



KEFRI *Newsletter*

ISSUE No.12

JANUARY - MARCH 2015

A Publication of Kenya Forestry Research Institute



The 1st Regional Training Course on Adaptation to Climate Change in Africa through Social Forestry held at KEFRI headquarters



Ms. Caroline Oduor, Dr. Benard Kigomo and Prof. Agnes Mwangombe amongst other board members during field visit at KEFRI Matinyani demo plot in Kitui

Contents

KEFRI BOARD VISIT COAST AND EASTERN REGION	2
CONFERENCES /TRAININGS	4
ASK SHOWS/OPEN DAYS	9
DIRECTOR'S TEA FORUM	11
ENTERPRISE	13
PENSION NEWS	14
NEW EMPLOYEES	15

KEFRI BOARD VISIT COAST AND EASTERN REGION

By Stephen Gitonga and Sarah Mogaka

Kenya Forestry Research Institute Board of Directors defines the long-term goals and strategies for the Institute, and sets forth the principles and implementation of directives and corporate policies. The members of the Board bear joint responsibility for allocating resources, coordinating and monitoring key activities.

KEFRI Newsletter is produced by Corporate Affairs and Quality Assurance Office

Editorial team: Stephen Gitonga, Dr. Jackson Mulatya, Sarah Mogaka, Dorothy Ochieng, Margaret Njenga, and Reuben Shanda

Layout and Design: Charles Nyogot

Printed by: Print Maxim



Mr. Jonathan Kituku (left) with KEFRI board members at his *Melia volkensii* plantation in Kibwezi

In this regard, members of 8th Board of Directors made extensive field visits to KEFRI sites at the Coast and Eastern Counties between February 23rd and 27th 2015, to get an update of the field research and development activities the Institute is implementing in these regions.

The Board comprising the Chairman Prof. Daniel Mugendi, Mr. Hewson Kabugi representing the Principal Secretary State Department of Environment, Prof. Agnes Mwang'ombe, Caroline Oduor, Dr. Supinder Soin, Robison Ng'ethe, Margaret Maimba and Robert Masibho was accompanied by KEFRI senior management led by the Director Dr. Ben Chikamai.

At the Coast the delegates presented a Master Plan for KEFRI Lamu sub-region research programme to the Governor Lamu County H.E. Issa Timamy. KEFRI Coast Regional Director Mr. M.T.E Mbuvi also made a presentation on the overview of KEFRI research and development activities in the coast region. Thereafter, the Board made monitoring visits to the mangrove rehabilitation sites in Manda Island and the community group nursery at Gede.

At the Eastern region, the Board visited farmer's trial plots for Messrs. Kaleve and Kituku in Kitui and Kibwezi respectively, *Melia volkensii* seed orchard germplasm collection at Tiva site-Kitui and the University of Nairobi - Kibwezi farm station, a collaborator to KEFRI.

The Board met with staff at Gede, Kitui and Kibwezi and jointly with management addressed matters on staff welfare.

Lastly, the Board visited Wildlife Works and the community surrounding Kasigau wildlife corridor in TaitaTaveta County to familiarize themselves with carbon trade activities. The project has been involved in; protecting forests and biodiversity conservation to mitigate climate change since 1997, and in carbon trade as an effective approach to Reducing Emissions from Deforestation and Degradation (REDD+). The Director KEFRI Dr. Ben Chikamai and the Director of Regional Engagement Wildlife Works Mr. Bryan Adkins, exchanged copies of Memorandum of Understanding (MoU) signed on behalf of the two institutions.



Dr. Gabriel Muturi (left) takes the board through seedorchard germplasm at the University of Nairobi-Kibwezi station



Regional Forestry Course on Adaptation to Climate Change in Africa



Cabinet Secretary Ministry of Environment, Water and Natural Resources Prof. Judi Wakhungu (centre) addressing participants during the opening of the Regional Course. On the left is KEFRI Director Dr. Ben Chikamai and Amb. Tatsushi Terada.

for adaptation to climate change through participatory social forestry extension methodologies. At the end of the training participants were expected to have:

- knowledge and skills to practice social forestry extension methodologies that

will help other people to build partnerships with relevant institutions and local communities

- skills to identify partnership and enlist the youth in their network
- capacity to promote practical livelihood and climate change resilience activities
- mobilization skills to engage in community based natural resource conservation and management, and
- practical skills for monitoring and evaluating climate change based adaptation activities.

The course covered various topics including: policy and institutional issues; measures on adaptation to climate change; participatory social forestry extension methodology; and research on drought-tolerant tree species.

