

# RE NEWS

THE OFFICIAL MAGAZINE OF KENYA  
REINSURANCE CORPORATION LTD.

ISSUE 1 • 2017

## *Niko***FITI**

*Seven years down the line*

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[www.kenyare.co.ke](http://www.kenyare.co.ke)

# African Wisdom...

Being happy in life is better than being a king | Ghanaian Proverb |

## Global Strength

For more than forty years, Kenya Re has relied on the wisdom of its African roots to provide the strength that reinsures insurance companies across the globe. Today, our new future begins with a pledge of our promise to continue growing our knowledge and our expertise so that we can get even better at making the world a more secure place. By reinsuring insurance companies across the globe.



**KENYA RE**  
STRENGTH & WISDOM BEYOND BORDERS



*Mr. Jadhah Mwarania, OGW  
Managing Director*

## Happy 2017

Happy New Year and warm greetings as we begin 2017! As we begin this year, I would first and foremost like to take this opportunity to thank all our staff for the efforts and commitment they put in 2016. With that same drive and vigor, let us work extra harder to make this year great for Kenya Re.

As we approach the end of the first quarter, I would like to appreciate the hard work and effort you all put in. The journey has not been easy, but the sacrifice paid off well. I am happy to mention that our good performance in the stock market was commendable. Towards the end of January, the Corporation emerged one of the top movers in the market and closed at a high of Ksh. 23 alongside large cap stocks of Safaricom, EABL, KCB and BAT, which have traditionally traded high volumes.

The Corporation is off to a good start this year with reference to the new law requiring all imports to be insured locally which is expected to grow insurance premiums by about Ksh 20 billion with insurers passing on the business to reinsurance companies to help absorb the risk. This will bring in business and growth for the Corporation.

## ► *From the* MANAGING DIRECTOR



*I would like to appreciate the hard work and effort you all put in. The journey has not been easy, but the sacrifice paid off well. I am happy to mention that our good performance in the stock market was commendable.*

This year, let's endeavor to be competent, professional in our duties in order to deliver our mandate and obligations to our stakeholders. We should also strive to advance on superior technology so as to offer the best customer service to our customers, put clients at the center of the business as well as enhance commitment to the development of the insurance industry. We shall also continue to fulfill our mandate as a Corporation and endeavor to impact more lives in the days to come with our CSR initiative Niko Fiti na Kenya Re.

2016 was an eventful year, with a series of activities that revolved around our stakeholders and staff. As we embark on this year's activities, let us stay on course in respect of our five core strategic objectives and in doing so we are very enthusiastic that 2017 will be a productive and zestful year for us and our stakeholders.

I sincerely wish all our staff and their families' a happy, healthy and successful New Year 2017!

Enjoy the read.



*Gladys Some-Mwangi*  
Manager Corporate Affairs

## Have you set your **2017** goals?

Happy New Year and welcome back! For those of you who have joined us this year, welcome to the family. Please feel at home and part of the Kenya Re team. Another year is behind us, this is the time to reflect on the past and carry the learnings into 2017 in order to plan for the future to make the business continue to prosper.

## ► *From the* **EDITOR'S DESK**

Take time and jot down what it is you want to achieve this year and how you will attain it. Once this is done, you can now access and measure your goals at either weekly or monthly. Remember, this requires a lot of commitment and drive from you with the purpose of accomplishing what you set out to do. In the case that you may need any assistance from the Management team, our doors are open to consultations.

We closed the year on a good note, having successfully launched our regional office in Lusaka, Zambia which will boost business growth by increasing reinsurance capacity for insurance companies in Africa. Our Niko Fiti na Kenya Re Corporate Social Responsibility initiative that is geared towards improving the quality of life of persons living with disability was successfully implemented in the 4 major towns namely; Nairobi, Mombasa, Eldoret and Kisumu. The campaign touched the lives of over one thousand of persons living with disability and this year, we are extending the areas of intervention to make it bigger and more impactful.

We are looking forward to the events lined up this year. To start us off will be the Investor briefing to be held at the end of the first quarter. We look forward to seeing good growth in the financial results in the midst of a very dynamic and competitive business environment.

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# Kenya Re Receives Shariah Compliance Certificate

Kenya Re received certification from the Shariah Supervisory Board after an assessment carried out by the board to ascertain the compliance of Kenya Re Retakaful business to Shariah principles. The review was for the period ended 31/12/2016 and was conducted to form an opinion as to whether the institution had complied with Shariah principles and with rulings issued by the Shariah Supervisory Board.

The board recommended that the contracts, transactions and dealings entered into by Kenya Re Retakaful during the above period were in compliance with the Shariah principles. It also noted that the allocation of profit and charging of losses relating to investments accounts conform to the basis that has been approved in accordance with Shariah Principles.





# The Niko Fiti Journey



*By Andrew Ongicha*

The Niko Fiti Corporate Social Responsibility (CSR) flagship programme by Kenya Reinsurance Corporation was launched in the year 2011 and has journeyed through different phases over the years. Initially the campaign focused on providing clinical assessment, orthopaedic mobility and assistive devices and providing public education on disability through public awareness and sensitization campaigns. In 2016, the campaign extended to include persons with visual & hearing (sensory) disabilities and physiological/mental disabilities and aimed to ultimately grow awareness around disabilities while championing PWDs inclusion and participation in national building activities.

Over the last four years, the Niko Fiti CSR programme has touched and changed the lives of over 3000 persons living with physical disability through the provision of assistive and mobility devices in Kenya. Having earmarked disability as a national priority with low intervention structures, Kenya Re developed Niko Fiti to spearhead this cause.

According to the 2007 Kenya National Survey for Persons with disabilities (KNSPWDs), regionally, the highest disability rates were recorded in Nyanza (6.8%) followed by Coast (5.2%) and Central (5.2%) provinces. The lowest disability rates were found in North Eastern

Province (2.6%) followed by Rift Valley (3.2%). The highest disability rated areas have been covered by most interventions however the low rated areas are due to high level of stigma and cultural – socio challenges among communities, requires attention for provision of mobility and assistive devices.

The Niko Fiti campaign is now recognized nationally for the promotion of mobility and accessibility of PWDs faced by mobility impairments through provision of assistive devices. By so doing, the beneficiaries can now engage in daily community, social and nation building activities. The campaign also aimed at destigmatizing disability in the Kenyan society. Over the last four years the campaign, through a series of caravans, traversed through the Nairobi County (Eastern Nairobi, Ngong road, Thika road), Coast Region (Voi, Mombasa, Kwale, Kilifi, Lamu & Tana River), Upper Eastern (Meru & Isiolo),

Rift Valley (Nakuru & Eldoret), Nyanza (Kisumu, Vihiga, Bondo, Siaya & Kisii) as well as the Western region donating various assistive devices and educating the public on the importance of accepting persons living with disabilities.

We attribute the success of the Niko Fiti CSR campaign over the years through the Corporations partnership with the Association of Persons with Disabilities of Kenya (APDK) to aid in identification, assessment of persons living with disability through their nationwide distribution network and fabrication of the devices in their workshops in major towns in Kenya. APDK also equipped the mobile vending unit beneficiaries with knowledge on leadership and Governance training, existing policies on disabilities as well as group dynamics and importance of persons with disabilities initiating disabled persons organizations for advocacy support.



*Kenya Reinsurance Corporation Limited, Corporate Affairs Manager, Gladys Some – Mwangi (Left) buying a stock item from a mobile vending unit beneficiary (Center) during the Niko Fiti CSR Eldoret distribution. Looking on is this year's Niko Fiti brand ambassador, Phelix Odiwuor a.k.a Jalang'o (right).*



*(Right) Kenya Reinsurance Corporation Limited, Corporate Affairs Manager, Gladys Some – Mwangi exchanging warm greetings from a mobile vending unit beneficiary, Linnet Auma (Centre) during the Niko Fiti na Kenya Re CSR campaign Kisumu Distribution. Looking on is the Association of Persons with Disabilities of Kenya (APDK) second National Vice Chairman, Mr. Peter Kathambara.*

In addition, they were given insights on financial management, basic record keeping and entrepreneurship skills. Budget planning and monitoring progress for business growth was also an area captured during the training. As a result, the skills acquired enabled their business to thrive hence support their fellow family members for participation and productivity in the community.

