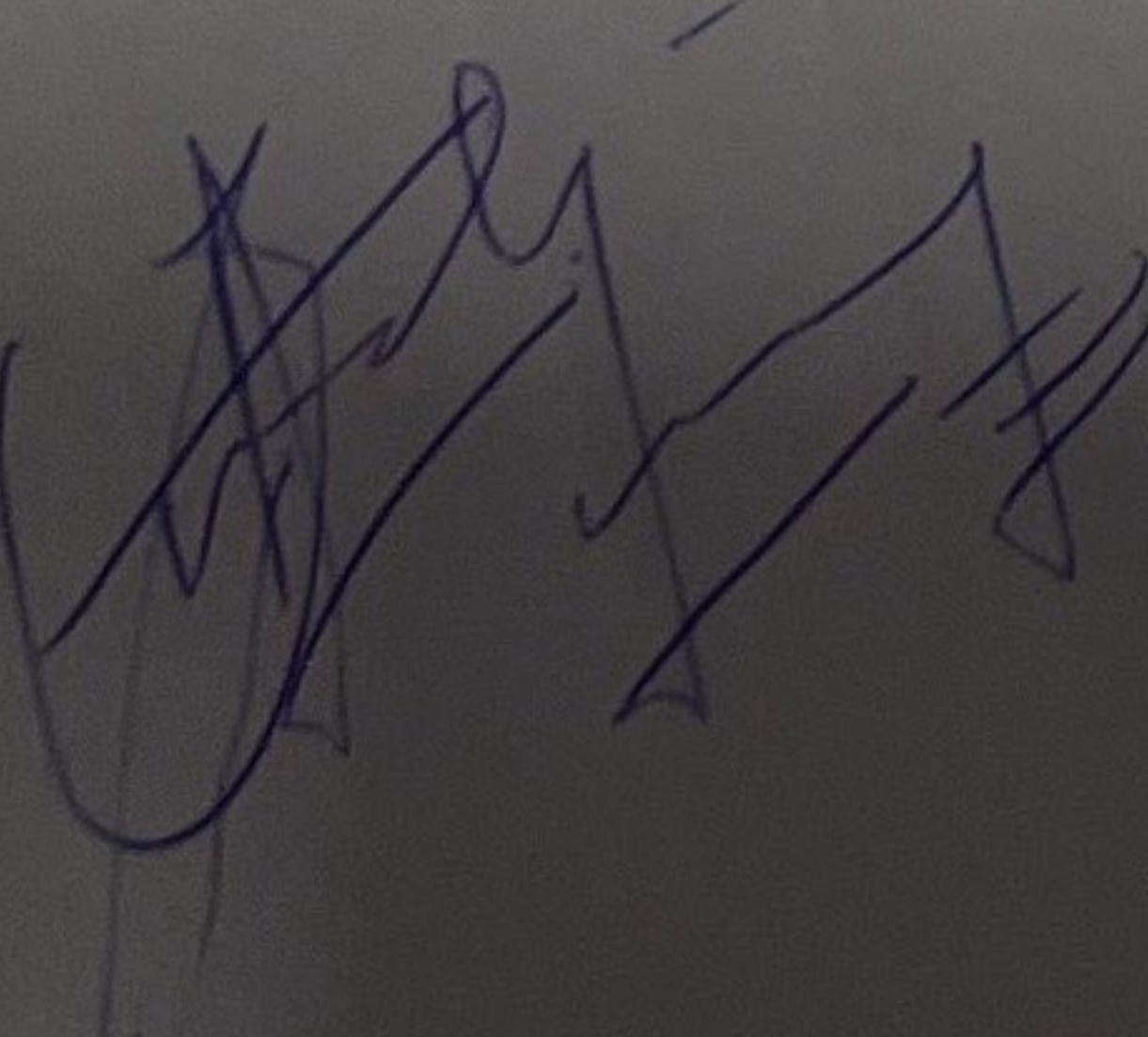
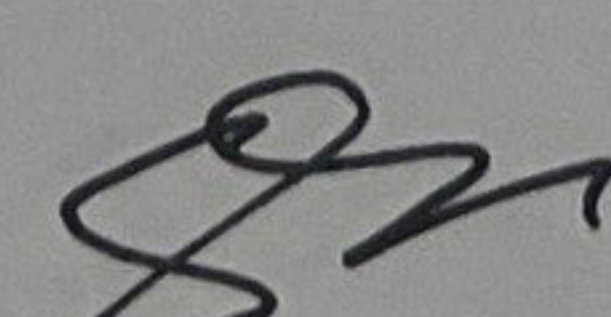
As part of residency clinical rotations (post-graduate studies), all registrars shall be on duty as per their clinical programme. The rotations shall not in any case exceed an aggregate 40 hours a week. In instances where the set threshold of hours is exceeded, the Registrar shall be compensated appropriately.

The National Government **shall immediately settle** all the outstanding fees incurred by Government sponsored Registrars' postgraduates from the year 2018 to date.

Timeline: The settlement of the outstanding fees arrears shall be processed immediately, but in any case not later than by **1st July, 2024**.

5. Comprehensive Medical Cover to Union Members Employed by the National Government

The National Government shall provide a comprehensive medical cover to the Union Members employed by the National Government in accordance with the Public Service and Salaries and Remuneration Commission (SRC) Guidelines by **1st July, 2024**.

Initials:  

6. Conclusion of Pending Collective Bargaining Agreements (CBAs) and Negotiation of New CBAs

Cognisant of the respective independent corporate existence of the various entities under the National Government, KMPDU shall **within 90 days** from the date of this agreement conclude the CBAs with each of the respective National Teaching and Referral Hospitals while observing the Constitutional and Statutory strictures.

The Employers will on a priority basis seek the advice of the Salaries and Remuneration (SRC) on the CBAs in keeping with its constitutional mandate.

7. Kenyatta National Hospital (KNH) Issues

The terms of service of the 81 Doctors on placement under the COVID-19 Programme shall be reviewed on expiry of their respective contracts and shall be **translated into three year contracts** in line with the existing Human Resource Guidelines.

As part of the institutional reforms, the tenure of engagement of all contract staffers going forward shall be a minimum of three years.

8. Moi Teaching and Referral Hospital (MTRH) Issues

The new Collective Bargaining Agreement (CBA) between the MTRH and KMPDU has been successfully concluded with the concurrence of the Salaries and Remuneration Commission (SRC).

9. Kenyatta University Teaching Research and Referral Hospital (KUTRRH) Issues

The Parties shall **within 30 days** from the date of this agreement conclude the CBA negotiation process.

Initials:

KUTRRH shall **within 30 days'** review and harmonize the tenure of engagement of contract staffers to a minimum of **three years' contract**.

10. Employment of Additional Doctors to support the Implementation of UHC

Reaffirmed the shared aspirations of the nation to realize Universal Health Coverage (UHC) as part of the national endeavour to bring to life the socio-economic rights enshrined in the Constitution.

To facilitate the realization of this shared aspirations, the Government shall establish mandatory staffing norms for the various levels and categories of hospitals **within 90 days** from the date hereof.

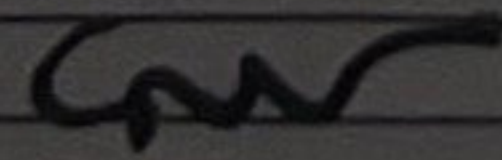
In furtherance of this national endeavour, the government shall employ **2,000 additional doctors** from the FY 2025/26 and thereafter establish a policy for annual recruitment and placement of Medical Doctors, Pharmacists and Dentists in accordance with the staffing norms and standards, fiscal management policies and existing legal framework.

11. Promotions of Medical Personnel

11.1 The National Government shall in accordance with the approved staff establishment effect all pending merit-based promotions.