The course included field visits to selected areas in Eastern, Central, Nairobi and Western Kenya. The participants visited Drylands research activities in Kitui and interacted with two Farmer Field Schools of Kalola Forestry Farmer Field School (FFFS) in Kitui West Sub-County and Kisayani FFFS in Kitui Central. The Western Kenya field visits covered activities at; Egerton University, Baraka Agricultural College, TATRO, Lake Kanyaboli, Ugunja Community Resource Centre in Siaya, Buteyo Miti Park, Igor's corner and integrated livelihood activities at Nalondo in Bungoma, Kisumu and Busia Counties.



Course participants led by Mr. Michael Mukolwe visited Mama Sara Obama (holding Ti-shirt) at Kogelo, Siaya County

By Stephen Gitonga and Ochieng' David

The 1st Regional Training Course on Adaptation to Climate Change in Africa through Social Forestry was conducted from 26th January to 27th February 2015. Twenty one (21) participants from 15 countries - Botswana, Burundi, Ethiopia, Lesotho, Malawi, Namibia, Rwanda, Somaliland, South Sudan, Sudan, Tanzania, Uganda, Zambia, Zimbabwe and Kenya attended the course. This training phase was developed under the Third Country Training Programme and comes after a successful 5-year training phase under the theme; "Mitigating Climate Change in Africa through Social Forestry", which ended last year.

The course was officially opened by Prof. Judi Wakhungu, the Cabinet Secretary Ministry of Environment, Water and Natural Resources on 26th January 2015. Prof. Wakhungu informed the participants of the shift in focus necessitated by the fact that challenges of climate change continue to constantly emerge, hence requiring natural resource managers to develop innovations and solutions to counter the new challenges.

Speaking at the same occasion, the Ambassador of Japan to Kenya, H.E. Mr. Tatsushi Terada stated that this was the opening of a new phase of the programme which commences this fiscal year and will run for five years (2015-2020). Mr. Terada reminded participants that this was not just a chance to study the course curriculum itself, but also exchange ideas and information about their countries with each other through the 5 weeks duration. "The final goal will be after participants have learned and the outcome of the course is reflected in forest policies in their respective countries," he emphasized.

Objective of the course was to enhance capacities of participating countries to implement measures

International Workshop by United Nations Forum on Forests



Dr. Ben Chikamai briefing the reporter of this article on the Led Initiative Workshop

By Stephen Gitonga

KEFRI Director Dr. Ben Chikamai attended a Major Group-Led Initiative workshop in Kathmandu, Nepal from 2nd to 6th March, 2015. The workshop whose theme was “Sustainable Forest Management: Designing Vehicles for Securing Means of Implementation” was supported by the United Nations Forum on Forests (UNFF).

Seventy six (76) participants from 36 countries participated in the workshop. Dr. Chikamai represented the Scientific and Technical Community group, which is one of the 9 identified by the United Nation (UN) namely; Women, Children and Youth, Non-Governmental Organizations (NGOs), Indigenous Peoples, Workers and Trade Unions, Farmers and Small Forest Landowners, and Local Authorities. The group made several recommendations that will be submitted to the eleventh meeting of UNFF-11, in New York in May 2015.

Read more:www.mgp-forests.org

two institutions have developed suitable management option for *T. peregrinus* and tested in South Africa. Kenya is currently in the process of implementing relevant strategy in its Eucalyptus plantations and woodlots.

Mr. Eston Mutito, an Entomologist at KEFRI disclosed this information when he presented his ongoing PhD research findings in a stakeholders’ seminar at KEFRI Headquarters on 26th March 2015. The presentation highlighted breakthroughs, opportunities, and challenges in development and implementation of biological control programme for bronze bug in Kenya and the rest of Eastern Africa region. - *Continued to pg 10.*

COLLOQUIUM:

Thaumastocoris peregrinus (Bronze Bug) and its management in Kenya

By Eston Mutitu and Risper Mokaya

The invasive Bronze bug, *Thaumastocoris peregrinus* is a major pest threatening productivity of widely planted Eucalyptus species and associated hybrid clones. The pest was first reported in South Africa in 2003, and in Kenya it was first noted in Kajiado County in 2009 on *Eucalyptus grandis*. Since then it has been reported in all major Eucalyptus growing counties of Kenya.

Thaumastocoris peregrinus is light brown sap sucking insect with darker areas and flattened body about 3 mm in length. The pest feeds on Eucalypts leaves. In severe infestations the foliage withers and drops leading to branch dieback. The pest causes reduced growth and thus economic loss.

Since its invasion in Kenya, KEFRI has been working jointly with Forestry and Agriculture Biotechnology Institute (FABI) of South Africa in developing appropriate management strategies to mitigate economic loss. These



Thaumastocoris peregrinus (insert) on a healthy eucalyptus plantation
Source: FAO-Forest Pest Species profile-Aug. 2012



Public Complaints Committee Stakeholders Consultative Forum



Participants from various institutions who attended the forum

By Dr. Jackson Mulatya

KEFRI is a member of the Public Complaints Committee (PCC) on Environment in the Ministry of Environment, Water and Natural Resources. The PCC is responsible for investigating all complaints or allegations regarding the condition of the environment in Kenya and suspected cases of environmental degradation. A forum for the Committee was held in Mombasa County between 23rd and 26th February 2015. The Forum attended by 30 members representing 14 Semi-Autonomous State Agencies (SAGAs).