Since its inception, over 3000 PWD's have benefited from the distribution of walking frames, crutches both Elbow

and Axillary crutches, prosthetic limbs, wheelchairs, special seats, mobile vending units, white canes, stylus, and diapers for cerebral palsy children. The beneficiaries who received the mobile vending units were entitled to a start –up stock of goods worth Ksh. 4000 to assist them start a business or boost their business. The training they received enabled them run their business more effectively.

Going forward Niko Fiti Campaign is geared up to achieve great strides in 2017 and beyond.

# The People Element



*By Davis Onsakia*



Today I want to defend my baby.

IEBC announced some 128,000 plus duplicate IDs being used for multiple voters' registration. People were livid at the 'failure' of technology to curb such a simple and yet serious-implication-laden anomaly. I was personally not amused.

All agreed that this is a classic case of technology 'failing' and hence others justifying why we always need a manual backup, of sorts.

But really, did technology fail? No, not at all. Sorry to disappoint you. So who failed? Simple, people! People failed technology. Technology did not fail IEBC. People poorly implemented the database behind the system – some basic configurations will prevent such a serious outcome. And the people here include the technical team

in IT as well as the Internal Audit function and most likely the implementation partner. I bring in the implementation consultant because rarely are such systems developed in-house, and even if developed in-house, there is always a lead developer in such a case.

Basically, you cannot have 128,000 (or even two) duplicate IDs when the simple premise on such a system is that citizens' ID numbers are unique.

Organizations need to understand and appreciate the human capital involved in projects. It is not about their paper qualification, as much as that is important: experience, attitude and integrity are far more valuable attributes to look for in people working in sensitive dockets. No wonder then that we have Leadership and Integrity enshrined in our Constitution.



I know of a CIO in an international firm who earns seven figure salary (in USD dollars) who has experience of a hacker and zero paper qualification. But I believe the guy pays his bills from demonstration of what he can do. Don't get me wrong, get all the papers (professional and academic and in peer-reviewed journals) you need, for the industry needs papers – but do get the knowledge behind them – not for bragging rights. Flaunt them and flaunt your knowledge too. You cannot purport to 'buy' knowledge – those who do so soon come crushing down, with a thud.

I remember this vilification of the probability of failure in technology is what triggered the amendment of the Elections Act to bring in an element of manual backup, for transmission of results. I think till we disabuse ourselves of the notion that technology always fails we will fail (in almost everything) and blame it on technology.

It should be appreciated that technology, people and processes are the key ingredients to a successful solution provision to any company anywhere in the globe. And by far, the most important element among the three is people: people implement technology, design and re-engineer business processes and drive the two. Miss them and you have only the two and then you have a manual backup option at the back of your mind!

Looking globally, the elections servers in the USA were supposedly hacked and results infiltrated with elements

from Russia. Sony Corporation Japan was hacked and some celebrity pictures plastered around the web. Banks have been hacked in Kenya and beyond. Whose problem? Technology, some will say.

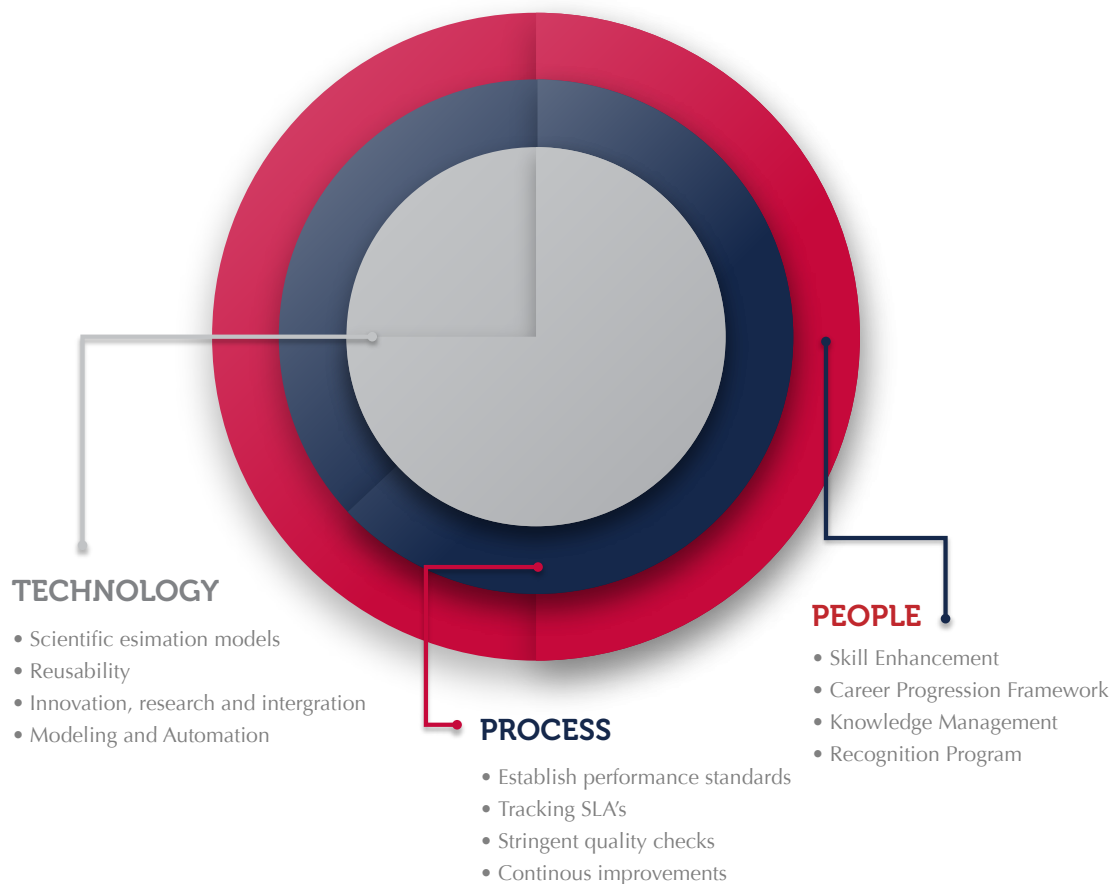
Can technology fail that much and yet be so embraced and implemented enmasse, by the mighty and lowly in society? No, people are failing and we need to smell the coffee in the whole maze.

If Snowden was an honest guy, probably WikiLeaks would be nowhere and the world will be much living a lie, a blissful one. Whose problem was it? People fumbled, the guy stumbled on what he considered offensive to his conscience and hence shared with the world.

We need, all of us, to appreciate that technology can fail, yes, but the important cog in the whole circus is people: till this is appreciated and dealt (by whichever means necessary) we can only keep throwing mud and hoping some will stick. Unfortunately some mud might bounce back to your white shirt, and leave the mark of pointing fingers.

