




REPUBLIC OF KENYA
MINISTRY OF HEALTH



KENYA MEDICAL LABORATORY TECHNICIANS AND TECHNOLOGISTS BOARD

Implementation of the Provisions of Section 15 of the Medical Laboratory Technicians and Technologists Act, Cap 253A.

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

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	OWNER OF THE FORM	

PROVISSIONS OF SECTION 15 OF THE MEDICAL LABORATORY TECHNICIANS AND TECHNOLOGISTS ACT (CAP 253A)

Section 15 of the Medical Laboratory Technicians and Technologists Act (Cap 253A) governs the **registration** of laboratory technicians and technologists by the Board. It mandates that applications be in the prescribed form with fees, requires the Board to maintain a register of qualified professionals, and mandates the issuance of a certificate of registration upon approval.

- 1) A person who has completed approved training in Kenya or abroad, possesses prescribed qualifications, and has finished a probation period may apply for registration.
- 2) Applications must be in the prescribed form and accompanied by the required fee.
- 3) The Board will register applicants who are qualified and considered **"FIT AND PROPER"** persons to be so registered.
- 4) Qualified individuals will be registered, with their details entered into the appropriate register.
- 5) A certificate of registration will be issued upon payment of the prescribed fee

A. Key Provisions

- i. **Application Process (15(2)):** Requires that every application for registration is made in a prescribed form and accompanied by the prescribed fee.
- ii. **Maintenance of Register (15(4)):** The Board is required to register qualified persons by entering their name, address, and qualifications into the register kept under section 16.
- iii. **Certificate of Registration (15(5)):** Upon approval and payment of fees, the Board shall issue a certificate of registration to the applicant.
- iv. **Registration Requirement:** No person can act as a laboratory technician or technologist in a health institution in Kenya without being registered.



- v. **Offences:** It is an offense to provide false or misleading information in an application, punishable by a fine (up to Sh1 million), imprisonment (up to 5 years), or both

The Kenya Medical Laboratory Technicians and Technologists Board (KMLTTB) follows a standardised process for the registration of professionals. This process ensures that only qualified persons who have met prescribed educational and ethical standards are entered into the official registers.

B. Eligibility Criteria (Section 15(1))

To be eligible for registration, an applicant must satisfy one of the following conditions:

- i. **Locally Trained:** Successfully attended a prescribed course of instruction at a KMLTTB-approved training institution in Kenya.
- ii. **Foreign Trained:** Attended a course recognized by the Board as equivalent to Kenyan standards at an approved institution outside Kenya.
- iii. **Other Qualifications:** Holds any other qualifications as the Board may prescribe from time to time.
- iv. **Probation:** Completed an approved period of probation as prescribed by the Board.
- v. **2. Registration Requirements & Documentation**
- vi. Applicants must submit the following documents, typically through the KMLTTB Online Portal or in the prescribed **Form KMLTTB/APL/01:**
- vii. **Secondary school academic Proof:** Originals and certified copies of Kenya secondary school certificates (KCSE) or equivalent from other countries.(Equation should be done by Kenya national examinations {KNEC} only)
- viii. **Professional academic Proof:** Originals and certified copies of Degree/Diploma certificates and official transcripts.
- ix. Legible **practical rotation completion report form**, and **PRATICAL** training testimonials as may be requested by the board from time to time.

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- x. **Examination Results:** Proof of successfully passing the prescribed KMLTTB Board examination.
- xi. **Identification:** A valid National Identity Card or Passport and recent passport-size photographs.
- xii. **Character Proof:** A Certificate of Good Conduct and a detailed Curriculum Vitae (CV).
- xiii. **Foreign Applicants:** Must additionally provide a certificate of good standing and registration evidence from their country of origin.