The purpose of the forum was to facilitate stakeholders share experiences on how to handle public complaints in environment, water and natural resources sector.

The stakeholders were introduced to the mandate and statutory obligation of the PCC. The scope of mandate include and not limited to air, Noise and water pollution, Non- compliance to EMCA and other environmental degradation cases. The Act was established under the provisions of the Environmental Management and Coordination Act (EMCA) of 1999 (Sections 31 to 36). Each representative gave a presentation about their mandate in relation to environment and internal structures followed to resolve public complaints. It emerged that majority of the organizations were only aware of the Commission of Administrative Justice (CAJ) operations where they report their complaints.

KEFRI Deputy Director Corporate Affairs and Quality Assurance Dr. Jackson Mulatya presented KEFRI's Environmental Management System ISO 14001: 2004 experiences. He outlined the structures and procedures in the ISO standard, KEFRI operational procedures to ensure healthy and clean environment, requirements to comply with the national legal regulations such as Environmental Management and Coordination Act (EMCA) and international environmental treaties the government is signatory to.

The forum noted that there was duplication and conflicts between Ministry's SAGAs and recommended the following:

- Close working relationships through a liaison committee
- Consultations through such a forum
- PCC to create more awareness about their mandate
- Adoption of integrated sector approach to environmental management

CAPACITY BUILDING:

Public Relations and Customer Care Course

By Stephen Gitonga

KEFRI management sponsored Sarah Mogaka, Agnes Shume, Stephen Gitonga and Reuben Shanda for a 2-week course in Public Relations and Customer Care at Kenya School of Government, Mombasa, between 9th and 20th March, 2015. Participants were drawn from the public sector.

The course objective was to impart skills to public relations and customer care officers serving in public sector.

The course covered the following topics; Concepts and Management of Public Relations and Customer Care, Role of Communication in Public Relations and Customer Care, Types of Publics Organization, Managing Corporate Image, Performance Management and Vision 2030, Ethics and Integrity, Office Etiquette and Courtesy Grooming, Organization Culture and Change Management, Team Building, HIV/AIDS & Drugs Substance Abuse, Work Life Balance & Stress Management, Corporate Social Responsibility, Time Management, ICT and e-Government, Public Service Exit Strategy and Action Planning. At the end of the training participants were awarded certificates of participation. The participants learnt that:

- Service provision and conduct of some officers in public sector is not adequate. Thus, professionalism and positive behaviour change is a critical requirement for effective service delivery.
- Public Relations and Customer Care; Officers in most organizations require training to enhance communication skills for improved service delivery.
- Positive behavior change which starts with an individual and is the root to retaining positive corporate image, satisfying and retaining customers.

- Identifying the Institute's publics, applying relevant policies and ICTs, and Corporate Social Responsibility are key to development of an organization.

The participants from KEFRI appreciated the relevance of the course and propose that more staff be facilitated to attend subsequent ones.

Kenya National Secretaries Association (KENASA) 5th Annual Conference

By Margaret Njenga and Augusta Kabunyi

KEFRI staff namely; Margaret Njenga, Ann Indimuli, Augusta Kabunyi, Zaituni Chelegat, Damaris Kang'ethe, Lucy Waratho, Elizabeth Waiganjo, Joyce Chege and Jovita Akiki attended the 5th Annual General Conference held at Kisumu County on 26th to 27th March, 2015.

The conference was based on the theme; "Empowering a Professional Secretary". The issues discussed were; career development, secretarial administrative issues, capacity building, financial stability, ethics and professionalism, personal and office etiquette, and action plan towards achieving goals.

H.E Rachael Ruto officially opened the conference. She expressed joy on meeting the KENASA members. Mrs. Ruto encouraged the members to love their profession and to always have self esteem. She further advised members that capacity building is inevitable if they wish to go far and that they must move together.

She reminded them that a secretary should be approachable at all levels, communicate and build strong relationships amongst themselves and wherever they are serving others. They should also utilize the workshops as a source of continuous learning in order to strengthen efficiency and effectiveness. In conclusion, she expressed her wish for the next conference to be held in Uasin Gishu County.

The Head of Secretarial Services Mrs. Hilda Ojwang also addressed members and reminded them that they are pillars of the offices they operate in. "A secretary is the first person in contact with internal and external customer,

thus portraying a positive or negative image of the office", she said. Mrs Ojwang' encouraged members to further and improve their skills to keep in pace with the changes in technology. She offered to attend to members who could be having secretarial or related issues.

