



KENYA UNION OF CLINICAL OFFICERS
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April 11TH, 2018

Ref: KUCO/1/SEN/NA/4,2018 (36)

To;
The Chairperson,
Parliamentary Health Committee,
Parliament Buildings,
P.O Box 41842 - 00100,
Nairobi.



The Chairperson,
Senate Health Committee,
Parliament Buildings,
P.O Box 41842 - 00100,
Nairobi, Kenya.



DLPS
Please deal.
16/4/18

Thro;
The Clerk National Assembly,
And
The Clerk Senate

Mr. Chama
Please deal.
17/4/18

Ms. Nkhini
Please review this petition
and facilitate its presentation.
Kindly observe timelines and the
checklist D. Chama
17/4/18.

RE: PETITION ON THE CBA NEGOTIATION STALEMATE FOR THE KENYA UNION OF CLINICAL OFFICERS

We, the undersigned are leaders of Kenya Union of Clinical Officers duly elected and mandated to represent the over 20,000 Clinical Officers practicing in Kenya.

We wish to submit as follows;

THAT;

- The Union submitted its draft CBA proposal for negotiation in the last week of November 2017 as agreed upon in the return to work formula.
- -The timeline for negotiations agreed upon by both parties were up to **December 31st 2017** but in any case not later than **28th February 2018**.
- -Due to the fact that negotiations were not complete by end of **January 2018**, the Union agreed to a further request by Government for an extension of up to **2nd April 2018**, which ended without further progress.
- The Government further requested for more days and the Union granted 21 days.
- -On **10th April 2018**, the Government team indicated that they would not negotiate on the disputed clauses unless the Union accepts their position, which has resulted in a stalemate.

Moreover, we observe **THAT;**

- -The Union has always attended all negotiation meetings and ensured quorum on its side.
- -The Government team has for almost half of the scheduled meetings failed to raise quorum, which resulted to postponement.
- -The Government also refused to negotiate on disputed clauses for over four months.
- -This shows lack of good will from Government to ensure an amicable finalization of the CBA negotiation process.
- -The National Government has refused to sign our Recognition Agreement in contravention to our return to work formula for more than four months.

THAT;

This matter is not before any court of law

Herefore, your petitioners pray; **THAT;**

Parliament intervenes to mediate this negotiation stalemate and prevent health service disruptions.

Yours Sincerely;


George Gibore
General Secretary/ CEO KUCO


Peterson Wachira, HSC
National Chairman