



REPUBLIC OF KENYA  
MINISTRY OF HEALTH


**KENYA MEDICAL LABORATORY TECHNICIANS AND TECHNOLOGISTS BOARD**



**CODE OF ETHICS FOR KMLTTB REGISTRATION EXAMINATIONS INVIGILATORS**

*Pursuant to the Medical Laboratory Technicians and Technologists Act, CAP 253 A Laws of Kenya*

***KMLTTB QUALITY ASSURANCE SERVICES***

	<b>CODE OF ETHICS FOR KMLTTB REGISTRATION EXAMINATIONS INVIGILATORS</b>		<b>DOCUMENT CONTROL</b>
	<b>OWNERSHIP</b>	<b>REGISTRAR</b>	Serial: KMLTTB/EX/INV/ETHICS/S01  Version 001  Date:5 <sup>th</sup> JUNE, 2026



## 1. INTRODUCTION

**This code of Ethics applies for medical Laboratory Professionals in Kenya engaged as KMLTTB registration examinations as invigilators.**

The Kenya Medical Laboratory Technicians and Technologists Board (KMLTTB) is a statutory body mandated to oversee the training, practice, business, and employment of medical laboratory technicians and technologists, as stipulated under Cap 253A of the Laws of Kenya. The Board also provides government advisories on related matters, including the validation of in vitro diagnostics through Legal Notice No. 113 of 2011.

The Act gives the Board the responsibility of ensuring that students undertaking medical laboratory science (MLS) training acquire the desired knowledge and skills that are necessary for the delivery of medical laboratory services.

These code of ethics applies for medical laboratory professionals in Kenya engaged as KMLTTB registration examinations as invigilators will ensure, the development of a robust human resource for health necessary to meet national and international health obligations that include sustainable development goals and universal health coverage. The implementation of these guidelines will no doubt contribute to achievement of the right to the highest attainable standard of health as outlined in the constitution of Kenya 2010 as well as achievement of Vision 2030.

The KMLTTB registration examinations is the hall mark of safe testing of human samples that shall lead to quality healthcare, professional, environmental and patient safety.

**Medical Laboratory Professionals engaged as invigilators of KMLTTB registration examinations shall:**

- Uphold and maintain the dignity and respect of the profession and maintain a reputation of honesty, integrity and reliability
- Continuously improve professional skills and knowledge in examination invigilation and related professional activities.
- Actively seek to establish cooperative and harmonious working relationships with other registration examinations invigilators.
- Provide expertise and advice and counsel students, professional colleagues and other registration examinations invigilators
- Be loyal to the policies, laws and legislations which apply to the KMLTTB registration examination processes, as long as they do not conflict with the professional ethical guidelines.
- Not carelessly use/ misuse my mobile phone or other communication gadgets while undertaking invigilation of KMLTTB examinations.



- NOT absent them self from the examination venue while the KMLTTB registration examinations are taking place.
- NOT take photos or images of any KMLTTB Registration examination papers or any other material including and not limited to specimens, reagents and equipment.
- NOT take away any examination materials from the examination centre any examination papers or other material including and not limited to specimens, reagents and equipment.
- Place Medical Laboratory Sciences Students/ candidates' welfare above my own needs and desires.
- Ensure that each Medical Laboratory Sciences Students/ candidates receives care that is safe, effective, efficient, timely, equitable and Medical Laboratory Sciences Students/ candidates-centered.
- Maintain dignity and respect for my profession through promoting the advancement of my profession through KMLTTB registration examination invigilation.
- Ensure collegial relationships within other registration examinations invigilators.
- Comply with laws and regulations and protecting Medical Laboratory Sciences Students/ candidates from others who may be incompetent and /or illegal practices.
- Change conditions where necessary to advance the best interests of Medical Laboratory Sciences Students/ candidates.

Medical laboratory Sciences professionals in Kenya, flouting the Code of Ethics while serving as invigilators for KMLTTB registration examinations is classified as severe professional misconduct. The MLT Act (Cap. 253A) and examination regulations mandate strict integrity, with penalties ranging from certificate cancellation to imprisonment.

Consequences for engaging in or facilitating ethical breaches (such as examination leakages, aiding cheating, or providing false information) include:



## 2. Disciplinary Action & License Suspension

- **Certificate Withdrawal:** The KMLTTB Disciplinary Committee can withdraw your practicing certificate and annual license.
- **Removal from Register:** Professionals found guilty of gross impropriety can be suspended or completely struck off the roll of registered laboratory technicians/technologists.
- **Mandatory Surrender:** Once suspended, you must surrender your registration badge, certificates, and licenses to the Registrar. Refusal to do so is an offense punishable by a minimum fine of KES 20,000.

## 3. Legal Prosecution & Fines

- **Examination Leakage Offenses:** Permitting or facilitating examination leakages requires those involved (including invigilators) to write statements, which can lead to formal investigations and criminal charges under Kenyan examination laws.
- **General Penalties:** Providing false or misleading information during official investigations or Board processes can attract severe criminal penalties, including fines up to **Kshs 1 million**, imprisonment for up to **5 years**, or both.
- **3. Institutional Repercussions**
- **Loss of Employment:** KMLTTB notifies employers (e.g., county health boards, colleges, universities or private hospitals) of any disciplinary actions or withdrawals of practicing licenses, resulting in immediate job termination.
- **Defamation & Unfitness to Practice:** Being sanctioned for professional misconduct damages your professional standing, making it legally impossible to secure employment or operate a licensed medical laboratory facility in Kenya

.....THE END.....