The Kenya National Secretaries Association (KENASA) is a professional association for secretaries. Its main objective is to create a forum for the secretarial professionals to deliberate on emerging issues affecting the secretarial profession.



Zaituni Chelegat, Margaret Njenga and Lucy Waratho were among KEFRI staff who attended the KENASA Conference

DO YOU KNOW?

Color Coded Filing System
Organizing files using color coded folders makes filling operation and document management more efficient and productive. Coloured files are easier to trace when grouped together. When a file folder is accidentally placed in the wrong area of the filing system, these color bars are interrupted by a color that doesn't match, thus the misplaced file folders become noticeable. So reduce chances of misplacing files by adopting color coded filing systems.

QMS (ISO 9001:2008) Internal Auditors Training



QMS and EMS KEFRI auditors with the Green Touch instructors pose for a group photograph at DERP-Kitui centre

By Victor Jaoko

The need to have skilled quality management system auditors was identified as a basis for successful establishment and implementation of the Quality Management System (ISO 9001:2008) system. Based on this fact, Green Touch Business Services conducted 4-day training at KEFRI Kitui Centre from 31st March 2015 to 2nd April 2015. The training program was developed on the basis of the ongoing activities and aimed at building capacity of the selected KEFRI staff to ensure there are objective checks on the adequacy of the system for continual improvement.

The course participants comprised of the initially trained ISO 9001:2008 champions as well as selected EMS auditors. The team was multidisciplinary and had representation from all the KEFRI regional centres and departments.

The Green Touch imparted skills on how to implement and maintain quality management systems, undertake monitoring and measurements, undertake management review and carry out root cause analysis to address any nonconformity that arise on the performance of the system.

The course was examinable and assignments, practical tests and written exams were undertaken by each participant. At the end of the course, the participants demonstrated good understanding and hands on skills in undertaking internal audits and in preparing audit report.



Dr. Jackson Mulatya, Deputy Director Corporate Affairs and Quality Assurance making a presentation during the evaluation session.

It is expected that the team will now guide the maintenance and improvement of the quality management system in their respective regions and sections. QMS deals with procedures of how people do their work on a daily basis. Each department has its own procedures. These are: Research, Finance, Internal Audit, Human Resource, Supply chain, Corporate and ICT.

The staff are to familiarize themselves with their respective departmental procedures and comply. Those procedures are available at KEFRI website.... www.kefri.org under downloads links. Access password 1234.

ASK SHOWS/OPEN DAYS

Eldoret Show



KEFRI staff holding a ranking board for attaining 2nd position for demonstrating application of EMS at Eldoret show

By Willis Atie and Siko Nyambane

The Eldoret ASK show was held from 4th to 7th March 2015. KEFRI Rift Valley Eco-regional Research Programme - Londiani, Turbo and Marigat sub-centres jointly exhibited at the show. The displayed posters to showcase forestry technologies, insect pest management control, management and utilization of prosopis, bamboo propagation, utilization and end products. Other exhibits included, herbal medicine, quality tree seeds and wood carvings. Overall, KEFRI stand attracted about 2,500 visitors and was ranked 2nd position in the category of 'Application of Environmental Management Systems'.

CHERP Open Day

By Riper Mokaya and James Wachira

Central Highlands Eco-region Research Programme (CHERP) held an Open day on 20th March 2015 at Muguga. The theme of the day was "Forestry Research for Development and Livelihood Improvement".

Dissemination of information to the public was done through; display of relevant posters, demonstration of technologies, procedure such as seed collection and processing, and one-on-one interaction.

Products exhibited included: briquettes; indigenous fruits and its products namely baobab jam and juice, tamarindus jam and juice, Aloe products including shampoo, soap and body lotion. Bamboo propagation technology was demonstrated to the public. High quality bamboo products such as laminated traditional stools, tables and sugar dishes were displayed and sold at affordable prices. *Moringa oleifera* products were also exhibited. A new technology for charcoal production that

minimizes environmental degradation was shown. It was highlighted that high recovery rates were realized when wood is carbonized using portable drum kiln compared with traditional earth kiln.

Students, farmers and other stakeholders attended the event and they were issued with relevant publications from KEFRI through the CHERP stand.

Farmers' Field Days

i. Mbooni (By Samson Mogire)

Dryland Eco-region Research Programme jointly with Forest Products Research Centre (Karura) held a farmers' field day in Mbooni Sub-County on 25th April, 2015. Objective of the field day was to promote bamboo production by community for improved livelihoods and conservation of water catchments areas. Fifty farmers involved in bamboo growing attended the field day. They were trained in marketing of their products. Copies of 'guidelines on propagation and processing of bamboo' were issued to the farmers.

ii. Murang'a (By Stephen Gitonga)

The Central Highlands Eco-region Research Programme organized 1-day farmers' field day at ACK grounds - Mungetho shopping Centre in Maragua Ridge, Murang'a County, on 19th February 2015. Objective of the field day was to increase farmer's awareness on forestry technologies to improve livelihoods and conserve the environment. Propagation of sandalwood using different host species was demonstrated. Sandalwood oil, perfume, air freshener and herbal tea were displayed too. Farmers were advised to integrate sandalwood farming with food crops.