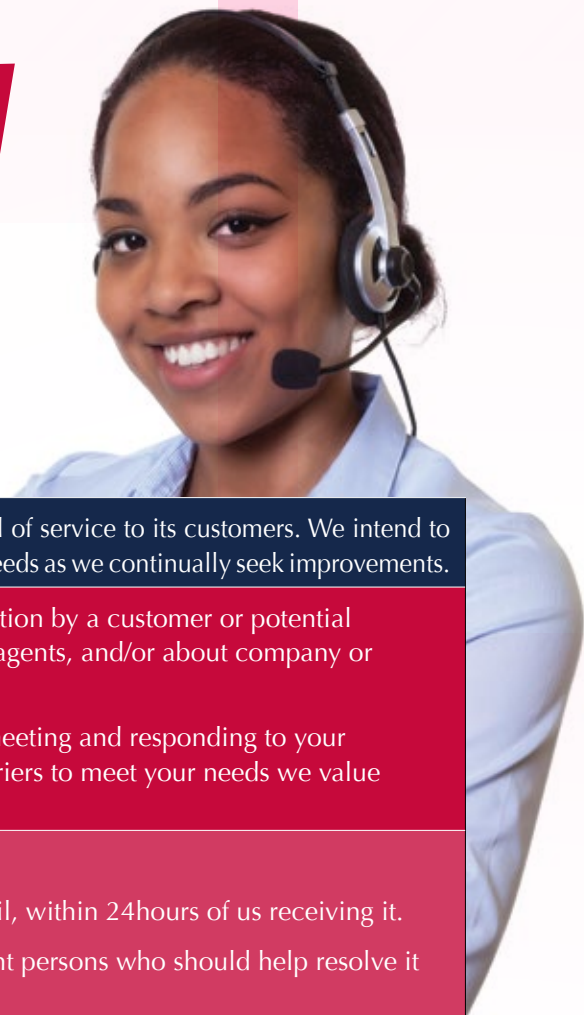
Empower people, walk with them, understand their frustrations, help them fix them, and ultimately, although you might not have a waterproof system, you can have something which you can rely on to generate trustworthy figures.

The figure below, summarizes it well:



Source: Applied Business Consulting Group

# COMPLAINTS HANDLING PROCEDURE



Kenya Re is committed to delivering the highest possible quality and level of service to its customers. We intend to provide services through the best practice and in line with our customers' needs as we continually seek improvements.

<p><b>What is a complaint?</b></p>	<p>A complaint is defined as “any expression of dissatisfaction by a customer or potential customer about service delivery by the company or its agents, and/or about company or industry policy.”</p> <p>At Kenya Re, we see complaints as a valuable way of meeting and responding to your expectations. We realize that in breaking down the barriers to meet your needs we value listening to feedback and complaints from you</p>
<p><b>How will we handle your complaint?</b></p>	<p>We will:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Acknowledge your complaint, in writing or via email, within 24hours of us receiving it.</li> <li><input type="checkbox"/> Enquire into your complaint and consult any relevant persons who should help resolve it fairly and within a reasonable timeframe.</li> <li><input type="checkbox"/> Treat you and your information with confidence and respect, in line with our guidelines.</li> <li><input type="checkbox"/> Keep you and any other persons involved informed about the progress of the complaint, how we will try to resolve it and, as is appropriate, what we will do to prevent it from happening again.</li> <li><input type="checkbox"/> Take action to resolve the complaint as best as possible to your satisfaction and, where possible, recommend any changes needed to ensure the cause is fixed.</li> <li><input type="checkbox"/> Let you know in writing the outcome of your complaint and, as is relevant, the reasons behind this outcome.</li> </ul>
<p><b>What should you tell us:</b></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Your name, address and the best way to contact you.</li> <li><input type="checkbox"/> The details that will help us understand the reason/s for your complaint.</li> <li><input type="checkbox"/> Copies of any documents relevant to your complaint.</li> <li><input type="checkbox"/> If you have already have discussed your complaint with us, the details of those persons in Kenya Re that you dealt with.</li> <li><input type="checkbox"/> What you feel would constitute a satisfactory resolution of your complaint. For example are you seeking information which you feel is being withheld, are you seeking an apology, etc.</li> </ul>
<p><b>You need to know that:</b></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> You may make a complaint verbally and/or in writing. E.g. email, and/or calling</li> <li><input type="checkbox"/> We may ask for your help in the course of handling your complaint.</li> </ul>

**You can make a complaint to Kenya Reinsurance Corporation by contacting:**

**Write to : Assistant Communications Officer | Kenya Reinsurance Corporation | PO Box 30271- 00100 | Nairobi, Kenya**

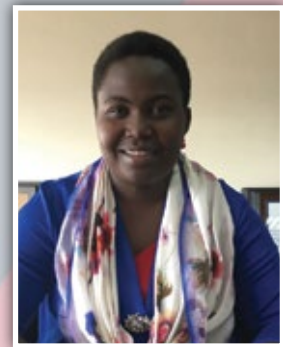
**Call: (+254) 0703083212**

**Email: [complaints@kenyare.co.ke](mailto:complaints@kenyare.co.ke) | [ongicha@kenyare.co.ke](mailto:ongicha@kenyare.co.ke)**

# LONG SERVING EMPLOYEES FETED AT STAFF PARTY

In line with Kenya Re's tradition, the annual staff party is a rich mix of several activities are lined up for staff with one of the most anticipated being the long serving awards. Eight employees were recognized for having served the Corporation for between 20 to 30 years which is no mean feat to achieve.

The staff are as follows:



By Agnes Musyoka

□ *Pamela Mikhala*

**30**  
YEARS

**25**  
YEARS

- *Rosemary Gitau*
- *Fransisca Barasa*
- *Kenneth Kiboi*
- *Josephine Atandi*

- *George Njuguna*
- *Charles Abebe*
- *John Rika*

**20**  
YEARS

**10**  
YEARS

- *Geoffrey Kimutai*
- *Nicodemus Gekone*
- *Pauline Mukiri*
- *Haron Njuguna*
- *Samuel Ruugia*

- *Hellen Okanga*
- *Davis Onsakia*
- *Longin Nterere*
- *Peter Angwenyi*
- *Jane Odipo*
- *Elizabeth Omondi*
- *Hellen Tenin*
- *James Mburu*

**5**  
YEARS

# THE DAPPER MAN:

The Art of Dressing  
like a Gentleman.



*By Thomas Mumina*



Since the beginning of time, men have wrestled with one important, heavy question. Even our caveman forebearers would roll off their sleeping rocks, stare at their collection of pelts, and wonder:

### **“What will I wear to work today?”**

The art of dressing like a real gentleman is not as hard as you think, and it's definitely rewarding. Below are a few tips that will help step your game up and have you feeling like James Bond.

#### **THE POWER OF A TAILORED SUIT.**

Whether you're suiting up once or every day of the week, it's important to have one well-fitted suit in your wardrobe. A suit jacket is like a good lawyer, it should have your back. Some say that it should reach your knuckles but this assumes the length of your arm is normal. The second button from the bottom should be just above your belly-button (never below). Buttons are sleek. Buttons are your friend. You can leave the last one undone to facilitate arm-raising (and to follow tradition: history has it that King Edward VII always neglected to fasten the lower button because he was too huge and so the custom was widely adopted by the public), but the others must always be securely fastened, even on a hot day.

#### **GET A SHARP HAIR CUT.**

Find a good hairstylist and get a sharp haircut. You can probably walk into any barbershop and ask for the Don Draper, and they'll know exactly what you're asking for: trimmed on the sides and back, longer on top. This is a very classic haircut its back in style and here to stay. It's a clean and versatile

If you are looking for a more modern look, ask your stylist for a “disconnected undercut”. This is essentially the same cut, but the sides and back are clearly cut shorter than the top, with less blending between the two areas.

#### **WHATEVER YOU DO, WEAR THE RIGHT SHOE**

Nothing can sink your smart outfit quicker than an ugly pair of shoes, and nothing can make your feet hurt like an uncomfortable pair of shoes. The stakes are high gentlemen, shoes, after all, make the man.

Footwear-wise, nothing says English gentleman more than a pair of brogues. There are several variations, the most classic one being the full Oxford brogue.

Also a must have, Derby (aka Gibson) is a style of Men's shoe characterized by quarters with shoelace eyelets that are sewn on top of the vamp. This construction method, contrasts with that of the Oxfords.

