



KEFRI *Newsletter*

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KEFRI feted with JICA's President Award

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KEFRI Feted By S. Gitonga



JICA Chief Representative Ms Keino Sano watering a ceremonial tree during the 13th JICA Presidential award at KEFRI headquarters. Looking on from right: Prof. Judi Wakhungu-CS Environment, Dr Ben Chikamai-Director KEFRI, Mr. Robinson Ng'ethe-Ag Chairman, KEFRI Board and Dr. Margaret Mwakima-PS Environment

Contents

KEFRI Feted	2
KEFRI Exhibited at the Nairobi show	4
OECD Annual Meeting	5
KCCAP donates tree seedlings in Kajiado	6
Lamu Festival	7
MERCFA and KEFRI signs forest agreement	7
Commemorating Wangari Maathai 6 th Anniversary	8
Reccee: Water Towers project sites	9
KEFRI Set to hold 5 th Scientific Conference	10
KEFRI to host JICA supported Regional Training Course	10
Eucalyptus Development at Turbo	11
Development of Sandalwood in Kenya	12
National Symposium for Office Administrators	13
KEFRI Choir entertains at various events	13
Retirement Planning Seminar	14
Pension Updates	15
New Appointments	15

Japan International Cooperation Agency (JICA) has honoured KEFRI with the 13th JICA President Award. The award is given to individuals or organizations for their long-standing contribution to JICA's activities in Japan and overseas.

The Chief Representative JICA - Kenya office Ms. Keiko Sano while presenting the award on behalf of JICA President Mr. Shinichi Kitaoka, reported that KEFRI has been selected as this year's laureate along with 5 other organizations, 9 projects, and 26 individuals from all over the world.

“KEFRI and the Ministry of Roads in Nicaragua were the only institutions outside Japan who were selected for the award,” said Sano.

Continued pg. 3

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KEFRI was recognized for the award due to exemplary work and performance as well as its commitment and dedication to furthering the ideals of JICA's International Cooperation activities in social forestry projects in the past 31 years.

Ms. Sano noted the collaboration between KEFRI and JICA in social forestry has contributed significantly to socio-economic development and improvement of people's welfare in 20 states in Africa including Kenya.

"Around 470 participants in Eastern, central and southern Africa have undertaken JICA supported course broadening their knowledge on social forestry and climate change mitigation measures through better management of forests in their countries," said Sano.

"Participants trained in the Forestry Farmer Field School (FFFS) extension has contributed not only to improved livelihoods of vulnerable people in Arid and Semi-Arid Lands (ASALs) but also enhanced capacity for forest management in Africa," she said.

The Environment and Natural Resources Cabinet Secretary Prof. Judi Wakhungu said KEFRI capacity in research and development has been enhanced tremendously through support of Grant Aid and Technical Cooperation programme.

"KEFRI and JICA collaboration has developed beneficial research work and forestry technologies that have contributed significantly towards achieving the envisaged 10 percent forest cover as stipulated in Kenya's Constitution 2010 and Medium Terms Plans of Vision 2030," said Wakhungu.

The CS noted that dissemination of research findings from the past initiatives and on-going projects of Capacity Development Project for Sustainable Forest Management (CADEP - SFM) in East Africa as well African Initiative to Combat Desertification in the Sahel and Horn of Africa has enabled farmers to adopt trees on their farms thus progressively contributing towards combating desertification, land degradation and other negative effect of climate change

Wakhungu pledged to support KEFRI in pursuing collaboration with development partners and to share research achievements to address emerging

challenges of climate change and poverty alleviation in the country and globally.

KEFRI Director, Dr. Ben Chikamai thanked JICA Kenya Office for recommending KEFRI to the Awards Committee at the JICA Headquarters in Tokyo and for the prestigious Award from the JICA President saying it is a big privilege and honor for KEFRI and Kenya in general.



KEFRI Director Dr. Ben Chikamai, CS Prof. Wakhungu, JICA Chief Rep. Ms. Keiko Sano, Board Acting Chairman Mr. Robinson Ng'ethe and PS Dr. Mwakima cutting cake to celebrate JICA's award

"The technical corporation programme support through JICA has had the greatest impact in forestry development in the drylands of Kenya with ripple effects in the African region," said Chikamai.

The institute recently received additional Grant Aid from JICA under the Small and Medium Enterprise arrangement for purchase of vehicles and equipment which will go a long way in strengthening forestry research in regional centres.

Initially equipment obtained through the Grant Aid has strengthened forestry research enabling the institute partake DNA finger printing and other modern science research. KEFRI is a global reference centre for monitoring illegal trade in timber in Eastern African region.

KEFRI Exhibits at the Nairobi International Show

By S. Gitonga and S, Wakori



Lucy Muthoni interacting with show goers interested with *Osyris lanceolata*

KEFRI participated at the annual Nairobi International Trade Fair held at the Jamhuri grounds from 2nd to 8th October, 2017. The objective was to share information and forestry technologies as per the show theme ‘Promoting Innovation & Technology in Agriculture and Trade’.