Mr. Kung'u Kibunja a KEFRI staff promoting Bamboo plant during farmer's field day in Muranga County.

At the same event, different bamboo species and propagation techniques were displayed. Visitors included representative from; Government administrative offices, Kenya Forest Service, Ministry of Agriculture, World Vision, World Agricultural Centre and Community Forest Association. Participants were issued with relevant KEFRI publications.



iii. Marakwet By Dr. Jared Amwatta

The Rift Valley Eco-region Research Program held a field day at Keiyo Marakwet County to demonstrate the methods of controlling *Cestrum aurantiacum* (Mango cestrum) from invading their environment. Mango cestrum is an exotic invasive species which is toxic to many vertebrates. The field day was hosted at Mzee Daudi Chepkonga's farm at Lekiricha village, Keiyo in Marakwet County. He is one of the model farmers who has conserved trees on his farm and taken initiative to control Cestrum invasion on his farm.

Community members and experts shared experiences and management options for Cestrum plant. The County government was asked to support the community in the management of this species. It was recommended that similar field days be held in all forest stations in Cherangani sub-county to sensitize more communities on management of *C. aurantiacum*. The guest of honour was the County Director of Environment and Natural Resources.



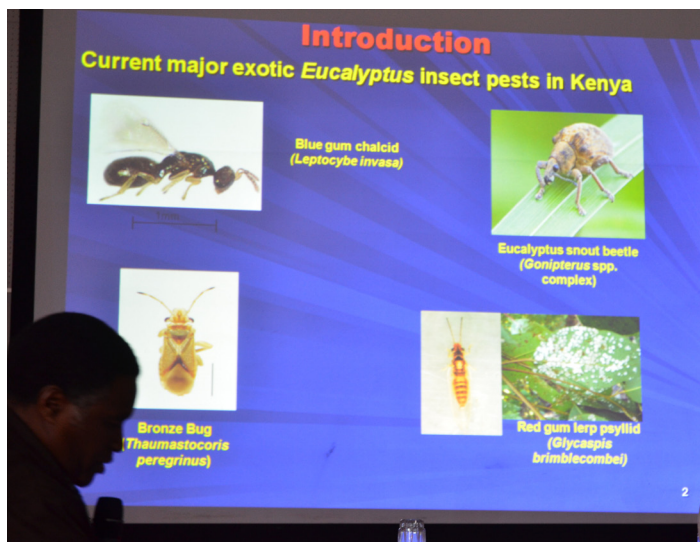
The invasive Cestrum sp. in its flowering stage - source: www.ngkenya.com/flora

Continued from pg. 5

According to Mr. Mutitu, Classical, Inoculation, Inundation, and Conservation are the ideal Biological Control programmes. He further outlined several challenges faced in Biological control programs and emphasized that the impact of natural enemies in the new environment must be understood.

Opportunities in Biological Control:

Mr. Mutitu concluded by emphasizing increased use for biological control programs due to the increase in invasive pests. Increase in invasive pests is triggered by several factors with the main ones being increase in human activities and climatic change. He emphasized importance of collaboration at both regional and international levels in the development of biological control programs i.e. sharing resources, reduction in cost and time and utilization of the limited experts.



Mr. Mutitu giving a presentation (left) on his findings from PhD studies he is currently undertaking on Eucalyptus pests.

DIRECTORS TEA FORUM

By Risper Mokaya and James Wachira

The quarterly Director's Tea forum with staff, was held on 31st March 2015. The forum deliberated on staff welfare including retirement benefits, staff appraisals, promotions, salaries and allowances in line with government's statutory obligations. The Chairman of KEFRI Board of Directors Prof. Daniel Mugendi, Mr. Jackson Nguthu, Managing Supervisor Retirement Benefit Authority (RBA) and Mr. Robert Rotich from AON Insurance Company attended the forum. KEFRI Senior Deputy Director, Finance and Administration Mr. Patrick Omesa, Dr. Mercy Gichora Chairperson KEFRI Pension Scheme Mr. Paul Tuwei Deputy Chairperson attended.