#### **YOUR POWER TIE**

Once upon a time, the tie symbolized corporate conformity, as closely associated with office life as the typewriter and the timecard. Now, the tie can be anything you want — even, dare I say it, a little rebellious.

You have a lot of choices out there, so I'll go ahead and say, “treat yo' self.” Buy a bunch. But if you're looking for the one tie to rule them all, go with something dark and solid, or with a very subtle pattern. It'll look respectable with anything you match it with, even brighter, busier patterns like a gingham or plaid. Plus, if you dress it down — by throwing a leather or jean jacket over your dress shirt, for instance — your dark tie will look punk.

#### **THE SHIRT – KNOW WHEN IT'S A GOOD FIT.**

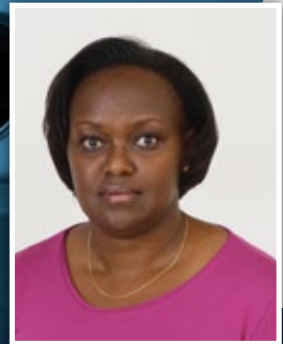
The Collar should just gaze your neck without constraining it. If you do cuffs, they should meet where your palm begins. The shoulder seam should be at your shoulder bone. Sleeves should not be so tight that you can see the details of your arm, but it should not also be so long as to billow.

When you fold your hands behind your head, the shirt should not come out of the pants. If it does, the armholes may not be high enough.

Shirt length should be such that you can bend and make natural movements without it coming out of your pants. There should not be excess fabric in the chest and waist as it causes much billowing.

**That's all for today gentlemen. Remember, Keep it Dapper!**

# PUBLIC PROCUREMENT AND ASSET DISPOSAL ACT, 2015 – KEY HIGHLIGHTS



By Gladyce Musyoki



The public procurement regulation in Kenya has undergone tremendous changes especially in the last 12 years. The changes have involved both legal and policy shifts, including enshrining public procurement issue into the Constitution of Kenya 2010. In accordance with the Sixth Schedule of the Constitution of Kenya 2010, Parliament passed the Public Procurement and Asset Disposal Act, No. 33 of 2015 (the “Act”) which was enacted on 7th January, 2016 to align the procurement function to the Constitution and Government policies.

Kenya Reinsurance Corporation being a public company is guided by the public procurement act in its Procurement processes and it’s therefore critical for the Corporation and the staff to understand what the new act entails and the implication of contravening the law both at the individual and corporate level. Below are highlight of the provisions of the new Act:-

## Objective of the Act

The Act gives effect to Article 227 of the Constitution which provides for a system that is fair, equitable, transparent, competitive and cost-effective. The Act also provides for procurement by the county governments and makes provisions for e-procurement.:

## Application

The Act will apply to all public entities including state organs, departments, state corporations, county governments, companies owned by public entities and bodies in which the national or county government has a controlling interest, among others.

## Exclusion of the Act

procurement and disposal of assets under Public Private Partnership Act, 2013; and procurement and disposal of assets under bilateral or multilateral agreements between the Government of Kenya and any other foreign government, agency, entity or multilateral agency unless otherwise prescribed in the Regulations.

## Regulating bodies

- ❖ The National Treasury will be responsible for public procurement and asset disposal policy formulation.
- ❖ The PPOA has been replaced by the Public Procurement Regulatory Authority which will play an oversight role with regard to all public procurement in Kenya.
- ❖ The Public Procurement Administrative Review Board which reviews and determines tendering and asset disposal disputes has been retained under the new Act.

## Role of Accounting Officer

The Act under Section 44 vests the power to oversee public procurement in the hands of the Accounting Officer but acknowledges that the functional head of the procurement unit shall be a procurement professional holding qualifications in procurement that is recognized in Kenya;

## General Principles of Procurement and Disposal

The Act Section 53 outlines the principles as follows:-

- All procurement entities shall develop annual procurement plans which shall be guided or underpinned on approved budgets;
- Annual asset disposal plans must be developed;
- All procurements shall designate/reserve at least 30 per cent to women youth and People with Disabilities
- No procurement shall be commenced unless there is ascertained sufficient cash flow to carry through the process to conclusion which includes settlement of supplier invoices.

## Contravention of this section is considered an offence.

### Use of ICT in procurement

In line with GoK’s electronic procurement system, Information and Communication Technologies (ICT) may be used in procurement proceedings as will be prescribed in the Regulations.– this is a clear shift from the previous

requirement to have procurement communication run through newspapers of national circulation

Changes with regard to the evaluation process

- ❖ **Post qualification due diligence:** Under section 83 of the Act, the tender evaluation committee, may, after tender evaluation, but prior to the award of the tender conduct due diligence to confirm and verify the qualifications of the tenderer who submitted the lowest evaluated responsive tender to be awarded the contract.
- ❖ **Professional Opinion:** Under section 84 of the Act, all procurement function in Kenya will be handled by qualified procurement professionals who will be required to give an opinion.

#### **Who is a successful tenderer?**

Under section 86 of the Act, the successful tender shall be the one which meets any of the following requirements as will be specified in the tender documents:

- ❖ the tender with the lowest evaluated price;
- ❖ RFP- the responsive proposal with the highest score determined by the procuring entity by combining, the scores assigned to the technical and financial proposals;
- ❖ the tender with the lowest evaluated total cost of ownership; or
- ❖ the tender with the highest technical score, where a tender is to be evaluated based on procedures regulated by an Act of Parliament which provides guidelines for arriving at applicable professional charges

#### **New procurement methods**

In addition to retaining the procurement methods under the repealed Act (i.e. Open Tendering, Restricted Tendering, Direct Procurement, Request for Proposals, Request for Quotations and Low Value Procurement) the new entrants under the new Act include:

- ❖ two-stage tendering;
- ❖ design competition;
- ❖ electronic reverse auction;
- ❖ force account;
- ❖ competitive negotiations; and
- ❖ framework agreements.

Procurement of Consultancy Services: Part 10 of the Act stipulates the method and process for procurements of consultancy services. The Procuring entity may use a request for proposals in combination with other methods of procurement

#### **Contracts Management**

The Act provides for contracts management and under Sec 134, it is the responsibility of the Accounting Officer and that any contract exceeding KES 5 billion shall have to be cleared by the Attorney General before they are signed and all CS undertaking such contracts (above KES 5 billion) shall be called upon to provide briefs to the Cabinet on the nature of such contracts. Section 138 requires the accounting officer to publicise all contract awards on their notice boards.

#### **Preferences and Reservation in Procurement**

The Act make provisions guiding preferences and reservations. This Part speaks to preference given to manufactured articles, materials and supplies partially mined or produced in Kenya; firms where Kenyans are shareholders; and protecting and ensuring the advancement of persons, categories of persons or groups previously disadvantaged by unfair competition.

An accounting officer of a procuring entity shall, when processing procurement, reserve a prescribed percentage of its procurement budget, which shall not be less than thirty per cent, to the disadvantaged group and comply with the provisions of this Act and the regulations in respect of preferences and reservations.

#### **Liquidated damages and interest**

Under the new Act, and unless otherwise provided in the particular contract, public entities will be required to pay interest on any overdue amounts while the contractor will be liable to liquidated damages for delayed performance.

#### **Inventory Control and Asset Management:**

The Act addresses inventory control, asset and stores management for efficiency. Section 161 provides that an accounting officer shall establish an inventory management system to be managed by the head of procurement function;

#### **Disposal of Assets:**

The Act provides for disposal of assets and provides that the accounting officer shall establish ad-hoc disposal committee as and when necessary to verify and process unserviceable, obsolescent or surplus assets with the guidance of the head of procurement function.