11.2 To facilitate the promotions as may be applicable, KMPDU shall **within 15 days** from the date of this agreement provide a list of Medical Doctors, Pharmacists and Dentists who are due for promotion;

11.3 The Ministry shall on receipt of the list envisaged under paragraph 10.2 above, shall immediately commence and **within 90 days'** effect promotions in compliance with Guidelines issued by the Public Service Commission (PSC).

Initials: 

12. Intergovernmental Taskforce

Recommend the establishment of an Intergovernmental Taskforce **within 14 days** from the date of execution of this Agreement. The primary mandate of the Taskforce shall be to address the perennial challenges that have bedevilled the Health Sector as well the outstanding issues arising from the ongoing industrial action.

13. Return to Work

KMPDU shall **immediately call-off** the strike and the Union members participating in the strike arising from the Strike Notice dated 6th March 2024 shall immediately return to work but not later than **within 24 hours** of executing this deed.

14. Non-Victimization

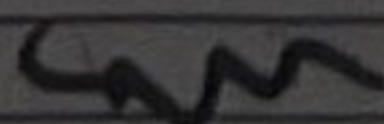
There will be no victimization of any employee for having participated in the strike ensuing pursuant to the strike notice dated 6th March 2024. In that regard any disciplinary proceedings commenced or continued as flowing from the strike notice dated 6th March 2024 and subsequent events related to the strike (*including but not limited to demotion, suspension, termination, stoppage of salaries and non-remittance of union dues*) are voided.

All unpaid union dues and salaries shall be paid in accordance with the existing contractual obligations.

15. Matters before Court

The parties hereby agree that this Return to Work Formula Agreement shall be adopted as a consent in Employment and Labour Relations Court at Nairobi in Petitions Number E032, E033 and E036 of 2024 emanating from the Strike Notice by

Initials:



the Union dated 6th March 2024 and any subsequent strike flowing from the said notice.

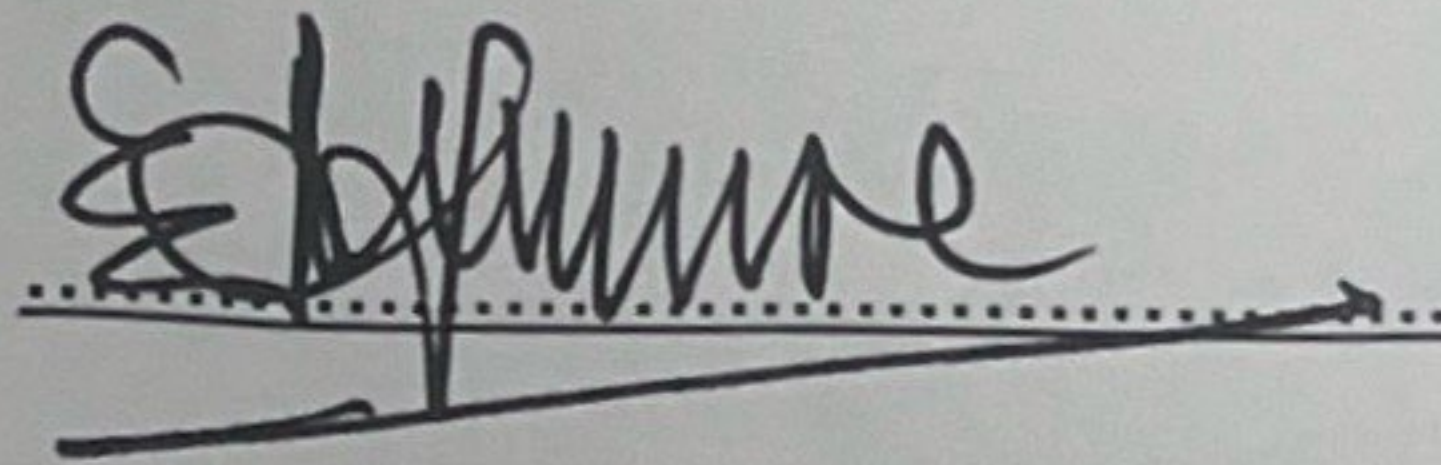
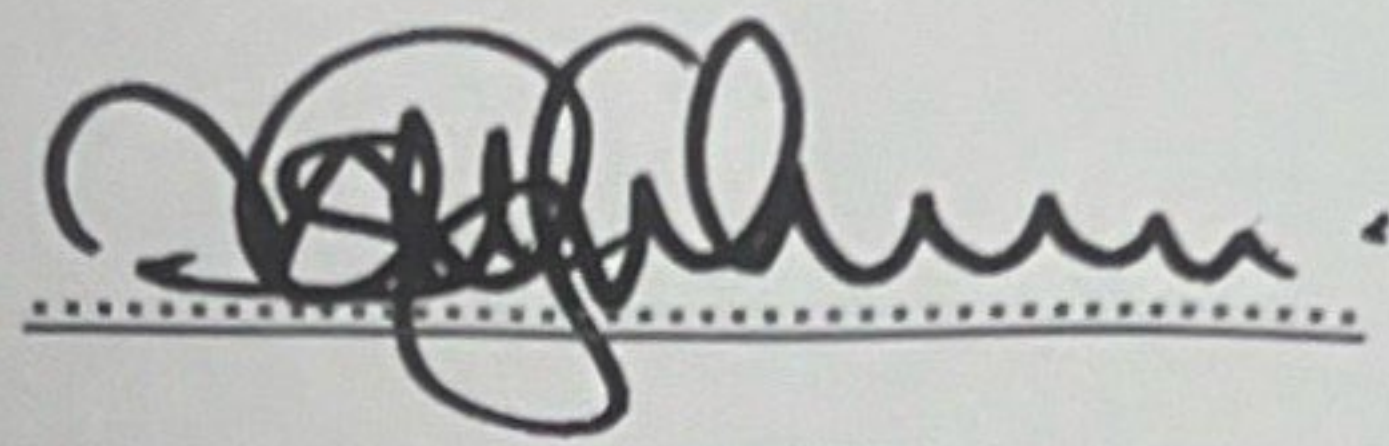
IN WITNESS WHEREOF the Parties through their authorized officials hereby execute this Agreement on this **EIGHTH** Day of **MAY**, 2024.

SIGNED BY:

Ms. Nakhumicha Susan Wafula, EGH

The Cabinet Secretary
Ministry of Health
For and on behalf of
**The National Government &
National Referral Facilities**