C. Prescribed Fees

Registration and licensure fees vary based on the level of qualification and year of completion:

- i. **Diploma:** Approximately **Kshs. 4,750** (combined registration and license fee).
- ii. **Degree:** Approximately **Kshs. 6,050** (combined registration and license fee).
- iii. **Application Fee:** A non-refundable fee (typically **Kshs. 1000**) is required with the initial application.
- iv. **Non Kenyans shall pay double all the applicable fees.**

D. Procedural Steps

- i. **Indexing:** Students must be indexed by the Board within 30 days of starting their training to track their progress and eligibility.
- ii. **Board Examination:** Upon completion of training, eligible candidates must sit and pass the KMLTTB licensure examination.
- iii. **Application Submission:** Passers apply for registration using the prescribed form and attaching the required certified documents.
- iv. **Board Review:** The Board considers the application to ensure the candidate is "duly qualified" and a "fit and proper person".



- v. **Entry into Register:** Successful applicants are entered into either the **Register of Medical Laboratory Technicians** or the **Register of Medical Laboratory Technologists**.

KMLTTB recognised qualifications are Diploma MLS, BSc. MLS, MSc. MLS and PhD MLS. Approved CPD programmes may contribute to higher qualifications.

- vi. **Issuance of Certificate:** Upon payment of prescribed fees, the Board issues a formal **Certificate of Registration**.
- vii. **Issuance of license:** Upon payment of prescribed fees, and filling of requisite CPD points the Board issues a formal **annual license**.

E. Maintaining Registration

- i. **Annual Practicing Certificate:** Professionals must apply for a renewal of their practicing certificate annually before **December 31st**.
- ii. **CPD Points:** Renewal is contingent upon securing **50 continuing Professional Development (CPD) points** annually.

F. Training in Medical Laboratory Science (MLS) in Kenya involves pursuing either a Diploma or a Bachelor of Science (BSc) degree, both of which are regulated by the Kenya Medical Laboratory Technicians and Technologists Board (KMLTTB).

To practice, training must be completed at a KMLTTB-approved institution.

1. Requirements for Bachelor of Science in Medical Laboratory Science (BSc. MLS)

This is a 4-year degree program.

- a) **KCSE Requirements:** Mean grade of C+ (plus) or equivalent.
- b) **Cluster Subjects:** At least C+ (plus) in each of the following subjects:
 - i. Biology/Biological Sciences
 - ii. Chemistry/Physical Sciences



- iii. Mathematics/Physics
- iv. English or Kiswahili
- **Alternative Entry:** Holders of a Diploma or Higher National Diploma (HND) in Medical Laboratory Technology from a KMLTTB-recognized institution.
- **Alternative Qualifications:** KACE ("A" Level) with two Principal passes in Biology and Chemistry, plus a subsidiary pass in Physics or Mathematics.

2. . Requirements for Diploma in Medical Laboratory Science

- a) **KCSE Requirements:** Mean grade of C (plain).
- b) **Cluster Subjects:** C (plain) in:
 - i. Biology/Biological Sciences
 - ii. Chemistry/Physical Sciences
 - iii. English or Kiswahili
 - iv. Physics/Physical Sciences or Mathematics

3. Key Regulatory & Process Requirements

- a) **Indexing:** Students must apply for indexing with KMLTTB within 30 days of admission through their respective chair/Head of department of medical Laboratory sciences training in their respective institutions to be recognized as a bonafide MLS student.
- b) **Licensure Examinations:** Upon completion, graduates must sit for the KMLTTB licensure examination to practice.
- c) **Registration:** Successful candidates must register with KMLTTB.
- d) **Foreign Qualifications:** Applicants with foreign qualifications must be registered by their respective professional bodies in their country of training, followed by recognition by KMLTTB through verification with commission of higher.