#### **Administrative Review Procedures:**

The Act provides for administrative review procedures by which an aggrieved tenderer shall within fourteen days of notification of award, lodge complaint with the board. It provides for the review board secretariat to facilitate the review board hearings;

#### **Offences and Sanctions:**

The Act provides for offences and sanctions and specifies fines not exceeding KES 4 million for natural persons and KES 10 million for body corporate for contravention of any provisions of the law and also open to the consequences of the administrative action.

#### **Repealed law**

The Act repeals the Public Procurement and Disposal Act, 2005 which was one of the laws governing public procurement in Kenya but provides that procurements which commenced before 7th January 2016 shall be continued in accordance with the law applicable at the time, among other reservations.

#### **Public Procurement and Disposal Regulation 2006**

Currently we are still using Public Procurement and Disposal Regulation 2006 awaiting the new regulation which will operationalize the new act.

# Pictorial



Staff members dance during the Christmas party.

Safari Cat dancers entertain staff during the Christmas party.



MD Mr. Jadhah Mwarania (l) chats with Lilian Kiliku (c) and Lilian Gatonga (r) (Both best dressed female of the party) during the party.



MD Mr. Jadhah Mwarania (l) hands over a long service award of 10 years to Ms. Pauline Mukiri during the Christmas party.



MD Mr. Jadhah Mwarania hands a trophy to the sports man of the year Mr. Moses Kipchirchir (r).







The Kenya Re football team share a light moment with the MD after receiving a certificate.

MD Mr. Jadhah Mwarania awards a trophy to the ICT members after emerging the department of the year 2016.



MD Mr. Jadhah Mwarania hands a certificate to Mr Alfred Muthoi after he emerged as Employee of the year 2016.



MD Mr. Jadhah Mwarania and Ms. Ann Wangeci cut a cake to celebrate the Christmas party.



Members of the Staff Party Planning committee (L-R) Gerald Andayi, Veronica Kitavi, Joakim Omache, Jackline Karimi, Dennis Gatobu and Thomas Mumina.

# LIVING HAPPY, SIMPLE AND A SUCCESSFUL LIFE



*By Francis Musyimi*



Every man's dream is to live happily, simple and have successful life. Nothing worth while maybe accomplished without hard work one has to get out of his/her comfort zone to create happiness which can never be acquired. You're tomorrow happily and success in life, is determined by your today's positive thinking/ altitude of your mind. Every choice we make today has a price.

For one to make such a dream life (happy, simple and be successful) to reality, the following are some tips to key open it;

**Plan:** A well planned life is the key to everything, Plan a head for your future, visualise success, set your goals and what you want to be in life i.e. set your expectations. Be focused and do the right thing and be honest to yourself. Live your passion, trust your instinct, believe in yourself, listen to your heart and avoid complaining, see challenges as opportunities to learn and grow individually.

**Be Realistic:** Believe on what you think and believe nothing is impossible. Be real and true about yourself than perfection and don't impress others. Believe in personal affirmation. Don't live somebody's life. Focus on doing better than yesterday rather than perfect. The truth lies in your heart and feelings. Be sincere in what you are doing and avoid deception at all costs. Most of us fail to get our

desired achievements in life out of living other people's life, original living helps us to be true to ourselves therefore increasing our efficiency, output, and self-esteem and believing in ourselves more. Many people fail because they try to copy others not realising that everyone has a different question paper whose answers are also different. Do good deeds, speak up for yourself and know that you are worth and don't let people bring you down, stay firm and don't let someone else bad behaviour destroy your inner peace but remember that health criticism aren't bad.

**Be good to yourself:** Learn to appreciate yourself that you are beautiful/ handsome and wonderfully made in the image of God, this is the only love you can truly depend on and affects positively almost every part of your life, be honest to yourself, your family and friends, Love others and make sure no one loves you more than you love yourself, be completely with peace with yourself, don't dwell on your past, the past is gone and you can do very little about it, then focus on who you want to be, own your mistakes and learn to ignore those who pin you down. Put on good clothes i.e. not expensive but dress smart and nice, treat yourself well (eat good food – avoid junk and greasy foods, keep fit), Good healthy mostly comes from peace of mind, peace of heart and peace of soul above all make laughter and love.



Choose your Friends: Associate yourself with positive thinkers those who think and make ideas those who are successful and great achievers. Spend most of your time with people who have dreams and ambitious and you will reach the greatest height in your life. Learn from heroes and mentors who are smart, more accomplished, and experienced than you. Accompany with those with moral standards. Never let a problem ruin your relationship with people you love. Keep the right friends and you will make it in life, surround yourself with positive minded individuals to succeed and build a network that will take you to the next life. We must also learn how to break the relationship that do not contribute to our progress and stay away from toxic people. Nyagah Patrick, "Transformative thinking" states clearly that people with Big minds discuss ideas, average minds discuss events and small and simple minds discuss people.

Study: According to Henry Ford, "Anyone who stops learning is old, whether at twenty or eighty, anyone who keeps learning stays young". At least spend some money for your knowledge enhancement. This is achieved through reading motivational books, attending training and seminars, development workshops as well as public speaking which gives one confidence especially expressing one's self. Sharpen your mind and boost brains power by improving

your social skills. No one is born with bad memory, it just needs to be sharpened to improve its efficiency.

Stay with your Family: As George Benard Shaw says, "A happy family is but an earlier heaven", home is place where peace and love is spoken. Go home at the end of the day, be with your family, relaxing peaceful evening at home is one of life's greatest pleasures. Get enough sleep in your bed, wake up early and do exercise.

Show compassion to others: Other than focusing on you, yourself, me, express compassion to and show interest in those around you especially your co-workers, boss and employees.

NB: The best place to hide the secret of happiness and success is deep inside in yourself. Katholil George, "Un lock your hidden powers", states that success begins with your will/ persons will and it's all the state of one's mind. Everything in your life is a result of a choice you have made.

Fix things that have gone wrong when you are sober and never use shortcuts or quick fix because they are disastrous in the long run and always remain calm when one expects you to be enraged.

## KENYA RE HR AMONG TOP 100 GLOBAL HR PROFESSIONALS



*By Sylvia Karimi*

Ms. Sally Kangethe, HR Manager at Kenya Re was recently conferred with the Top 100 Influential Global HR Professionals award in Mumbai, India during the World HRD Congress 25th Jubilee celebrations. The World HRD Congress is governed by the Global Advisory Council which guides the strategic intent of the congress to its logical success. She was one of the few ladies bestowed the prestigious awards that are recognized globally among HR professionals.

The award ceremony dubbed the “Global HR Excellence Awards” was held on 15th February, 2017 and recognized individuals and acknowledged organizations for a professional cause in various award categories. The objective at core was benchmarking talent & HR practices. The criteria and competencies of the HR professionals are benchmarked on aspects such as: Strategic Perspective, Track Record, Ability for Sustainability, Future Orientation, Integrity and Ethics, HR Impact (Internal to the Organisation) and Other HR Competencies.



The 100 Most Influential Global HR Professionals selection process is intensely researched. The distinguished research cell consists of Post Graduates in History & Management with over 7 years research experience posts their studies. It is an iconic job of the research cell to produce a shortlist of Individuals who are doing extraordinary work and track the record of their achievements. The shortlist is then reviewed by a Jury comprising of senior professionals from across the globe.

Some of the competencies of the HR professionals that are benchmarked include; Strategic Perspective, Track Record, Ability for Sustainability, Future Orientation, Integrity and Ethics, HR Impact (Internal to the Organisation) and Other HR Competencies.

The Jury which consisted of senior leaders, researchers and academicians includes some prominent names as below: Dr. Arun Arora, Ex President and CEO, The Economic Times ; Chairman, Edvance Pre-schools Pvt. Ltd. & Emeritus Chairman - World HRD Congress , Dr. Harish Mehta, Chairman & MD - Onward Technologies Ltd.; Emeritus Chairman - World HRD Congress & Founder Member – NASSCOM.