In the Presence of:
Hon. Sharack J. Mose
Solicitor-General

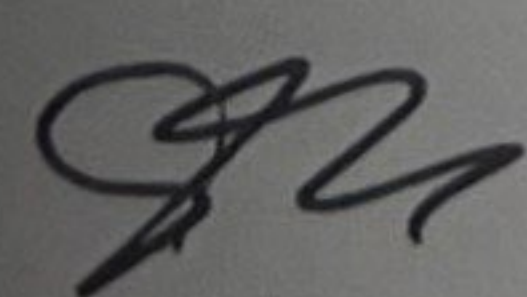
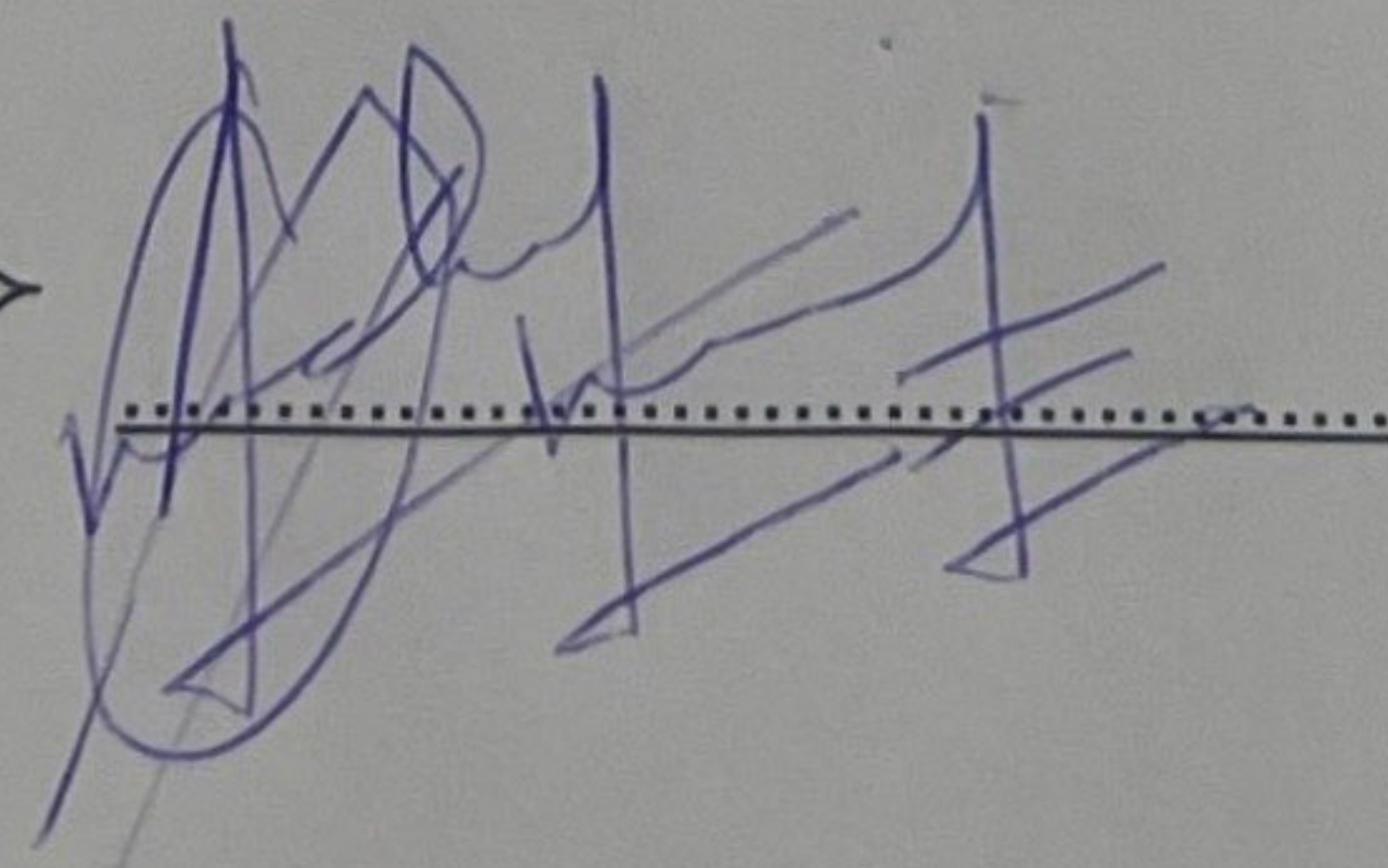
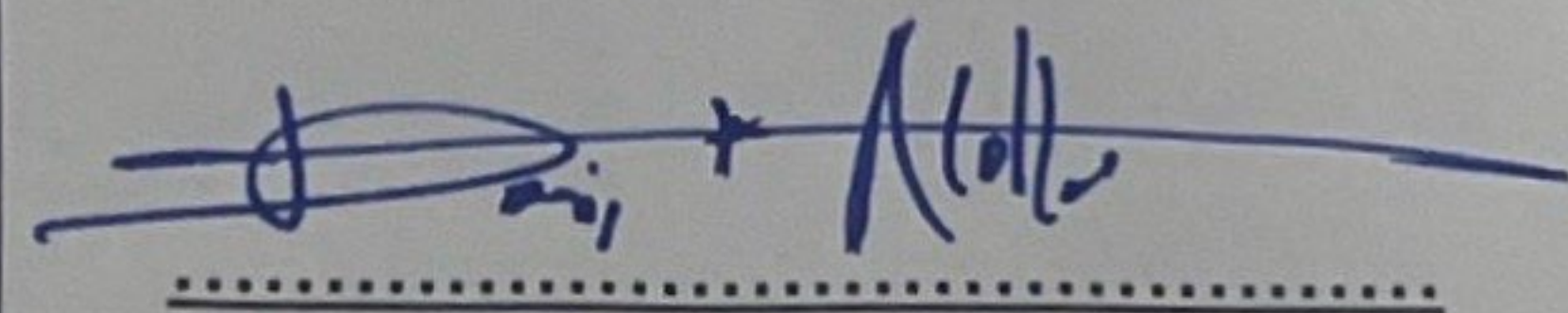


Kenya Medical Practitioners Pharmacists and Dentists Union

SIGNED BY:

Dr. Davji Atallah
The Secretary General
KMPDU

Dr. Abidan Mwachi
The Chairperson
KMPDU



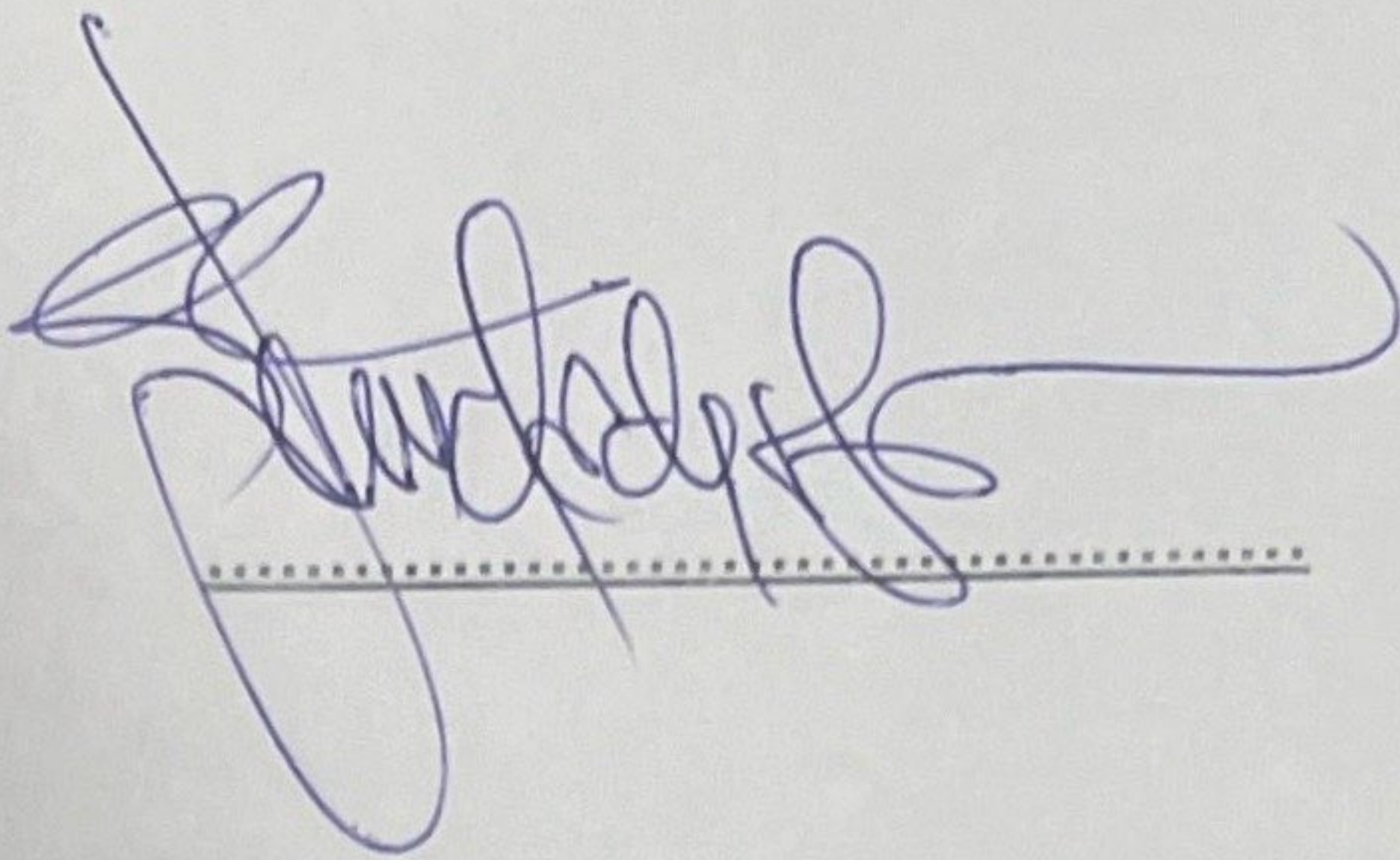
RETURN TO WORK FORMULA

EDGAR WASHINA

In the Presence of:

