



Kenya Union of Nutritionists and Dietitians
P.O. Box 32798, Ngara Road; Nairobi
Email: info@kunad.co.ke / kunadkenya@gmail.com

20/03/2020

Chief Executive Officer
Kenya Nutritionists and Dietitians Institute
P.O Box 20436-00100
Nairobi
Email: ceo@kndi.institute

Dear Sir,

RE: DEREGISTRATION OF PROFESSIONALS AND USE OF CPD POINTS TO RENEW LICENCE.

Kenya Union of Nutritionists and Dietitians is a recognized trade union and authorized under section 12 of labour relations act to carry out all lawful activities and formalize the union and its activities for the protection and promotion of Nutritionists and Dietitians welfare.

Regarding our function above, we have to represent and advocate for the labour rights for all nutritionists and dietitians who are recognized by the existing law and allowed to provide their services within the frameworks of existing laws, be it at the training levels, career development or any duty prescribed to link up to the science of nutrition and dietetics.

As we work towards formalization and acquisition of full operation certificate, we would like to bring the following issues;

- Our members have raised concerns about the two circulars sent by the Kenya Nutritionists and Dietitians Institute on 15th August 2019, (USE OF CPD POINTS IN LICENCE RENEWAL) and 19th February 2020 (DEREGISTRATION OF NON-COMPLIANT PROFESSIONALS)
- Our members have also raised concerns that so many non-employed professionals are getting penalised even though they do not practise due to unemployment.
- Our members have also complained about policies being made by the council of KNDI without public participation as per the requirement of the Kenyan laws.
- Our members are also deeply concerned that they pay to the institute but ever since the operations of the institute started in 2010, they have never seen any budget proposal of the institute (Budget trajectory) for approval or input, this comes at the wake of time when the institute has continued to employ people in the secretariat without any vacancy notice or membership of the institute consultation, to make it worse, the institute council went ahead to approve land ownership and building of institutes plaza without public or members of institute participation.
- The council has also worked on changing the law to a level of making the main organ of the institute that is Annual General Meeting by a Chief Executive Officer and Chairperson's

only affair where they call it when they like, read their reports and restrict any other agenda other than what they have approved as a council. This is seen when members of institute write a letter to inquire about policies and activities of the council, their letters are neither replied nor made part of agenda in AGM, sample case is a letter written by one professional Michael Ouma Odero, dated 1st July 2019, addressed to the chair of the council and copied to all council members.

Upon examination of the above complaints, KUNAD steering committee has made the following resolutions;

1. By failing to call for an AGM for more than 2 financial years, in our view the purported existing council has seriously violated the law(Though they will defend themselves with the existence of corona manage we all know that the law provides that AGM ought to have been called latest by Novembers 1st 2019) therefore all of them are illegally representing the institute.
2. By failing to involve members in public participation on use of CPD points, the council has violated Kenyan Constitution 2010 as such ALL NUTRITIONISTS ARE ADVISED NOT TO COMPLY with such law until due procedures are followed.
3. By failing to give budget trajectory yearly and further using institute funds to do activities not approved by institute members utilizing public participation, for example, buying land and building without members knowledge, we are calling on ALL NUTRITIONISTS NOT TO PAY ANYTHING to KNDI inform of license renewal or penalties for not renewing the license in time. We also advise all training institution to stop remitting funds to KNDI (failure to do this by the institutions will lead to legal proceedings against the institutions)
4. We also demand a list of all employed nutritionist in-country and possible refund to all non-employed professionals for renewal without any source of funds.

As a committee, we are giving this as a notice to the illegally KNDI management and we demand for a response within 21 days failure to which we will institute the following activities ;

- a. The institute members will revoke article 1 of the Kenyan Constitution on sovereignty, do away with representative leadership of institute and exercise their powers directly to manage the institute activities.
- b. All professionals will be called up to implement 1) above by picketing and holding peaceful demonstrations until the illegal council vacates office or acts right.
- c. We will also institute a legal proceeding to ensure all the illegalities committed are decided by the court including private proceeding reported before DCI by on operations of the institute.
- d. We still hold the opinion that employment at the institute secretariat should not be for the people known to the Chair or the CEO hence all vacancies should be made public and competitive interviews be done.

We thank you for your continued cordial relations and assure you of our highest regards.

Yours Faithfully



Ouma Odero Michael.
Interim Secretary-General
Kenya Union of Nutritionists and Dietitians (KUNAD)

For
The Steering Committee KUNAD
CC
All Council Members
CC
All nutritionists all over Kenya
CC

Head of legal Counsel KUNAD
Jackson Maina Muchiri
P.O BOX 91008 – 80103
Mombasa.