Others included Professor Tom Hilton, Global Chairman, Asia Pacific HRM Congress, Jack Jones, Global Chairman, World HRD Congress, Jonathan Peters, Global Chairman, Stars of the Industry Group, Prof. Indira Parikh, Ex Dean of IIM Ahmedabad & President – Antardisha, Dr. R L Bhatia, Founder, World CSR Day and World Sustainability and Nina E. Woodard, President & Chief “N” Sights Officer , Nina E. Woodard & Associates, a division of NDPendence, Inc

## RETAINING MILLENNIAL EMPLOYEES: KEEPING UP WITH THE MILLENNIALS:

*WE'RE NOT WHO YOU THINK WE ARE/  
BRINGING OUT THE BEST IN THEM*



*By Brian Njoka*



The term Millennials is usually considered to apply to individuals who reached adulthood around the turn of the 21st century. The earliest proposed birthdate for Millennials is 1976 and the latest 2004.

In the workplace, employees have been adamant to employ this generation. The general perceptions of millennials are that; they have been raised under the mantra “follow your dreams” and being told they were special. This has led them to bring an aura of entitlement and to the workplace and moreover, they are not willing to stick around if they do not believe they are receiving any personal benefit or growth. This decreases their chances of staying in a particular job for more than two years in comparison to the average tenure for Gen X employees being five years and seven years for Baby Boomers.

Millennials embrace a strong entrepreneurial mindset and they are often on the lookout for opportunities that can continue to move them up the ladder.

Clearly this calls for drastic change in organizational structure and employer mind shift to be able to accommodate this generation that’s already moving the world into the next phase of integral human development.

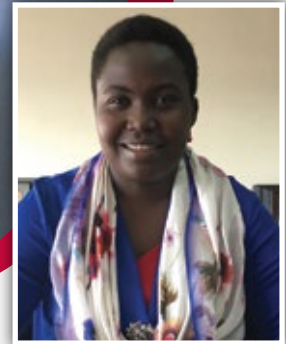
They’re various practices an employer can instill into their companies to ensure that their business stays afloat as the millennials take over the marketplace as the new employees. Millennials greatly value advancement and are constantly looking for new opportunities. In order to keep up with this fast moving generation, don’t slow them down. Instead, give them more challenging work or encourage them to keep moving.

Research shows that the number one reason Millennials are likely to leave their current job is because of their boss. Creating an environment where millennial employees feel supported and valued by the leadership will lead to increased productivity and valuable relationships.

Employers should also ensure to provide work place satisfaction. This matters more to Millennials than monetary compensation and work-life balance is often considered essential. They are less likely than previous generations to put up with an unpleasant work environment.

Food for thought!

## Meet the COMMITTEE



By Agnes Musyoka

# ALCOHOL & DRUG ABUSE MAINSTREAMING COMMITTEE

The Alcohol and Drug Abuse (ADA) Committee is a vibrant team of Kenya Re staff commissioned on 12<sup>th</sup> July 2016 with a mandate to address issues related to alcohol and drug abuse within the organization. In consultation with management the committee developed a work plan which fits into the different work plans of various departments/divisions.

The committee has three main roles to play in the Corporation:

### Prevention

In order to prevent alcohol and drug abuse, the committee is tasked with ensuring that there is a workplace policy on ADA and further ensure that the work place policy is adhered to. They also plan to carry out a baseline survey to understand the extent of the problem within the organization and come up with strategies for awareness creation based on the unique company culture.

The team is also responsible for staff sensitization and in order to do that they have developed and acquired IEC materials and have engaged a strategy for dissemination. Lastly as part of prevention, the team has put in place a mechanism for linking with families of Kenya Re staff.

### Early Detection

The committee aids in early detection by organizing an on-the-job alcohol and drug abuse testing/assessment. Part of the process involves developing a list of indicators to be monitored against which changes will be accessed.

### Support

In conclusion the committee provides a support function by having a strategy for identifying alcohol and drug abuse. Employee support programmes (EAPS) are also part of their mandate as is creating communities of support to promote integration of alcohol and drug abusers. The team also creates linkages with counselling, treatment and rehabilitation service providers.

The members of the committee are as follows:

Judy Njuguna – Team leader  
Jackson Nganda – Member  
Luke Kiunga – Member  
Anne Wangeci – Member  
Rose Waganda – Member  
Dorcas Kiptui – Member  
Patrick Amonde - Member

# NIKO FITI RECOGNIZED AS MOST INCLUSIVE CSR PROJECT



By Sylvia Karimi

Kenya Re was among organizations bestowed with an award during the fourth Kenya's Diversity and Inclusion Awards held on 9<sup>th</sup> December 2016 at the Intercontinental Hotel. Kenya Re's Niko Fiti Project was recognized as the most Inclusive CSR during the colourful award ceremony. The awards are organized and

The ceremony aimed to recognize the success and vitality of the country in ensuring that there are equal opportunities to all persons and those men and women of Kenya are being empowered and accessing wealth creation opportunities without discrimination. The theme of the awards was, *"Celebrating Diversity and Inclusion Indicators in our Sustainable Development Goals."*

This unique annual awards program have been established specifically to acknowledge, encourage and celebrate excellence amongst Kenyan institutions and individuals by giving them the opportunity to gain valuable exposure, well-deserved recognition for their national and global equality and inclusion interventions. The Awards are the highest honours that can be bestowed to Ministries, Government Agencies, The Corporate, and Business Owners/Leaders in the Country.

Since inception in 2012, the Diversity and Inclusion Ceremony and Awards, have emerged to be the sole reference point of best practices for mainstreaming gender and disability in development practices in Kenya. The Awards have been Africa's case study, emulated and perfected by countries such as South Africa, Malawi,

Nigeria and this year Uganda. It has been proven as the best Linkage Practice to be adopted by governments in ensuring that best mainstreaming practices are rewarded and that other institutions and Nations find opportunity to network, share information and indeed follow up to improve on their equality and inclusion programs.

The Centre has in the past four years expanded the Awards participation spectrum from only rewarding National Government Ministries and Agencies to County Governments, and even Private Institutions that are so far ahead of the curve in ensuring that there is equal opportunities for Men, Women and Persons with Disabilities and that that these opportunities are indeed benefiting all Kenyan as envisaged by the Constitution of Kenya.

The awards nomination process is rigorous as it begins from establishing institutions laid down strategies and their roadmap in ensuring equality, equity and inclusion in planned projects, programs and policies, further establishes the implementation of these planned actions, consistency and the zeal of the Management in ensuring that planned actions and interventions are being implemented within the set time. These awards complements the rationale of the Performance Contracting diversity and Inclusion Indicator by appreciating government institutions that have gone an extra mile in addressing inequality and discrimination with proven track record that their annual mainstreaming work plans are demonstrating results.

# WHY INVEST IN KENYA RE STOCK?



*By Nicodemus Gekone*

**The PE ratio** is a critical number in evaluating stocks (Price per share/Earnings per share). The PE ratio shows the relationship between the numbers and gives you an idea of how to tell if a stock is over or undervalued. It is important to note that if the PE is very high, then the price per share of the stock must be much more than its earnings per share, which means the stock is overvalued, or overpriced. The opposite is true if the PE is low. So basically, it is beneficial to look for companies with low PE ratios between the ranges of 1.0x to 10.0x. When the market is performing better, the preferable range would be increased to around 10.0x and 20.0x. At a **P/E of 4.0 Kenya Re** is one of the highly discounted stocks at the Nairobi Securities Exchange and highly commendable to any value seeking shareholder.

