

**Slogan:** *Responsible, Honest Steward for All*

**Vision:** *Developing and member-centric Union that champions for the wellbeing of all doctors without discrimination*

**Mission:** *To Establish a resource-rich union that focuses on members with transparent, accountable systems and controls that provide value for members' resources at all times*

I have **six key areas** in my service delivery agenda for doctors at KMPDU in this coming leadership phase. These are

- (1) **Controls and Systems:** I would like to establish and entrench financial controls and best practices in our union. This is to enhance financial accountability of all the offices, financial reporting and prudent utilization of the scarce union resources at all times.
- (2) **Resource Mobilization:** The Union has scarce resources in all aspects and so many pressing needs that need to be addressed. I will be focusing on how to develop and maintain functional partnerships locally and globally in order to tap into resources available outside our KMPDU. This is something I have experience in and have done it in a smaller scale so far for both the branch and the national KMPDU levels
- (3) **Affirmative Action and Advocacy:** The union exists in the society where the call for inclusivity and involvement for the youth, women and people with disability including all other minority and/or vulnerable groups is needed constantly. We cannot ignore this type of action in KMPDU. I will definitely become the champion, voice and advocate of these groups in our organization. This is critical in developing an all-inclusive KMPDU for now and the future.
- (4) **Research and Policy:** The union needs to be a voice on matters labour policy and other policies in the health sector. Our members need a platform to shine and be known locally and internationally on the many things they have been doing and continue to do. I hope to create space within the union for members to do research, develop materials and have publications of greater use in Kenya and the world. The key deliverables will be Studies, Publications and productions of periodicals.
- (5) **Membership Education and Capacity Development:** I will champion the union's focus on development of individual members through training, membership empowerment programs and other capacity development techniques that will solidify the knowledge, involvement and engagement of union members in the matters of the union and for self-growth to each member.
- (6) **Membership Welfare and wellbeing:** The primary role of the union and its astute officials is to champion for the well being of the members. I will be on the frontline to agitate, negotiate and fight for the better terms of service and working conditions for all doctors in Kenya. My resolve is that healthcare is a right hence must be optimally provided to all patients and the doctors must be employed, facilitated and allowed to have the best

working conditions to support life of both the patients and healthcare workers at all times. Together I believe that we shall contribute immensely in steering Kenya to a better healthcare provision.

In this journey of campaign period, I will be breaking each of these areas down and share how we are going to achieve them systematically as follows:

- (a) in the first 100 days in the office
- (b) In the mid-term
- (c) In the long-term view of operations

***Dr. Mercy Nabwire***

Aspiring National KMPDU Treasurer