.....

Advocate



08/05/2024



RETURN TO WORK FORMULA AGREEMENT

BY AND BETWEEN

COUNTY GOVERNMENTS OF KENYA

AND

**KENYA MEDICAL PRACTITIONERS' PHARMACISTS AND DENTISTS
UNION**

Initials:

IN THE MATTER of Employment and Labour Relations Court Petition No. E032 of 2024 Kenyatta National Hospital Vs. Kenya Medical Practitioners' Pharmacists & Dentist Union, Salaries and Remuneration Commission and Two Others

Consolidated with

Employment and Labour Relations Court Petition No. E033 of 2024 Attorney General on Behalf of Ministry of Health Vs. Kenya Medical Practitioners, Pharmacists & Dentists Union, 47 County Governments, Council of Governors, Public Service Commission & Salaries & Remuneration Commission

Consolidated with

Employment and Labour Relations Court Petition No. E036 of 2024 Kenyatta University Teaching and Referral Hospital Vs. Ministry of Health and Others

A. PREAMBLE

WHEREAS the KMPDU issued a seven (7)-day Strike Notice on 6th March, 2024, which industrial action commenced on 14th March, 2024;

WHEREAS the Employment and Labour Relations Court in Nairobi in ELRC Petitions Number E032 and E033 of 2024, issued an order on 17th April, 2024, directing that "Pending further orders or a return date, the whole-of-nation approach committee to be convened forthwith without conditions to any of the participating parties and with a view of concluding a return to work formula."

WHEREAS pursuant to the Order of the Court, the Whole-of-the-Nation Committee convened its third meeting on 18th April, 2024, at

Kenyatta International Convention Centre (KICC) at the Presidential Pavilion, commencing at 2:30 O'clock in the afternoon.

WHEREAS the said meeting was attended by members of the Kenya Medical Practitioners, Pharmacists, and Dentists Union (KMPDU), the National Government, the Council of Governors representing all the 47 County Governments, the National Teaching and Referral Hospitals, the Salaries and Remuneration Commission (SRC), and the Public Service Commission (PSC).

WHEREAS the meeting resolved that the County Government shall negotiate a Return-To-Work Formula under the auspices of the Council of Governors.

WHEREAS The parties held a meeting on 19th April, 2024 at the Council of Governors, 11th Floor Board Room

WHEREAS the parties have delineated the issues falling within the mandate of each of the levels of Government as well as the respective institutions within it.

WHEREAS the court on 2nd May, 2024 directed the parties to sign the return to work formula as appropriate and in good faith as a progression on the Whole of Nation proceedings with a view of recording the return to work formula in court.

WHEREAS the court further directed on 6th May, 2024 that parties avail a final chance to conclude on a Return To Work Formulae

AND WHEREAS the parties are the 47 County Governments on the one part and Kenya Medical Practitioners, Pharmacists and Dentists Union (KMPDU) on the other part.

NOW THEREFORE, the Parties hereto agree on resolution of all the issues relating to the County Governments in the Strike Notice as follows:

1. Medical Insurance:

1.1 County Governments that have not provided medical cover to the Doctors to commence the process of acquiring the medical cover immediately and conclude the same within 90 days. The cover shall be as per the Salaries and Remuneration Committee and Public Service Commission guidelines on medical insurance.

1.2 The Doctors seconded from the Ministry of Health (MOH) to Counties, be transitioned to medical cover enjoyed by other county public servants in accordance with the prevailing Public Service policies and guidelines.

2. Release of Doctors on Post Graduate Study

2.1 Counties to continue releasing Doctors for Postgraduate Studies based on CBA 2017.

2.2 The policy on postgraduate studies to be reviewed to mainstream / align the numbers and criteria for releasing doctors for postgraduate studies, including the terms of bonding by County governments.

3. Employment of Doctors

County Governments will recruit doctors based on availability of resources and informed by the staffing norms and staff establishments.

4. Car Loan and Mortgages for Doctors

County Governments shall engage the National Treasury in the next ninety (90 days) for seed funding to enable the County Governments to set up the Scheme. The Doctors will start

applying for/accessing the facilities upon receipt of the funding by the National Treasury.

5. New Collective Bargaining Agreement

The Council of Governors will initiate coordination process of negotiating a new CBA with each county within 30 days. Execution of the new CBA shall be signed within 90 days from the date of execution of this RTWF.

6. Basic Salary arrears

6.1 The County Governments shall make payments of the basic pay salary arrears accrued to the Doctors as contained in the CBA 2017-2021, pursuant to judgment delivered on 28th October, 2021 in Employment and Labour Relations Petition No. 6464, upon receipt of a conditional grant from the National Treasury (who have committed to pay from **1st July, 2024**). The payment shall be made in a phased manner over a period of five (5) years. (period subject to amendments upon discussions by MOH and NT).

6.2 Resources for sustainability shall be provided by the National Treasury and payment by county Governments shall be upon the National Treasury providing the resources.

7. Remittance of Statutory Deductions

County Governments that have not remitted the statutory deductions arrears to remit the same immediately and not less than 30 days.

8. Promotion and re-designation of Doctors

Counties that have not promoted and re-designated doctors to commence the process in accordance with the prevailing Public Service guidelines and policies within one (1) month and complete the same by 1st September, 2024.

9. Harmonization of Terms of Service of Union members Employed by the County Governments

The terms of service for doctors employed by the County Government shall be harmonised in accordance with existing legal and policy frameworks.

10. Kirinyaga and Nairobi City County case

The matters to be dealt with by the unions and respective County Governments.

11. Return to Work

11.1 KMPDU shall immediately call –off the strike and the Union members participating in the strike arising from the Strike Notice dated 6th March 2024 shall immediately return to work within 24 hours of executing this deed.

11.2 All unpaid union dues and salaries shall be paid in accordance with the existing contractual obligations.

12. Non-Victimization

There will be no victimization of any employee for having participated in the strike ensuing pursuant to the strike notice dated 6th March 2024. In that regard all disciplinary proceedings commenced or continued as flowing from the strike notice dated 6th March 2024 and subsequent events related to the strike (including but not limited to demotion, suspension, termination, stoppage of salaries and non-remittance of Union dues) are voided.