**EPS** breaks down the profit or earnings of a company in terms of individual shares. Investors should look for positive earnings as well as consecutive growth over a period of years. If a company fails to meet the earnings expectations of analysts, it instantly decreases the stock price when the actual earnings are announced. A similar measure that has grown increasingly popular is cash flow per share or CPS. Accounting may be able to hinder earnings to look more favorable, but cash is impossible to manipulate. CPS gives a true account of how much cash a company really has on hand, and how effective its operations are. This is a crucial statistic in itself to determine if there is enough cash to pay off debt and engage in future endeavors that contribute to stock price increases.



**Look for a company that has both positive EPS and CPS. The Kenya Re stock has maintained an upward trajectory over the last five years on (EPS 5.10 in the FY2015) with consistent positive CPS.**

The market cap is used to classify the size of the company into one of the following categories: nano, micro, small, mid, large, and mega caps. The large caps are like mighty oaks that can withstand many violent storms with little damage. However, the small maple tree can grow several feet over a few years, while the large oak has matured and fosters little potential for extreme growth. Basically, when investing, look at the market cap or size classification to find something that matches your risk tolerance. The smaller the company the more potential growth, and the more possible risk. The opposite is true of large companies. Kenya Re is on a growth path with a market cap of Kes. 14 bn (MPS of 20.75) as at 3<sup>rd</sup> Feb, 2017 and a Net asset value per share of 33.2. The NAV of 33.2 per share compared to a MPS of 20.75 presents a significant upside potential on share price appreciation which will be extremely appealing to any investor who is keenly focused on fundamental analysis.

**Dividends** are cash paid per share by companies to reward their shareholders for holding their stock. They are comparable to coupons on bonds, except they are not as high. When investing in a company, check to see if they are currently paying a dividend and how competitive it's when compared to what is being paid out by the other players within the same Industry. If a company has money to hand out, then they are usually doing well. The companies that pay the highest dividends often have steady growth. In the Insurance segment of the NSE, Kenya Re has the highest dividend yield at 3.6% compared to the other listed Insurance players.

The Company is also fundamentally discounted in terms of P/B multiple at 0.6 as at 3<sup>rd</sup> February, 2017 which presents a significant upside price appreciation. Any Investment Sage will also advise you to invest in defensive stocks in periods of prolonged market bear

runs. At the Nairobi Securities Exchange, Kenya Re stock stands out among the most resilient stocks over the last two years that the market has been experiencing a Bear run. The stock's outstanding performance has ensured investor value preservation in turbulent times.

On the qualitative front, it is fundamental to note that the Company has a strong, cohesive management team and strong and reliable corporate governance structures in place. The biggest percentage of the markets in which the Company is operating have very low insurance penetration rates which portends growing markets to which products and services can be expanded to grow the business bottom-line. Of key significance also is the fact that the company has a strong financial base to support new business lines and venture into new markets to grow its topline.

When hit with recessions or declines, you must stay the course. Economies are cyclical, and the markets have shown that they will recover. Make sure you are a part of those recoveries!

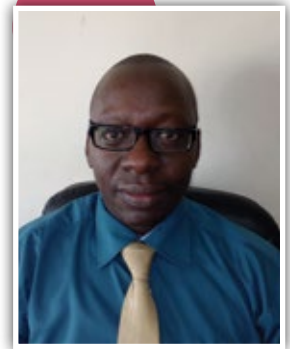
### **Quick Quip**

***"You get recessions, you have stock market declines. If you don't understand that's going to happen, then you're not ready, you won't do well in the markets." -***

**Peter Lynch.**



## MR. DONALD TRUMP'S CAMPAIGN PLEDGE BENEFIT TO KENYA



*By Jackson Nganda*

President Donald J. Trump is the newly elected president of the United States of America. Love him or hate him, he is a self-proclaimed billionaire. Twice declared bankrupt, that did not put him down, he rose up and continued striving for what he aspired to achieve in life.

President Trump, soon after assuming the highest office in the world, immediately commenced implementation of his election pledges. Contrary to the cold reception exhibited by most Kenyans, President Trump has rejected the TPP Agreement (Trans Pacific Partnership Agreement), which was going to allow products from countries such as Vietnam and other Asian States, which are not only part of the TPP deal but are big players in the textile field, to enter into the American market without any tax imposed on them.

Vietnam is the largest producer of textiles in the world and therefore if this agreement had been signed off, it

would mean that Kenya would not be able to compete with other countries because of production costs.

Our celebration is that AGOA (African Growth Opportunity Agreement) has received a boost, simply because we will continue exporting our textile products to the American market with minimal competition.

These products are manufactured by the Exports Processing Zone (EPZ) Ltd on Ring Road Off Thika Super Highway Road. According to the Kenya Bureau of Statistics in the year 2015, Kenya exported goods worth 580 million to the US market with 65% of these items comprising of textiles from which the country earned 8381 million.

America remains one of our key export markets, compared to the China market where we export goods worth 8.4 billion. President Trump may be good for the Kenyan economy.



By Ken Williams  
Nyakomita

## PICKPOCKETS STRATEGIES INSIDE PUBLIC TRANSPORT

You might be wondering how pickpockets plan to steal valuables from passengers inside a moving vehicle and whether they identify their targets in advance or they do it on the spot and if so how vulnerable is a passenger to such situations. These answers can be best answered by the victim of crime but above all they use human psychology.

Pick pocketing as a vice is currently rampant within our public transport vehicles plying different routes all over Kenya but to be précised, Valley road, westlands, Ngong, Kawangware with GPO and KENCOM as their common destination and thus it is important to know and understand the pickpockets tricks, techniques, and ways of protecting yourself from becoming victim / prey.

### THE COMMON PICKPOCKETS TECHNIQUES IN PUBLIC TRANSPORTS

- ❖ They work as a team and distribute themselves evenly in a bus and when the bus is about to stop at any designated stage, one of them **shouts cautioning passengers to tighten their seatbelts** to avoid being arrested by the police, and as you concentrate in tightening the seatbelt their agents are busy stealing from you.
- ❖ The criminals work as a team of more than three. **One pushes you from behind**, or from the side as you highlight or board a public vehicle, distracting you, because you will pay attention to his push. The accomplice with feather-touch hands will then take your wallet or belongings from your pocket or bag.
- ❖ **Some offenders throw coins on the public vehicle seats or floor** in pretense of an accident and without you realizing it, they request for an assistance to collect them. You will trust them and you will be distracted as you help them collect the coins. While

you do this, the thief or his accomplice will rob you of your belongings, and you will not realize it.

### WHAT YOU SHOULD DO TO AVOID BEING ROBBED

- ❖ By far, the most important measure is **being alert**. Pickpockets consider “good clients” distracted or unaware persons, and conversely will not undergo the risk of robbing someone who is alert and wary. Being alert will help enormously not being robbed by pickpockets.
- ❖ Avoid travelling with your most valuable belongings in public transport and always bring with you just enough money for the day, in reasonable denominations.
- ❖ Do not engage in active conversation with strangers while on board.
- ❖ Avoid reading novels, newspapers or magazines while on board on a public vehicle since this can act as a destructor and may make you vulnerable.
- ❖ Following these measures may spare you frustrations and being disenchanted.

### ONCE YOU BECOME A VICTIM

- ❖ First of all you should call your bank or whoever is responsible to stop your credit card, your cheque book, and also your travelers’ cheques if robbed.
- ❖ Secondly, you need to report the incident to the nearest local police station and request for an abstract since the robbers can use the documents stolen from you in committing further crimes which might place you in other scenes of crime unknowingly.
- ❖ Thirdly, inform our organizations security in charge for further follow-up and guidance.



## 5 Tips To Always Get **The Best** Out of Your **Meat**



*By Dorry Gangla*

Happy New Year 2017! Its great to be back and in this edition, I would like to share various tips that will help you turn out memorable mouth-watering meaty meals every time! So here we go:

**1**

As much as possible, when you purchase your meat, embrace the slightly fatty cuts. Yes, I know what you're thinking, but you are better off with a fatty cut than a lean one. The reason for this is that you allow the meat to cook in its own natural fat and there is usually no need to add any cooking oil to it.

