



Engineers Board of Kenya

Disability Policy

March 2019

1. INTRODUCTION

The enactment of Engineers Act 2011 (No. 43) established the Engineers Board of Kenya (EBK) being a statutory body established under Section 3(1) of the Engineers Act 2011.

The Board has the overall mandate of developing and regulating engineering practice in Kenya. The development and regulation of engineering practice is considered a key component to the achievement of infrastructure foundation under the country's Vision 2030 development blueprint. The mandate of EBK includes responsibility for the registration of engineers and engineering firms, regulation of engineering professional services, setting of standards, development and general practice of engineering.

2. OUR BACKGROUND

The Board is composed of the following membership:

- The Chairperson appointed by the Cabinet Secretary from amongst the members appointed in accordance with the Engineers Act, 2011;
- The Principal Secretary in the Ministry responsible for matters relating to engineering;
- The Principal Secretary in the Ministry responsible for matters relating to finance;
- The Principal Secretary in the Ministry responsible for matters relating to higher education;
- The Chairperson of The Institution of Engineers of Kenya (IEK);
- The Registrar; and
- Seven persons appointed by the Cabinet Secretary of whom ;
Three are persons representing different engineering disciplines, nominated by the Institution of Engineers of Kenya:
 - I. One shall be a public officer from a public corporation responsible for matters relating to engineering;
 - II. One is a representative of universities nominated by universities offering engineering courses in Kenya;
 - III. Two shall be from the private sector.

3. OUR MANDATE

The Mandate of the Board is derived from the Engineers Act, 2011 and includes:

- Registration of engineers and engineering consulting firms;
- Regulation of engineering professional services;
- Setting of engineering standards;
- Development of the general practice of engineering; and
- Training and capacity development.

4. OUR VISION

“A safe, efficient and effective engineering infrastructure, systems and processes for Kenya”

5. OUR MISSION

“To ensure production of competent engineers and quality engineering services through regulation, capacity building and enforcing compliance with set engineering standards for improved socio-economic development”.

6. OUR CORE VALUES

All members of staff of the Board will uphold the following core values in their day-to-day operations:

- Integrity
- Professionalism
- Teamwork
- Public Interest
- Fairness
- Respect and courtesy
- Inclusiveness and Diversity

7. OUR STAKEHOLDERS

Our stakeholders include:

- Board members;

- Individual Engineers;
- Engineering firms;
- Management and Employees;
- Government, Ministries, Departments and Agencies (MDAs);
- National and County Governments;
- Suppliers;
- Learning / Research Institutions offering engineering programmes;
- Media;
- Foreign Engineering Regulatory Boards;
- NGOs, CBOs, and Private sector;
- Professional Associations of Engineers;
- Development Partners; and
- General public.

8. OUR SERVICES

Our core services:

- Registration of all engineers and engineering consulting firms;
- Regulation of engineering professional services;
- Development and implementation of engineering standards;
- Development of the general practice of engineering; and
- Training and capacity development of engineers.

9. DISABILITY CONTEXT

Any form of physical/mental/sensory or other impairment condition or illness that is perceived to have a long term effect to carry out ordinary day to day activities. It impacts adversely on one's social, economic or environmental participation.

10. OBJECTIVE OF THE POLICY

To enable staff, clients and stakeholders with disability to participate with full inclusion in EBK activities, programs and opportunities.

11. LEGAL AND POLICY ADOPTION

EBK will derive aspects of laws, rules and policies derived from the following:

- I. The Persons with Disability Act N.o 14 of 2003
- II. The Constitution of Kenya, 2011
- III. EBK HR Policy & Manual
- IV. United Nations Convention on the Rights of Persons with Disability, 2008

12. OUR COMMITMENT

EBK welcomes all members of stakeholders regardless of their abilities. We will include people with disability in our activities, events and programs. We will endeavor to make the Board as accessible as possible, based on our core values of diversity and inclusion.

13. OUR COMMITMENT TO VARIOUS TYPES OF DISABILITY

EBK will maintain our core values with emphasize on courtesy, interest, respect and attention to its clients and staff with the various types of disability below:

- Hearing impairment: partial or full
- Visual impairment: partial or full
- Physical: Any type of affected mobility e.g use of wheel chair, crutches, inability to lift objects or use limbs
- Mental /intellectual: depression, mental illness, learning disability et.al
- Speech /language impairment: Any form of lack of fluency e.g autism, down syndrome et.al
- Other types of disability : Dwarfism, Albinism et.al

14. INCLUSIVENESS AND ENGAGEMENT

What we will do

As a Board we will endeavor to:

- Sensitize all EBK staff on matters of disability and expect all staff to accept and welcome people with disability
- Adhere to national and international laws and government policies in relation to persons with disability (PWD)
- Put people first, focus on what they can do and find out how they want to participate
- Ask each individual – and their caregivers - for their advice about what modifications would help them to be served better and included in EBK
- Where possible, make adjustments to our trainings, equipment's, rules and modifications to event /EBK premises (e.g. putting in a ramp, toilets, or prioritization of a lift)

- Be honest and explain if certain modifications or adjustments are not currently possible
- Communicate with people and share information in appropriate ways and formats
- Make sure people of all abilities are included in our activities and are recognized for their contribution and achievement by having strong policies through reviewing and dialogue so as to ensure that stakeholders participate in our without discrimination, harassment or bullying.
- Provide information about EBK events or programs or opportunities to stakeholders or clients with disability
- Establish a Disability Committee that will oversee operations of the same

What we expect you to do

If you have a disability:

- Engages us - what we can do to help include you
- Understand that we will do our best to make any necessary adjustments or modifications
- Communicate to us if you have any concerns or ideas to help us make EBK more inclusive

15. HUMAN RESOURCE COMMITMENT ON DISABILITY

The Board will ensure that the **Recruitment and Selection** Process attracts applications from as many qualified PWDs as possible in order to fulfil at least the five (5%) percent statutory requirement

- The Board Orientation and induction for new staff and every public officer assuming managerial or supervisory role will include a disability awareness session.
- Deployment In designing duty stations, workstations and work environments, embrace and maximize the benefits of universal design and reasonable accommodation.
- The Board will provide work-related devices or equipment that allow employees with disabilities to participate fully in the workplace and include items such as magnification software and hardware, voice recognition software and augmentative communication devices.
- The Board will ensure Training Opportunities including sponsorship is available to public officers with disabilities on an equal basis with other officers.
- The Board will take deliberate steps to ensure that public officers with disabilities are afforded equal opportunities with other officers at the workplace to acquire the skills and experience necessary to advance their career growth.
- The Board will provide attachment and Internship opportunities to applicants with disabilities so as to acquire skills, knowledge and work attitude required for jobs in the work place
- The Board will sensitize its officers to make them friendly to PWDS including but not limited to doors and door closers are within acceptable limits

Approved: _____

Date: _____