Retirement Benefits

Mr. Jackson Nguthu informed the members about the pension scheme which most staff members had raised concerning the Director's circular Ref. KEFRI/10/02/VOL.II/(22) dated 14th March 2015. Mr. Nguthu informed staff that if a member opts to retire before the age of 50 years (early retirement), the member gets 100% of his/her contribution and 50% of the employer's contribution. The remaining 50% of the employer's contribution is paid upon attaining mandatory retirement age which is 60 years for non-scientists and 65 years for scientists. When a member attains the mandatory age of retirement, he/she takes either the whole amount (lump sum) or 1/3 of what is in the scheme and the remaining 2/3 is used to buy a pension which guarantees monthly payment till death. *Read more on the pension news on page 13.*

Staff appraisals and promotions

The Senior Deputy Director Finance and Administration Mr. Patrick Omesa clarified that the institution values staff appraisals and promotions as the key principles in determining the performance of KEFRI. The key objective of staff appraisal is to determine an individual's performance which in turn reflects the institutions progress.

The Deputy Director, Human Resource (DD-HR), Madam Evelyn Oroni clarified that staff appraisals are carried out to determine training needs, job placement and career progression. The DD-HR further explained that for one to be promoted, he/she must attain excellent performance, and served at least a minimum of 3 years in the current position subject to availability of a vacancy. Apart from positive rewards, staff who performs poorly can be given a warning letter and if there is no improvement his/her services can be terminated.

Prof. Daniel Mugendi, the Chairman Board of Directors

praised staff for positive performance. The forum ended on a positive note with the staff satisfied with the outcome.



Members of staff who attended the Tea forum



Mr. Mureithi Ndungu raising issues on RBA during the meeting

Participatory Forest Management (PFM) in Muguga

By Simon Kamonde

Muguga forest until 2008 was jointly managed by both KEFRI and Kenya Forest Service (KFS), each with its individual management plan devoid of forest adjacent to community (FAC) participation. Muguga Ecosystem Research Community Forest Association (MERCFA), a community group adjacent to Muguga forest, was registered in 2008 following enactment of the Forests Act No.7 of 2005, which recognizes participatory forest management process become a stakeholder in the management of the same forest.

MERCFA in collaboration with KEFRI, KFS and the Local Community Authority are in the process of formulating a Participatory Forest Management Plan for Muguga forest. The United Nations Development Programme (UNDP) through Kijabe Environment Volunteers (KENVO) has funded the initiative with Ksh.600,000. So far, the Environmental Research, Mapping and Information Systems in Africa (ERMIS-Africa) consultancy firm and a Local Planning Team (LPT) have been engaged to guide the process.

It is anticipated that the year (2015-2020) Participatory Forest Management Plan (PFMP) and a Forest Management Agreement (FMA) will define roles cast, and responsibility benefit sharing mechanisms for sustainable management of Muguga forest.



Members of MERCFA, an adjacent forest community group, collecting data with guidance from the forester Mr. Ngaruiya at Muguga forest



Beekeeping is one of the resource based activity that the community group aims to tap and enhance forest management

Arabuko Sokoke Forest Adjacent Dwellers Association (ASFADA) Visit Karura Centre

By Reuben Shanda

Forest Products Research Centre - Karura received 27 visitors from Arabuko Sokoke Forest Adjacent Dwellers Association (ASFADA) in Kilifi County on 27th February 2015. ASFADA is a community based group living adjacent to Arabuko Sokoke forest. The groups mandate is to help in conserving the forest through sustainable utilization of resources.

The main objective of the visit was to acquire knowledge about centre activities particularly formulations of products from Aloe and how to use machines for Aloe gel and sap extraction. ASFADA members have machines similar to the ones at Karura centre awaiting to be commissioned.

Value addition through extraction and processing of the gel and sap into high quality aloe products mainly from indigenous aloe species were demonstrated. The products

were obtained from the sap of *Aloe secundiflora*, *Aloe turkanensis* and *Aloe vera* variety *barbadensis*. The visitors were shown how to identify and differentiate the three aloe species. They also received relevant publications outlining value addition methods for Aloe. After the visit the guests were satisfied that they would be able to use their machines for sap/gel extraction without assistance.



KEFRI staff Mr. Reuben Shanda (in T-shirt) undertaking ASFADA group members through types of Aloe vera used as source of sap and gel

KEFRI ENTERPRISES

By Stephen Gitonga and Derick Enonda

KEFRI Enterprise Unit specializes in commercialization of the Institute's technologies, products and services. The unit is co-ordinated from KEFRI headquarters and has various revenue generating points Eco-region Research Programmes across the country.



High quality packaged tree seeds ready for dispatch



KEFRI Turkana Farmers Resource Centre

Key Revenue Generating Areas

Sale of quality tree seed and seedlings, wood & non-wood products and services, training and conference facilities.

Kenya Forestry Seed Centre

KFSC has a national mandate to collect, process, test, package and distribute high quality tree seeds.

The Centre supplies to both the local and international markets. KFSC serves as the main seed processing facility where tree seeds collected countrywide are processed, tested and dispatched for sale.