**2**

Always marinate your meat for at least 12 hours before you cook. This helps to infuse the flavours slowly and to ensure that when you cook, the flavours remain intact. Marination is quite simple really, just mix into your meat the best of your spice collection. I always go for a freshly ground garlic-ginger mixed in lemon juice alongside salt and ground black pepper. Wrap the meat in cling film to ensure no aromas are lost.

**3**

For an excellent stew, always boil your meat first, then add your onions and fry until it appears slightly burnt and sticking to the bottom of your cooking pot. Do not shy away from tomatoes, use them generously. Typically, 1kg of a good beef stew will do well with about 5-6 medium-sized tomatoes, preferably blended with no skin. Always cover your cooking pot and slow cook to make a thick sauce. If using fresh herbs like basil, parsley or coriander (dhania), add them last when you are ready to serve.

**4**

On the grill or when roasting, always baste your meat to prevent it from drying out. Basting is simply brushing the meat with a liquid at various stages while it cooks, and finally when ready to serve. Basting can be done using the cooking juices in the pan, melted butter, a marinade or other sauces like barbeque sauce. Over time I have grown to appreciate that a mixture of all the above does a great job! Never drain out cooking juices, always use them for basting or to make a sauce as an accompaniment for the grilled/roasted meat. You can also freeze them for use when cooking a stew of the same meat in future.

**5**

Feel free to incorporate vegetables in your meat in a style that will make you proud. This is particularly a brilliant idea when your meal is largely meat based and you are not too keen on having vegetables on the side. For grills, you can quick-fry lots of onions and peppers using the basting mixture (oil, cooking juices, marinade, melted butter) and pour these all over the meat when you serve. For stews, when boiling the meat, add celery sticks and leaves (will add a great aroma to your meal), leeks and brinjals. These will also help you to get a well-thickened stew.

I hope you will find these tips very useful and transforming the next time to venture into meat zone.

Feel free to share with me your cooking experiences, questions, tips, recipes and any food news at [gangla@kenyare.co.ke](mailto:gangla@kenyare.co.ke)

# Sportsman of the Year - Moses Kipchirchir

## 1. When did you start playing sports?

I started sprinting 100 meters back in primary school. In high school I took up handball where I was the captain and I also played football as a winger. In campus I again took up table tennis and chess in addition to football. Currently I am the Captain of the Kenya Re Football team.

## 2. Which sports do you play?

I am skilled in several sports such as: football, handball, basketball, table tennis, chess, swimming, lawn tennis and off course athletics!

## 3. What is your vision for sports in Kenya Re?

I would recommend that every staff member take up or continue with one sport regardless of which one in order to maintain fitness levels. Sports is not only for the youth but is needed by everybody. I would also encourage formation of more Kenya Re teams especially ladies netball and track sports in order to boost our participation during industry competitions.

My dream is that

## 4. What is your fitness regime?

I work out 3 times a week at the Public Service club, this includes Tuesday and Thursday with the Kenya Re Football team and on weekends alone.

## 5. What new sport are you interested in learning?

I am definitely keen on learning golf and rugby.

## 6. What encouragement would you give to the staff or anyone interested in taking up sports?

Sports activities are excellent for your health and the benefits of regular exercise include:

- ◆ Increased metabolism rate,
- ◆ Enhanced blood circulation,
- ◆ Enhanced absorption of protein and starch into the blood (four times faster),
- ◆ Reduced cardiovascular risks, cancer and other lifestyle diseases.
- ◆ Release of endorphins (feel good hormone) hence reduced stress levels,
- ◆ Improved mental health-memory and decision making is faster
- ◆ Boosts immunity.
- ◆ Prolongs life expectancy
- ◆ Regular breathing and blood pressure.



*By Sylvia Karimi*



## NEW STAFF AT KENYA RE



### **Mr. Francis Kunda - Regional Accountant Zambia**

Mr. Francis Kunda is a holder of Master's Degree of Business Administration - Finance option from Heriot- Watt (Edinburgh Business School-UK) University. Francis also holds a Postgraduate Diploma in Business Administration from the same University. He is a fellow member of Zambia Institute of Chartered Accountants (ZICA) and a member of ACCA (Association of Chartered Certified Accountants). His previous experience includes working as an Outstation Accountant with Kenya Airways Limited (KQ). Before joining KQ he had worked with Zambia Association of Chambers of Commerce, Catholic Diocese of Ndola children's Desk and Wonder Foods Limited. He has over 17 years work experience.



### **Ms. Amy Limbani - Regional Secretary/Administration Officer**

Ms. Sibongile Amy Malikana Limbani- Nyirenda holds a degree in Bachelor of Arts – Business and Management option from University of Gloucestershire London and has ABE Level 5 Diploma in Business Management. Ms. Amy has been working with Focus General Insurance as an Underwriter. Before joining Focus General Insurance she had worked with Dovecot College of Nursing as an Administrator, Davies Group as a Claim Handler and Rainbow International, U.K. as Administration Assistant. She has eleven years work experience.



### **Leonard Kipyegon Langat - Accounts Assistant**

Mr. Leonard Kipyegon Langat who has been working in Kenya Re as an Accounts Assistant in Finance department on contractual terms from April 2014. Prior to joining Kenya Re Mr. Langat had worked as an intern with Ecobank Kenya Limited and with the University of Kabianga. Mr. Langat holds a Bachelor of commerce –Accounting option from Kenyatta University and has CPA III. He has a total of four years work experience.



### **Evalyne Ndindi Kioko - Accounts Assistant**

Ms. Evalyne Ndindi Kioko holds a degree in Bachelor of Commerce - Finance option from University of Nairobi and has CPA III. Ms. Kioko has been working with Alexander Forbes Financial services as an Administrator. Before joining Alexander Forbes she had worked with Jumia Kenya, United Bank of Africa and Price Waterhouse Coopers (PWC-Kenya). She has four years work experience.

## NEW STAFF AT KENYA RE



### **Yvonne Kemunto Mwanicha - Accounts Assistant**

Ms. Yvonne Kemunto Mwanicha is a holder of Bachelor of Commerce - Finance option from Kenyatta University. Yvonne is a CPA(K) and a member of the Institute of Certified Public Accountants of Kenya (ICPAK). Her previous experience includes working as a Claims Assessor with Jubilee Insurance and as an Intern in Kenya Re sometimes in the year 2010. She has five years work experience.

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### **Dennis Gatobu Mbaabu - Accounts Assistant**

Mr. Dennis Gatobu Mbaabu is a holder of a Bachelor of Commerce -Finance option from Kenyatta University and has CPA III. Mr. Mbaabu has been working with Standard Group Limited as an Accountant since July 2011.

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### **James Gathogo Mutua - Accounts Assistant**

Mr. James Gathogo Mutua is a holder of Bachelor of Business Management- Accounting option from Egerton University and has CPA III. He has been working with Master Mind Tobacco Kenya Limited as an Accounts Assistant. He has four years work experience.

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### **Vincent Kiptum Kiprop - Accounts Assistant**

Mr. Vincent Kiptum Kiprop holds a first class honours degree in Bachelor of Commerce - Accounting option from Egerton University and a graduate of CPA part III. Mr. Kiprop has been working with Africa Merchant Assurance Company Limited as an Accountant, a post he has held since April 2014. He has three years work experience.

# Kenya Re is now in Zambia

Zambia, like Kenya is blessed with natural beauty.  
That's why we feel at home in Zambia.

Feel at home with Kenya Re.



For 45 years now, Kenya Re has been East Africa's most trusted reinsurance company offering stability, financial freedom and expertise in our chosen markets. We are now present in Zambia, to provide you with the same great services.