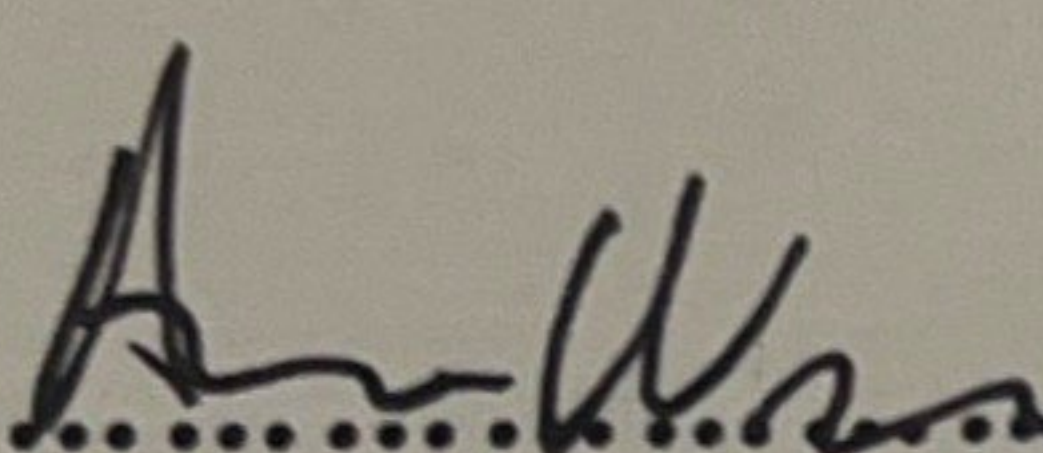
13. Matters before Court

The parties hereby agree that this Return to Work Formula Agreement shall be adopted as a consent in Employment and Labour Related Court at Nairobi Petitions Number E032, E033 and

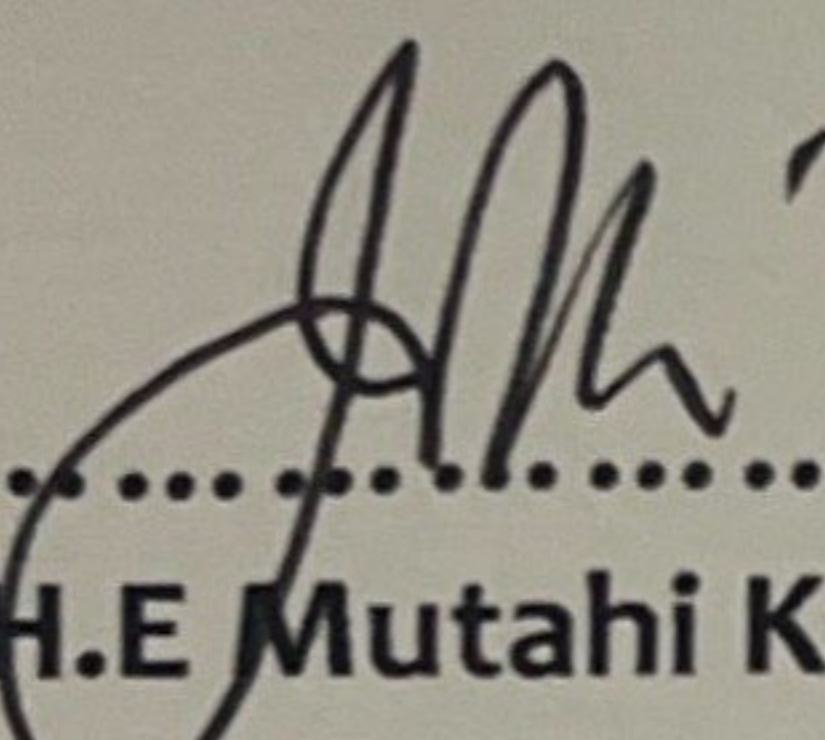
E036 of and E052 all of 2024 emanating from the Strike Notice by the Union dated 6th March 2024 and any subsequent strike flowing from the said notice.

DATED AT NAIROBI THIS 8th Day of May 2024

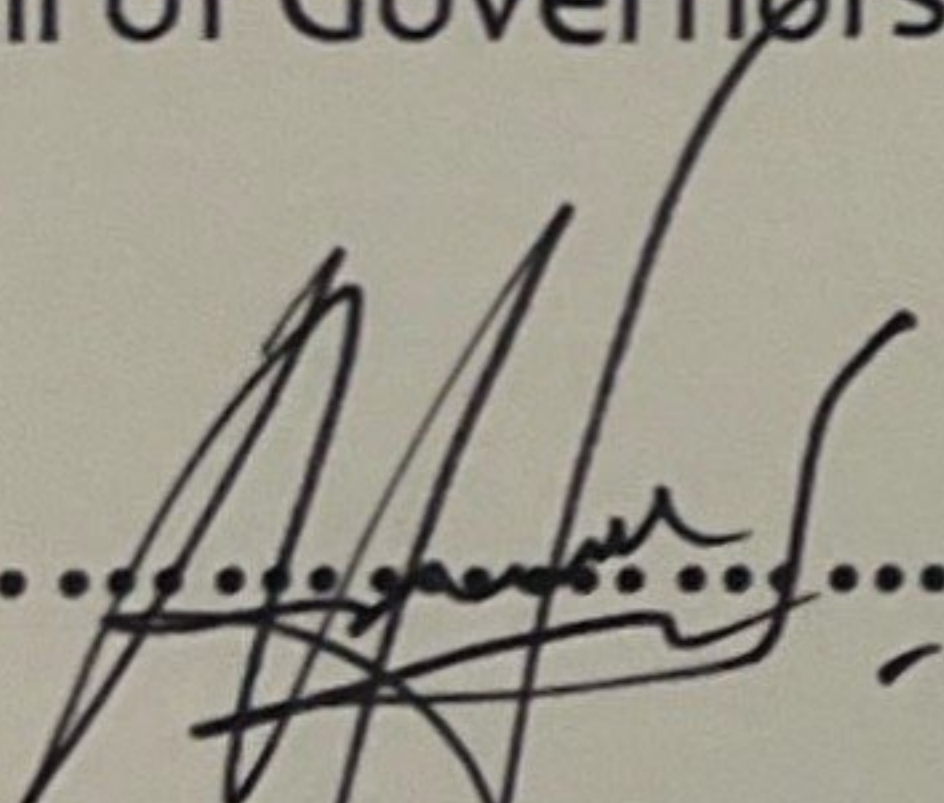
SIGNED FOR AND ON BEHALF OF THE COUNTY GOVERNMENTS