Central Highland Eco-Region Research Programme jointly with National Forest Product Research Programme, and Corporate office displayed their products and services.

Indoor display included: tree seeds (both indigenous and exotic) classified either for commercial plantation; high value/ multipurpose trees for adoption on farm, and for afforestation purpose. Techniques on seed collection, post-harvest and storage were demonstrated, in addition to pre-treatment and breaking of dormancy on difficult to germinate seeds.

Techniques for tree improvement were displayed using simple vegetative methods such as cutting, grafting, marcotting, seed, host species and products from Sandalwood (*Osyris lanceolata*).

Pest and diseases commonly attacking trees e.g. Canker and powdery mildew, termites, Blue Gum Chalcid and beetles currently attacking tree plantation in the country; advisory services on control and management were displayed and explained.

Non-timber section displayed yoghurt fortified with gum Arabic, and shoe polish as newly manufactured

products in addition to aloe and juice from various tree species.

Outdoor display incorporated material and tools for tree nursery establishment and management, best practices for production of tree seedlings, and managing tree on farm. Wooden boxes, bamboo culm, banana fibres, jute tubes among other local materials were displayed as alternative to plastic bags used in production of tree seedling. Assorted bamboo species, uses propagation and utilization were also exhibited

Energy conservation section displayed use of modified chain saw frame for on farm timber sawing, use of modern jikos and kilns for production of charcoal and substitute green charcoal or briquettes.

Several publicity materials that included poster, buntings, mural, flags, tear drops, banners and labels were used to reinforce or enhance understanding of technical issues. KEFRI publications that included leaflets, brochures, annual reports were issued out to the public free. Updates of the show were uploaded in the website.



Mr. Samuel Wakori, Ely Mwanza, Florence Mwanzi and Dr. Ebby Chagala-Odera with rankings for performance at the show

Achievement

KEFRI stand was ranked second best in Agricultural Based Statutory Board Stand, Youth Activities, Empowerment and Capacity Building, Seed Production and Marketing, and third best in Research and Development, among other categories.

OECD Annual Meeting, Copenhagen, Denmark

The Organization for Economic Cooperation and Development (OECD) held its annual general meeting in Copenhagen, Denmark from 2nd to 5th October, 2017.

The OECD Forest Seed and Plant Scheme facilitate trade by promoting the harmonization of procedures through the certification of forest reproductive material, thus contributing to the better use of genetic resources.

The Scheme reduces technical barriers to trade and enhances trade flows through improved traceability to meet the needs of end-users.

Dr. Jane Njuguna and Mr. William Omondi (pictured) attended the 3-day meeting which covered 29 agendas, and progress reports from the different technical working groups.



OECD Officials during the meeting which also marked the 50th Anniversary

Mr. Omondi chaired the meeting which reviews and updates certification rules of the OECD Scheme in consideration of emerging conditions in member countries, develop and up-to-date database on basic reproductive material, develop common definitions and inclusion of advanced categories into the Scheme.

In addition, the Scheme deal with measures to enhance data quality, short rotation plantations for bioenergy, agro-forestry and shrub species, and environmental issues such as climate change and biodiversity.

The meeting agreed on compulsory delineation of regions provenance only for seed sources certified under “source-identified” or “selected” category and optional when relevant for advanced categories. Each member country will draft list of regulated forest species to be presented at the next annual meeting.

The information will be consolidated to enhance trade and marketing. Enhance the means to better promote the Forest Scheme in the African and Asian countries and share good practices such as agroforestry with non-African states.

The meeting urged member countries to; update (through the editorial committee) the database of ISTA/OECD Handbook with additional species. The handbook comprises information on seed testing, nursery practices, and tree species.

Contribute inputs to develop OECD Guidelines for FRM traders. The guide will provide information on requirements for trade in forest resources in participating countries. All basic trade materials such as forest seed lots and plants must bear Master Certificate to ensure traceability and maintenance of identity during production and use.

The meeting recommended KEFRI to: establish new seed sources and employ high precision forestry during establishment and management; evaluate the gains made by the breeding programme in terms of improvement in quality, biomass, system productivity; and take practical measures to mainstream OECD regulations in the production, storage and marketing of tree germplasm.

Consequently, KEFRI will have to intensify awareness creation on its profile as a seed supplier of international status, intensify tree seeds marketing at local, within the region and international levels, and lastly to hasten the inclusion of the tree seed regulations in the Plant and Seed Varieties.



Closed pine clone ready for extraction

KCCAP donates tree seedlings in Kajiado

By J. Otwoma

Community groups and Schools in Oloitokitok, Kajiado South sub - County have benefited with high value tree seedlings to mitigate negative impacts of climate change.