9. Top Institutions Offering MLS Training

- a) **Universities (Degree):** posted at www.kmlttb.org



b) **Colleges (Diploma):** posted at www.kmlttb.org

4. Post-Graduate Training (MSc. MLS and PhD. MLS)

- i. **Requirements:** A Bachelor of Science in Medical Laboratory Sciences (BSc. MLS) or equivalent from a KMLTTB-approved institution.
- ii. **Experience:** Applicants usually require at least 2 years of post-graduation clinical laboratory experience, though this may be waived for holders of a Higher National Diploma in Medical laboratory sciences. (HND).

5. An application for registration as a medical laboratory Sciences professional.

An application for registration as a medical laboratory Sciences professional (Medical laboratory technician, medical laboratory technologist, Medical laboratory officer or Medical laboratory sciences specialist) shall be submitted to the Registrar in FORM KMLTTB/APL/01 and shall be accompanied by—

- (a). proof of payment of the prescribed fee;
- (b). legible certified copies of the applicant's academic certificates, academic transcripts, practical rotation completion report form, professional certificates and testimonials;
- (c). proof of passing the registration examination conducted by the Board under these Procedures (Compliance certificate/ result slip);
- (d). a certificate of good conduct; and
- (e). Detailed curriculum vitae.

6. For an application by a person **trained outside Kenya** shall, in addition to the documents specified in sub procedure (1), be accompanied by—

- (a). a certificate of good standing from the relevant authority responsible for registration in the country of origin (training);
- (b). a certificate of registration or its equivalent containing evidence of registration from the relevant authority responsible for registration in the country of origin;
- (c). a copy of the course outline or applicable curriculum of the institution from where the qualification in medical laboratory sciences was obtained certified by that institution;
- (d). Letters of equation of the secondary school and professional certificates issued by a relevant ministry of education authorities in Kenya such as KNEC, KNQA , TVETA and/or commission of university education.



(e). Letters of recognition of the foreign training institutions by a relevant ministry of education authorities in Kenya such as TVETA for Diploma holders and commission of university education for degree holders.

7. A person who has qualified outside Kenya shall and has satisfied the Board that he/she meets the qualifications for registration in Kenya in accordance with provisions of section 15 (1) (b) of the ACT shall be required to fulfil the provisions of section 15 (c) and (d) through proceeding to a probation for a period of at least one year where the person shall:—

(a). Be attached to a health institution, organization or project of a health institution or organization with a medical laboratory facility registered as KMLTTB Class **D** and above as part of the training/internship of the health institution or organization;

(b). Undergoes the requisite practical rotation at the health institution, organization or project of a health institution or organization;

(c). Perform the assignments given to him or her to the expected standards;

(d). Be supervised by the senior staff of the health institution or organization, designated as responsible for the students' practical rotation /internship/probation officer and who shall be responsible for:—

(i). Assigning duties to the person under probation.

(ii). Determining the level of performance desired for the duties assigned.

(iii). Adhere to the requirements and directives issued by the Board in relation to probation regarding matters of reporting on the probation including on the assignments undertaken.

8. Where an applicant fails to submit all documents or information required under these Procedure s, the Board shall reject the application and inform the applicant, in writing, of the rejection and the reasons for the rejection within twenty-one days from the date of receipt of the application

9. Where the Board rejects an application due to incomplete or insufficient information, the rejection shall not bar the applicant from re-submitting the application.

10. The Board shall treat the re-submitted application as a new application.

11. The Board shall, if it is satisfied that the applicant has complied with the requirements under the Act and these Procedures and is in good standing, issue a certificate of registration to the applicant in accordance with section 15 of the Act within thirty days from the date of the receipt of the application.