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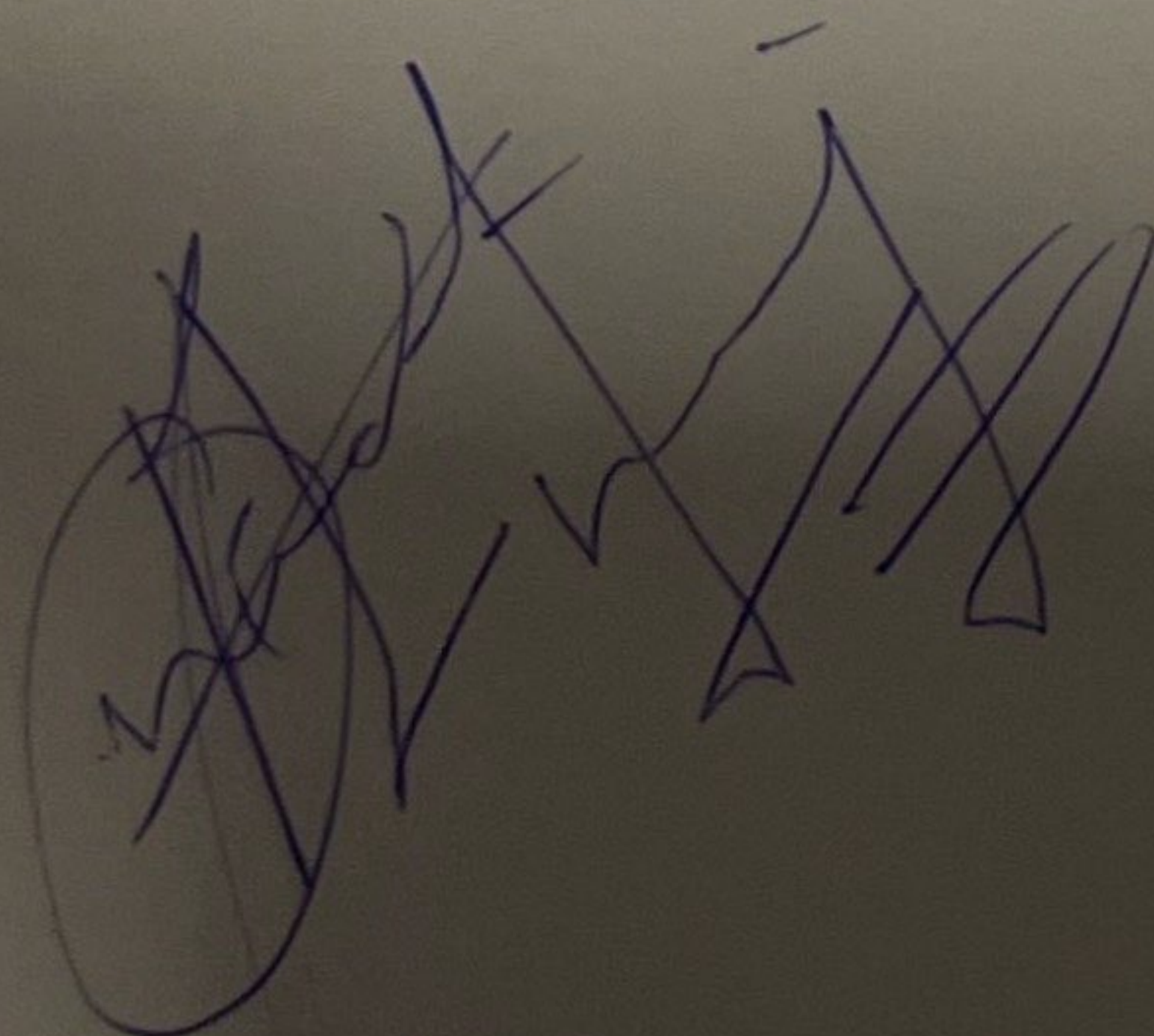
Gov. H.E, Anne Waiguru, EGH
Chair, Council of Governors

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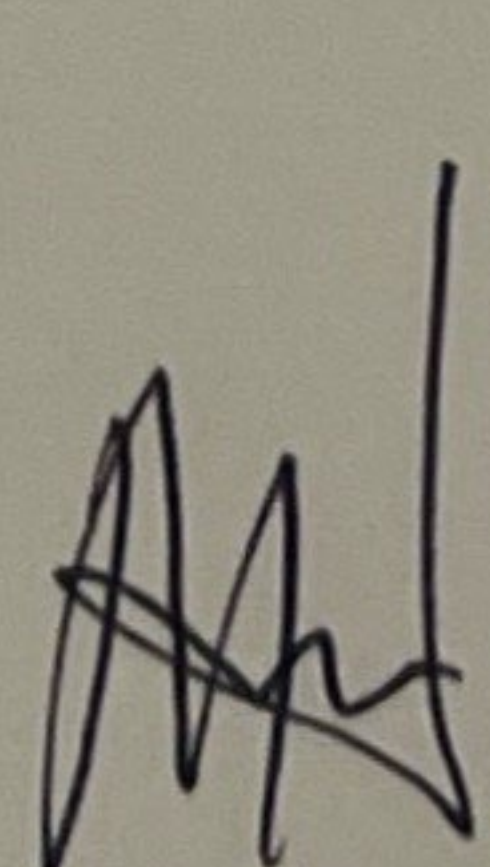
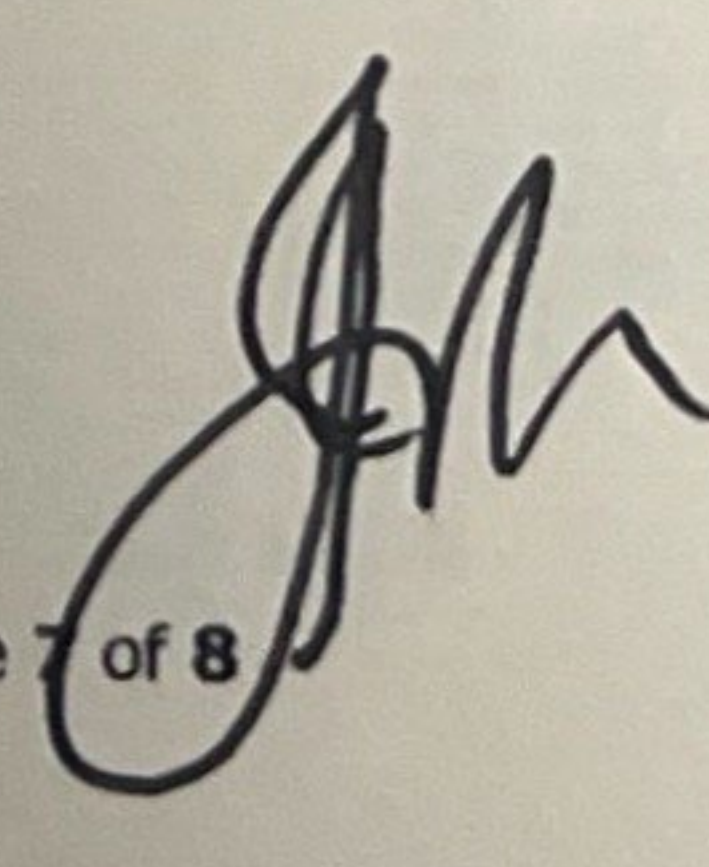
Gov. H.E Mutahi Kahiga, EGH
Chair- Human Resources, Labour and Social Welfare
Council of Governors

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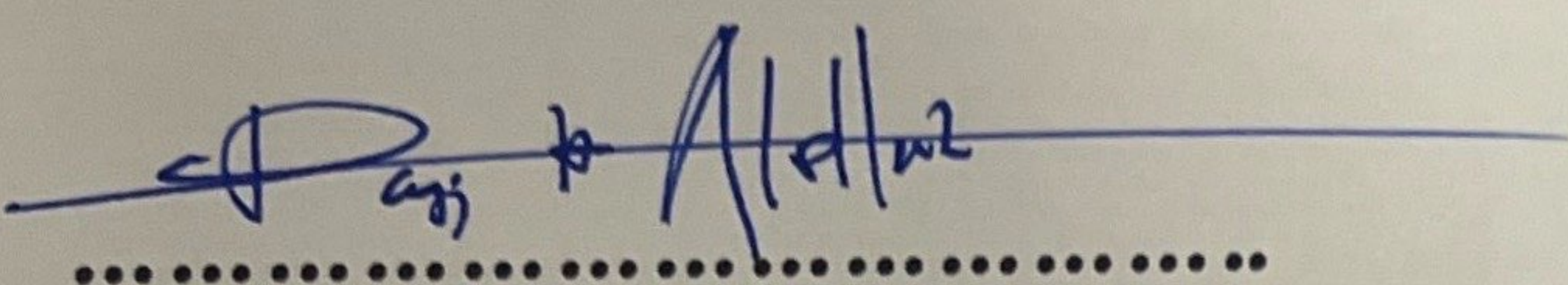
Gov. H.E Muthomi Njuki, EGH
Chair- Health Committee
Council of Governors