In line with the constitution, KEFRI has established seed distributors spread across the nation.

Forest Products

KEFRI Forest Products Development Research Centre at Karura, develops

technologies for efficient processing and utilization of wood resources and value addition to wood and non-wood forest products.

Available products include; on-farm sawing and forest harvesting technologies, timber treatment and drying services, assorted timber and non-timber products, that links well to industry and small medium enterprises.



Assorted fancy items

Training and Conference Facilities

Enterprise unit also coordinates Training and Conference facilities at Muguga and Kitui regional centres, as well as the upcoming fully equipped Farmers Resource Centres' at Baringo in Marigat town, Turkana in Lodwar and Lamu in coast region.

For more information contact the following sales offices:

Headquarters	+254 724 259781/2
	+254 722 157 414
KFSC-Muguga,	+254 729 058 034
Karura Office,	+254 733 764 726
Londiani	+254 52 64028 / 64082
Maseno	+254 721 763 402
Kitui	+254 20 2386356
Gede	+254 20 2386358

Email: director@kefri.org
enterprise@kefri.org
enterpriseoffice3@gmail.com

By Dr. Mercy Gichora



Dr. Mercy Gichora chairperson KEFRI pension scheme addressing staff, RBA and pension officials at the headquarters

Trustee's Training

During the 2014 Annual General Meeting of KEFRI Staff Retirement Defined Contribution and Defined Benefit Schemes, staff were informed that members of the Board of Trustees had undergone training, vetting and were now certified by RBA as required by the law.

Their training covered diverse topics including: managing retirement schemes; the law and retirement schemes; Trustees and governance of schemes; scheme investing and funding; contracts and sourcing of service providers; and administration and oversight roles of Trustees.

KEFRI Pension Scheme Strategic Plan 2014 - 2017

The Trustees also prepared a Strategic Plan (2014–2017) whose vision and mission is as follows:

Vision: To achieve the highest standards possible of governance, service delivery and value to members in the retirement benefits industry in Kenya.

Mission: To be a properly structured and financially sound retirement benefits trust, appreciated by its members and the founder/sponsor and respected by its regulator.

Compliance with 1/3 Lump Sum Requirements: RBA Legal Notice No. 165 of 2010

This notice touches on the lump sum that members can expect to take home after attaining the mandatory retirement age of 60 years and 65 years for non-scientists and scientists staff respectively. In both cases, early

retirement is permitted on attaining 50 years. Benefits are calculated based on the individual contribution and the matching contribution by the sponsor in addition to interest accrued from investment of the funds.

The legal notice under reference makes it clear that:

- i) For a retired member whose calculated monthly benefits after taking $\frac{1}{3}$ of his/her benefits in lump sum would not exceed the trivial pension (currently Ksh.6105), he/she is allowed to take all his/her benefits at once as lump sum.
- ii) Those whose monthly benefits would exceed Ksh.6105 after receiving $\frac{1}{3}$ in lump sum will be required to purchase annuities with the $\frac{2}{3}$ balance on standard terms to be agreed with between an insurance company and retiree.
- iii) Members who exit service before attaining 50 years are allowed to take all their individual contributions and 50% of the sponsors with the interest accrued. Upon reaching 50 years, a member is entitled to receive the balance of 50% which the sponsor had retained, with interest accrued.

KEFRI, as the sponsor through the Director circular Ref. KEFRI/10/02/VOL.III/(22) dated 14th March 2015, notified members about these requirements. It confirmed to members that the Trust Deed and Rules of the Defined Contribution Scheme have been amended to comply with prevailing law, including observing the 1/3 lump sum requirement outlined above and that RBA had approved of the changes.

Pension processing requirements

The documents required after an officer has retired from the Institute to support processing of annuity (pension) include the following:

1. Copy of National I.D card
2. Copy of KRA pin certificate
3. The Pensioner's bank details i.e.
 - i. Account name.
 - ii. Name of the bank.
 - iii. Branch.
 - iv. Account number.
 - v. Address of the bank.
4. Pensioner's contact details
 - i. Address.
 - ii. Telephone number.

The Annuity quote forms provided by the insurance companies are available at the Trust secretariat at the KEFRI headquarters. Every member of staff who exits the schemes should ensure that they contact the pension's secretariat office within 30 days after they leave.

NEW EMPLOYEES

KEFRI Staff Retirement

After many years of service to the Institute, the following staff have retired since March 2014.