12. The certificate of registration issued under these Procedures shall be in the prescribed form.
13. Where an applicant in procedure 1(one) does not comply with these Procedures, the Board may refuse to grant a certificate of registration to the applicant.
14. Where the Board refuses to grant a certificate of registration, the Board shall inform the applicant, in writing, of the refusal and the reasons for the refusal using the prescribed form within twenty-one days from the date of receipt of the application.
15. The Board shall, before refusing to issue a certificate of registration, give the applicant not less than fourteen days' notice in writing stating its intention; and such notice shall inform the applicant that he or she may within seven days of receipt of the notice inform the Board in writing whether he or she wishes to be heard on the intended refusal.
16. Where the applicant informs the Board in writing under procedure (10) that he or she wishes to be heard, the Board shall not effect such refusal before it has given the applicant an opportunity to file extra documentation or explain why the application for registration should not be refused.
17. Where the Board, after complying with this procedure, refuses to issue a certificate of registration, it shall inform the applicant of its decision and the reasons for the decision within fourteen days.
18. Where the applicant fails to meet professional standards but meets minimum entry criteria, the Board may recommend such a person to take necessary measures to meet the required training in the approved medical laboratory sciences training institutions.
19. A person dissatisfied with decision of the Board under this procedure may lodge an appeal to the High Court within thirty days from the date of the decision.

20. Section 15(3) (b) of the medical laboratory technicians and technologists ACT, CAP253A laws of Kenya, provides that only persons who are “FIT AND PROPER” to be so registered

A Medical Laboratory Sciences Professional is deemed "fit and proper" to practice when they possess the necessary **competence (skills, knowledge and attitudes), character (honesty and integrity), and health** to perform their duties safely, effectively, and in compliance with professional standards, without posing a risk to the patient, fellow professional and the public.

This determination is **NOT** a one-time event; it is a **continuous test** that begins at initial registration and is subject to ongoing assessment throughout a professional's career.

Core Pillars of Fit and Proper Status



KMLTTB evaluate fitness and propriety based on three core areas, often referred to as the "FIT AND PROPER TEST":

- A. **Competence and Capability:** The Medical Laboratory Sciences Professional has the qualifications, experience, and training required to perform the duties of their profession. They must be "up to date" with knowledge and capable of sound judgement.
- B. **Honesty, Integrity, and Reputation (Probity):** The Medical Laboratory Sciences Professional has a reputation for high ethical standards. This involves acting truthfully, respecting the law, and maintaining the trust of the public, clients, and peers.

Financial Soundness: The Medical Laboratory Sciences Professional manages their financial affairs responsibly and is not in a position of financial distress that might tempt misconduct. An individual's personal financial management is seen as a proxy for their ability to manage client affairs. Practitioners should not be undischarged bankrupts or have significant unpaid judgment debts.

Evidence of managing financial obligations properly and meeting liabilities as they fall due.

Factors Considered in Assessments

When evaluating if a Medical Laboratory Sciences Professional is fit, KMLTTB consider several indicators:

- A. **Criminal Convictions:** Especially those involving dishonesty, fraud, or violence.
- B. **Professional Misconduct:** Past sanctions, findings of negligence, or disqualifications by other lawful authorities such as education institutions.
- A. **Health Conditions:** Whether any physical or mental condition impairs their ability to provide safe care or practice effectively.
- B. **Compliance History:** Willingness to comply with professional standards and honesty in dealings with lawful authorities.

The "Fit and Proper" Test in Practice

- A. **Initial Registration:** At the start of a career, the individual must prove they meet all educational and character requirements to be registered and be licensed.



- B. **Ongoing Assessment/Revalidation:** Medical Laboratory Sciences Professional require regular appraisals or CPD (Continuing Professional Development) to maintain their status.
- C. **Fitness to Practice Investigations:** If concerns arise (e.g., a complaint), KMLTTB assess whether the professional's ability is currently "impaired." A panel made up of senior members of the profession or a court. Looks at whether the conduct is easily remediable, has been remedied, and is unlikely to be repeated. Conditions like untreated addictions or certain mental health conditions may be grounds for being deemed "unfit" if they impair safe practice.
- D. **Consequence of Failure:** If found not "fit and proper," Medical Laboratory Sciences Professional may face conditions, suspension, or permanent removal from the register (striking off).

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