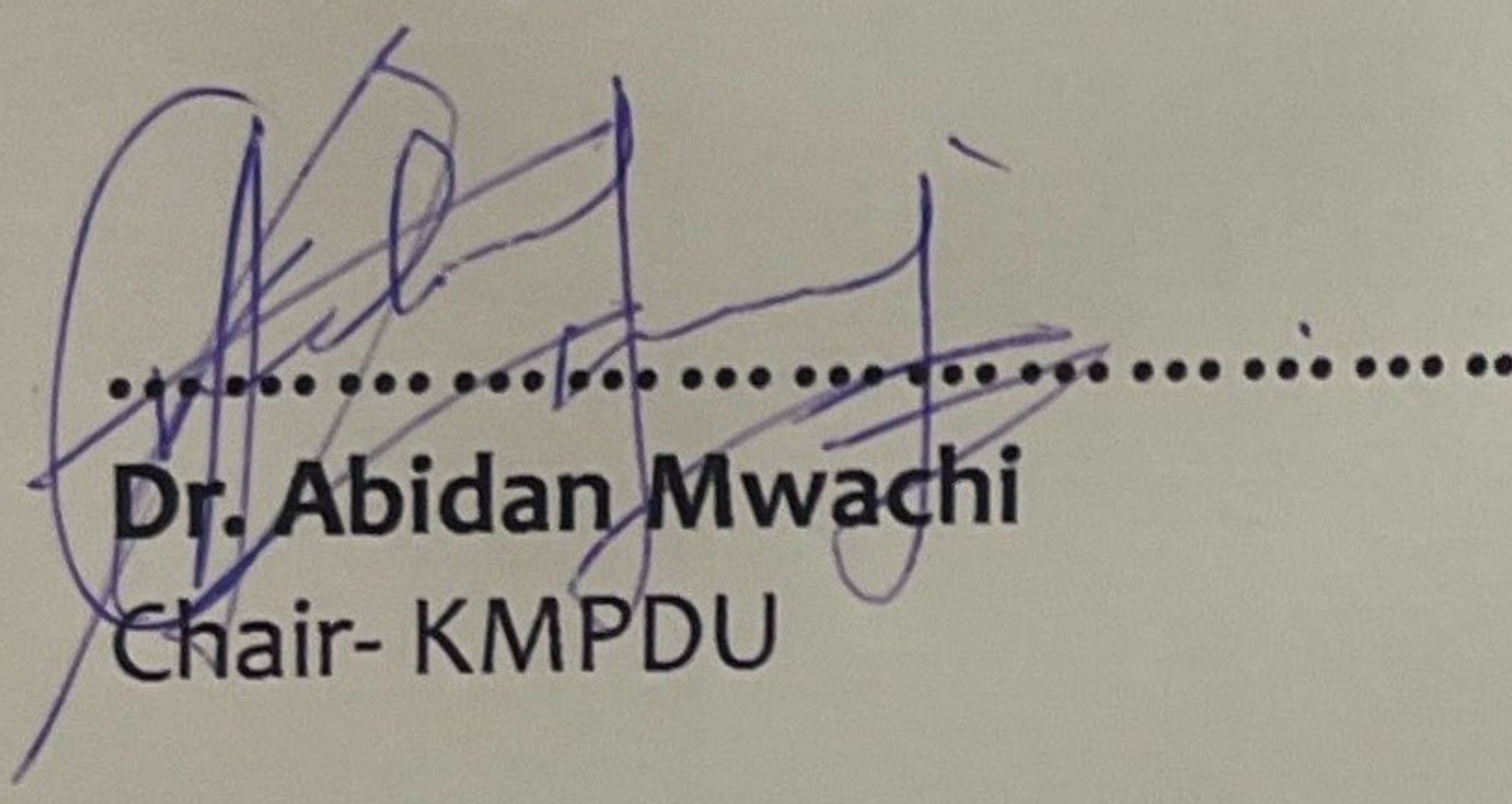
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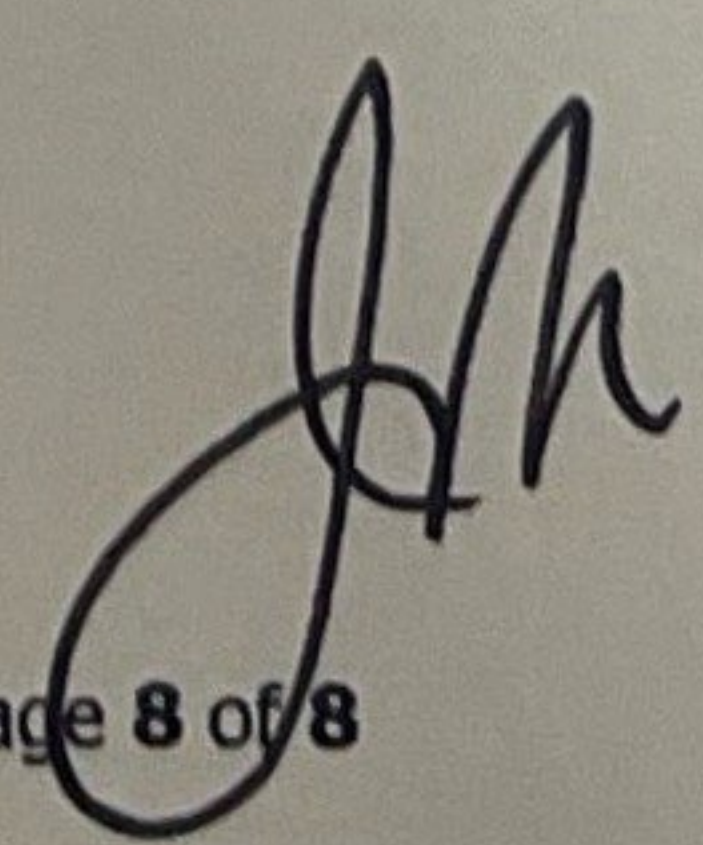
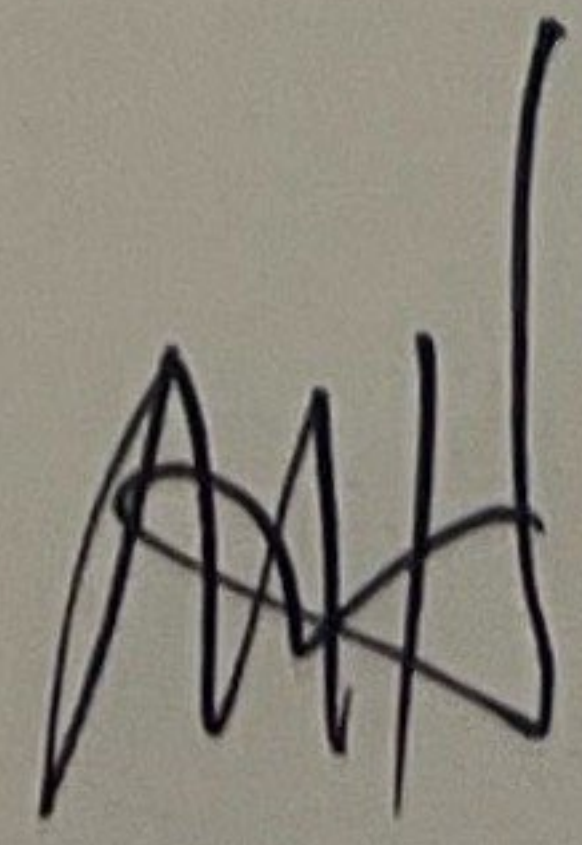
SIGNED FOR AND ON BEHALF OF KMPDU



.....
Dr. Davji Atallah
Secretary General KMPDU



.....
Dr. Abidan Mwachi
Chair- KMPDU



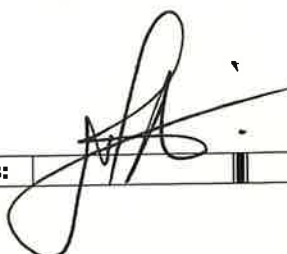
**ADDENDUM (I) TO THE
RETURN TO WORK FORMULA**