No.	Name	P/No.	Station	Date of Retirement
1	Grace Wangari Wanjohi	5605	Headquarters	23.03.2014
2	Mary Wangari Ngaruiya	6091	Muguga	27.05.2014
3	Kabagazi Karisa Munanga	5046	Gede	26.06.2014
4	Osore Chahilu Mudanya	5220	Garisa	02.06.2014
5	Ibrahim Momanyi Okeri	6128	Headquarters	15.07.2014
6	Job Njiru Njeru	5170	Kibwezi	23.08.2014
7	Michael K. Changkwony	5465	Turkana	01.09.2014
8	Stephen Njora Mwangi	5665	Headquarters	01.09.2014
9	Wilson Vuyiya Abila	5457	Muguga	01.09.2014
10	George Kongoine Mbuthia	5691	Muguga	25.11.2014
11	John Oyugi Oyugi	6908	Headquarters	29.12.2014
12	Charles Ndung'u Gitau	6431	Muguga	25.12.2014
13	Wario Diba Duba	6577	Headquarters	01.01.2015
14	Mourice Onyango Obala	5576	Muguga	01.01.2015
15	Henry Ometa Nyaondo	6682	Headquarters	01.01.2015
16	Joshua Kwendo Olembo	5530	Muguga	01.01.2015
17	Enock Makalula Akali	5874	Muguga	01.01.2015
18	Jones Motari Magombo	6324	Headquarters	01.01.2015
19	Julius Cheche Mucuni	5284	Headquarters	22.12.2014
20	John Waruru Mathu	6474	Headquarters	01.12.2014
21	Charles Ogendo Apondi	6101	Headquarters	01.01.2015
22	Patrick Kamanu Kung'u	5307	Headquarters	01.01.2015
23	Genesius Njeru Njagi	6286	Headquarters	01.01.2015
24	Kahindi Ruwa Nganda	5047	Gede	15.01.2015
25	Titus Munyao Mueke	6786	Kitui	01.01.2015
26	Jane Achieng Juma	6861	Maseno	01.01.2015
27	Aminon Bonaya Komora	5072	Gede	01.01.2015
28	Athanas Olala Ajuka	5093	Kuja-River	01.01.2015
29	James Kibucho Kagiri	6406	Headquarters	01.01.2015
30	Fredrick Oguma Were	5372	Londiani	01.01.2015
31	Syprose Aoko Onyango	5254	Kuja-River	01.01.2015
32	Naftali Nyambane Nyamwange	5574	Londiani	01.01.2015
33	Geoffrey Kihara Kimani	5173	Gede	01.01.2015
34	Jeconia Odera Omach	5115	Kuja-River	02.02.2015
35	John Osere Obango	5098	Maseno	15.03.2015

Retirement

There are many ways of exiting from formal employment and retiring is the most honourable one. KEFRI fraternity wishes all retirees a long, healthy, and happy retirement. You have been one of the best employees and believe me if you put as much effort into enjoying your retirement as you have all the years you've been working, you'll have an amazing, productive, dynamic and long lasting retirement. *Good luck! We shall miss you.*



Sharmake Abdullahi Amin

Assistant Research Scientist
(Drylands Forestry) - Garissa

Holds a Bachelor of Science degree in Environmental Conservation and Natural Resource Management-University of Nairobi 2012. Before joining KEFRI, Mr. Sharmake worked as a Project Manager with the Tere Des Homes between 2012 and 2013. Currently he is the Officer in Charge KEFRI Garissa sub-centre.



Amina Aden Maalim

Assistant Research Scientist
(Agroforestry) - Marigat

Holds a Bachelor of Science degree (Agroforestry and Rural Development) from the University of Kabianga. Ms Maalim did her field attachment at the Lake Victoria Basin Eco-region Research Programme - Maseno.



Mohammed Barisa Elema

Assistant Research Scientist (Soils)
Lake Victoria Basin Eco-region
Research Programme

Mr. Elema holds a Bachelor of Science (Soil Science and Land Use Management) from the University of Eldoret.

DEMISE



The late Karanja Ndungu

KEFRI fraternity consoles the family of the late Mr. Charles Karanja Ndungu who passed away on 27th March, 2015 after a long illness. Until his death, Charles worked at Central Highlands Eco-Region Research Programme, Muguga. His body was interred at Nderi Cemetery, Kikuyu sub-county on Thursday 2nd April, 2015.

May the Lord rest his soul in eternal peace

KEFRI technical staff (from left) Ms. Flora Mwasoghona, Frouza Maingi and Esther Mutonya at DERP Kitui laboratories extracting seeds of *Terminalia brownii* a difficulty to germinate dryland tree species.



KENYA FORESTRY RESEARCH INSTITUTE (KEFRI)

Head Office Muguga, off Nairobi - Nakuru Highway

P. O. Box 20412 -00200 Nairobi Tel: +254 722 157 414, +254 724 259 781/2,

Email: director@kefri.org Website: www.kefri.org

Follow us on  [kenya forestry research institute](https://www.facebook.com/kenyaforestryresearchinstitute)

 [@KEFRIHQ](https://twitter.com/KEFRIHQ)