

KENYA MEDICAL PRACTITIONERS, PHARMACISTS & DENTISTS UNION (KMPDU)

Keynote Address: Technical Auditing, Data Integrity, and the Multi-Billion Shilling Payroll Architecture

Speaker: Dr. Davji Bhimji Atellah, Secretary General

Event: Nyanza Branch 8th Annual General Meeting (AGM)

Date: Saturday, 19th April 2025

Venue: Kisumu, Kenya

Colleagues, Distinguished Delegates, and Comrades,

First, I want to thank all of you who have made the effort to move forward and fill this room today. I know how incredibly busy doctors are. Even on this Easter weekend, while the rest of the country takes time off, many of our colleagues are still in the wards, still at the bedside, and still working. Many more will be joining us virtually or streaming in later this evening after their shifts end. But their absence on the floor right now does not prevent us from doing the critical work that brought us to Kisumu.

We are here today for a singular, sobering purpose: to take stock of the past 365 days since our last AGM. We are here to audit our progress, inspect our structures, and prepare our collective machinery for the upcoming Annual Delegates Conference at the Coast.

We often call ourselves tech-savvies—we discuss the integration of Artificial Intelligence in medicine and the digitization of unionism. But true unionism cannot be fully digitized; it requires being physically present. For those of you from the Nyanza Branch who stood on the streets during our national protests, you remember the raw reality of that struggle. You remember the sweetness of the smell of sweat hanging on your clothes, running down your back, running from the police, and running after the police. That physical presence is the lifeblood of our movement, and it is what gives us the authority to sit at the table today.

Comrades, as we transition from the streets into this administrative space, our battle strategy must change. The shouting has ended, and the war of numbers has begun. Our leverage with the government is now entirely dependent on our technical accuracy and our data integrity.

I want to take you back to the structural pivot we made between July and September of last year. As your national leadership, we deliberately opened a window and asked every single doctor across this country to look down at their records. Because you are the true custodians of your patients, you had to be the ultimate verifiers of your own data. We knew that the payroll records held by the county governments and the national treasury were riddled with errors. We provided that window to correct the discrepancies before the final state funds were executed.

Unfortunately, some individuals did not communicate their data back to us in time, and that lack of communication has created friction now that payments are being processed. Because the money is being systematically distributed, taxes have already been deducted at source, and the Ministry has executed exactly fifty percent of that initial calculation.

"Let us look closely at the math. We are currently tracking a legacy debt framework that spans from 2017 all the way to 2024. When we calculated our individual claims across the board, the total historical arrears ballooned to a figure between 3.58 billion and over 5 billion shillings. Your leadership refused to compromise on these arrears."

But when the data was ran through the state payroll systems, we identified massive variations depending on individual Job Groups. This is where our members must become meticulous auditors of their own payslips:

- **Job Groups M, N, and R:** The payroll differences here are relatively minor and manageable.
- **Job Group P:** We discovered massive structural variations. On average, doctors in Job Group P are seeing a discrepancy of up to forty-five thousand shillings per individual.
- **Job Group S:** This is where the single largest financial violation sits. The system carries discrepancies stretching up to one hundred thousand shillings for individual senior practitioners.

The Central Government and KMPDU have gone back to the raw data to execute corrections, individual by individual. To ensure you receive the exact amount you are owed, we have structured a multi-tiered, multi-billion shilling payout architecture that you must monitor closely:

First, the immediate batch you will see hit your accounts is the fifty percent balance of the historical arrears spanning 2017 to 2024. This tranche is being disbursed directly from the National Treasury to eliminate local county-level bureaucracy.

Second, we have ring-fenced a specific allocation of 1.75 billion shillings to cover the active period of July 2024 to June 2025. Let me be very clear on this point: this 1.75 billion shilling component is the sole obligation of the county governments. We have reviewed the county budgets, and we are tracking their allocations to ensure these funds are factored directly into local health department votes.

Finally, we must look at the revised basic salary structures that need to be permanently reflected in your active payslips effective this year, so that the continuous accumulation of debt stops.

This brings me to our high-level diplomacy. During our crunch winter meetings on the 19th of December, the Council of Governors, the Deputy President, and the National Treasury approached KMPDU with a formal request. They asked the union to grant the government a one-

year structural window. They argued that they needed this cycle to cleanly factor these massive, multi-billion shilling legacy payments directly into the active national budget framework without collapsing local healthcare services.

Your leadership exercised strategic patience. We granted them that one-year period. But let no one in government mistake our patience for weakness. We have an upcoming compliance meeting this week on the 23rd with the Council of Governors, where they must present a binding, detailed outline of exactly how they will execute these budget lines.

The government knows there is a formal court order attached to these agreements. More importantly, they know that we are on the ground, watching the active budget cycle, and we are fully prepared to take direct, unyielding industrial action the moment they default on this timeline. We will not sit under the table scrambling for crumbs anymore; we are at the table, and we will protect our members' welfare with the full force of our solidarity.

Without further ado, I want to welcome you all to dinner. It is not a fancy layout—it is a modest Western-style buffet of ugali and meat that the Nyanza Branch organized to keep you sustained and awake as we finalize our next plan of action. Please, do not feel restricted, go back for several rounds if you must. Let us use this time to mingle, exchange tactical ideas, and share consultation numbers.

Before we eat, let us take a collective group photograph. I know our doctors—once you are satisfied and full, you have a habit of disappearing into the night! Let us capture our numbers first, and then we will bless the meal.

Thank you, colleagues.

Dr. Davji Bhimji Atallah

Secretary General, KMPDU

VIVA KMPDU! VIVA!