BY AND BETWEEN

COUNTY GOVERNMENTS OF KENYA

AND

KENYA MEDICAL PRACTITIONERS' PHARMACISTS AND DENTISTS UNION

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Initials:	
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THIS ADDENDUM to the Return-To-Work Formula (the Agreement) is made
this 19th day of December 2024,

Between

THE 47 County Governments represented by the Council of Governors
(hereinafter referred to as **COG**) on the one part;

And

KENYA MEDICAL PRACTITIONERS' PHARMACISTS AND DENTISTS UNION
(hereinafter referred to as **KMPDU**) on the other part;
(COG and KMPDU hereinafter referred to as the "Parties" and each individually
as a "Party")

WHEREAS

The Parties to this Agreement entered into a Return-to-Work Formula Agreement dated 8th May 2024 which formed the resolution of the Parties in the Strike Notice of 6th March, 2024;

WHEREAS KMPDU, vide the Notice of Intended Industrial Action dated 3rd December 2024, has raised several issues including:

- i. Failure to comply with CBA remuneration terms for Medical, Dental and Pharmacist Officers Interns including unilateral attempts at amending the CBA and general gross mismanagement of the internship program as agreed under Article IV of the CBA with the Ministry of Health.
- ii. NIL implementation of Article IV (A) and (B) as read with Appendix A on Remuneration on Basic Salary in our members' monthly pay slips contrary to Judgement delivered by Honorable Lady Justice Monica Mbaru of 28th October 2021 NAIROBI ELRC E. 6464/2020 and the RTWF dated 8th May 2024.
- iii. Failure to comply with the agreements in the RTWF dated 8th May 2024 by both National and County government as per the attached addendums.



Initials: 

NOW THEREFORE, the Parties hereto agree on resolution of all the issues relating to the County Governments in the Strike Notice as follows:

1. Basic Salary arrears

- 1.1 The National Government through Ministry of Health shall make payments of the basic pay salary arrears accrued to the Doctors as contained in the CBA 2017-2021, pursuant to judgment delivered on 28th October 2021 in Employment and Labor Relations Petition No. 6464, upon receipt of funds from the National Treasury (who have committed to pay on or before **20th December 2024**). The payment shall be made in two installments within two financial years 2024/2025 and 2025/2026.
- 1.2 The Council of Governors shall obtain from County Governments and transmit to the Ministry of Health verified particulars of doctors to be paid the basic salary arrears to enable payment of the same on or before 20th December 2024. The evidence of the same will be shared with the Union.
- 1.3 Resources for sustainability (salary adjustment) shall be provided by the National Treasury and payment by county Governments shall be upon the National Treasury providing the additional resources in the next financial year 2025/2026.

2. Suspension of Notice of Intended Industrial Action

- 2.1 The KMPDU shall suspend the intended strike arising from the Strike Notice dated 3rd **December 2024** once the evidence of payment of the arrears and the Interns is availed by the Ministry of Health.



Initials: 

SIGNED FOR AND ON BEHALF OF THE COUNTY GOVERNMENTS



.....
Gov. H.E. FCPA , Ahmed Abdullahi, EGH

Chair

Council of Governors



.....
Gov. H.E Johnson Sakaja, EGH

Chair- Human Resources, Labour and Social Welfare

Council of Governors



.....
Gov. H.E Muthomi Njuki, EGH

Chair- Health Committee

Council of Governors

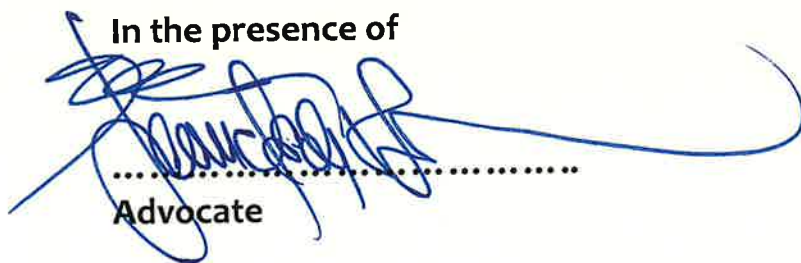
SIGNED FOR AND ON BEHALF OF KMPDU



.....
Dr. Davji Atallah

Secretary General KMPDU

In the presence of



.....
Advocate



REPUBLIC OF KENYA

IN THE EMPLOYMENT AND LABOUR RELATIONS COURT OF KENYA AT NAIROBI CITY

COURT NAME: MILIMANI COMMERCIAL

CASE NUMBER: ELRCPET/E032/2024

CITATION: KENYATTA NATIONAL HOSPITAL VS KENYA MEDICAL PRACTITIONERS
PHARMACIST & DENTIST UNION AND SALARIES AND REMUNERATION COMMISSION AND 2
OTHERS

ORDERS(COURT DOCUMENT)

By consent of the parties herein and in presence of respective counsel attending proceedings today, it is hereby ordered:

1. The following three documents are hereby adopted as the agreed return to work formula, namely:

a) the tripartite return to work formula agreement signed on 08.05.2024 by Ms. Nakhumicha Susan Wafula E.G.H, Cabinet Secretary, Ministry of Health, for the National Government and National Referral Facilities in presence of Hon. Sharack J. Mose, Solicitor General; Governor H.E. Anne Waiguru EGH, Chairperson Council of Governors, Governor H.E Muthomi Njuki EGH, Chairperson, Health Committee of Council of Governors and, Governor H.E Mutahi Kahiga, EGH, Chairperson, Human Resource, Labour and Social Welfare Committee of Council of Governors all for and on behalf of the County Governments; and, Dr, Davji Atellah, Secretary General, KMPDU and Dr. Abidan Mwachi Chairperson of KMPDU both for the Kenya Medical Practitioners, Pharmacists, and Dentists Union in presence of Mr. Edgar Washika Advocate;

b) the return to work formula agreement signed by the Cabinet Secretary for National Government and National Referral Facilities and the KMPDU Secretary General and Chairpeson on 08.05.2024; and,

c) the return to work formula agreement between County Governments of Kenya and the Union signed on 08.05.2024 by the Chairperson of Council of Governors, Chairperson of the Human Resource, Labour and Social Welfare, Council of Governors and Chairperson of the Health Committee, Council of Governors, and, the KMPDU Secretary General and Chairperson.

2. As per paragraph 15 of the return to work formula agreement between the National Government through the Ministry of Health and KMPDU and per paragraph 13 of the return to work formula agreement between the County Governments of Kenya and the KMPDU both signed on 08.05.2024 and referred to in order (1) above, the parties hereby agree that the two return to work formula agreements are hereby adopted as a consent order by the Court in Petitions E032 of 2024; E033 of 2024; E036 of 2024; and E052 of 2024 as duly consolidated and emanating from the strike notice by the union dated 06.03.2024 and any subsequent strike flowing from the said notice.



3. Consequential to the adoption of the three return to work formula agreements herein, parties to continue engaging in good faith in execution of the consent order.
4. Mention on 23.05.2024 as earlier scheduled at 9.30am or soon thereafter per cause list and video link to report the progress on implementation of the return to work formula agreements.
5. Pursuant to the agreements, the KMPDU shall immediately call-off the strike and the union members participating in the strike arising from the strike notice dated 06.03.2024 shall immediately return to work but not later than within 24 Hours of executing the agreements (being 1800 Hours on 09.05.2024).

Byram Ongaya, Principal Judge, 08.05.2024

SIGNED BY: HON. JUSTICE BYRAM ONGAYA



THE JUDICIARY OF KENYA.
NAIROBI EMPLOYMENT AND LABOUR RELATIONS COURT
JUDICIAL REVIEW AND LABOUR RIGHTS DIVISION
DATE: 2024-05-08 19:43:28+03