The seedlings and tools for establishment of tree nurseries were funded by the Integrated Programme to Build Resilience to Climate Change and Adaptive Capacity of Vulnerable Communities in Kenya - Loitokitok Project.

Mr. Peter Angaine, the team leader in Fruit and Tree Nurseries component, spearheaded the distribution of 6,800 grafted fruit tree seedlings and 15,000 high value drought tolerant tree species to 14 community groups in Kuku, Kimana, Rombo and Entonet wards. The activity was carried out between 9th and 13th November, 2017.

Each group received about 200 seedlings to share amongst its members for establishment of demo plots on farm.

The mango seedlings comprised Tommy, Vandyke, Haden Ngoe, Sabine and Apple. Citrus fruits were Miniola Tangerine, Washington, Valencia and Pixx. Avocado were Hass, Kienyenji, Fuerte, and Pinkerton.

The high value and drought tolerant indigenous species issued out were *Tamarindus indica*, Neem (*Azindrachta indica*), *Acacia tortilis*, *Melia volkensii* among others.

Initially, selected members from the 14 beneficiary groups namely; Lewan, Olekikwa, Namaiyana, Nkama agribusiness, Kama Primary School, Kwihota Empiron, Upendo Kawaboiya, Elephant and People, Entonette Primary School, Kisioki, New Jerusalem, Enkongue-erobo, and Matepes were empowered with nursery materials including; assorted tree seeds, wheel barrows, rakes, watering pipes, potting materials and training on tree nursery establishment and management.



A farming household receiving grafted fruit tree seedlings and high value drought tolerant tree species

Kwihota self-help group, Nkama and Entonet Primary schools, who were further trained on seed bed construction, seed sowing, pre-sowing treatment and use of alternative potting material, were to tasked to establish scion gardens for propagation of root stock of all the fruit tree varieties.

The project anticipates the community groups will put into good use the knowledge gained and support materials provided to establish value chain in tree products. Considerably the initiative will improve the livelihood and contribute positively in mitigating climate change in Oloitokitok sub-county.



Ms. Rose Wambui - Chairlady Kwihota Self Help group, points to a Citrus sapling on her farm, near Kimana township, donated previously by the project

Lamu Festival



Lamu county Governor Hon. Fahim Twaha and Women rep. Hon. Captain Ruweida Obo visiting KEFRI stand

KEFRI staff exhibited at the 17th Lamu Cultural Festival at the historic Lamu Old town. The 4-day annual event was an opportunity to showcase the rich culture and heritage of Lamu's Swahili people.

Lamu's Old Town was graded as a world heritage site by UNESCO in 2001 to preserve the rich culture of Africans, Arabs and Indians who have co-existed in the region in past centuries.

The Festival attracted over 30,000 visitors drawn from both local and international levels. KEFRI showcased publications with technologies for tree establishment, forest products and value addition, rehabilitation of forests and mangroves.

Further the staff marketed the newly launched facility which has attracted various clients including county government, LAPSET, and other public and private institutions.

Aside from showcasing the rich culture, the Festival also offered platform to various competitions including traditional dances, swimming, donkey race, dhow races, traditional Swahili poetry, henna painting, and acrobatics, among others.

Indian High Commissioner to Kenya Suchitra Durai and Lamu Governor Fahim Twaha were some of the key dignitaries who attended the Festival.

MERCFA and KEFRI signs forest agreement

By Simon Kamonde

Muguga Ecosystem Research Community Forest Association (MERCFA) signed a Participatory Forest Management Agreement (PFMA) with KEFRI in a colorful ceremony held at KEFRI headquarters on 23rd October, 2017.

The event was witnessed by various stakeholders including; KEFRI staff, representatives from Kenya Forest Service (KFS), Kenya Agricultural and Livestock Research Organizations (KALRO), County Government of Kiambu (CGoK), Central Region Forest Conservation Committee, (FCC), Kijabe Environment Volunteers (KENVO), Kikuyu council of elders (Kiama Kia-ma), Faith Based Organizations (FBOs), Kiambu County Alliance of Community Forest Association (KCACFA), ERMIS Africa, (Kenya Plant Health Inspectorate Services KEPHIS), Mother Earth Network, East African Wildlife Societies (EAWLS), Community Policing Group-Kikuyu, Learning institutions (Schools), Community Bio-Intervention Programme (COBEIP), Fuelwood Merchants Association (FMA) and community adjacent Muguga forest among others.



CFA Chairman Mr. Simon Kamonde exchanging the agreement with KEFRI Director Dr. Chikamai

Dr. Chikamai praised the collaboration between KEFRI and the CFA for the last nine years' noting the collaboration has improved security of Muguga forest and reduced illegal harvesting of products.

"The Muguga Forest Agreement is a unique one countrywide due to multi-stakeholder's arrangement held by partners - KEFRI, KARLO and KFS, the premise that include diverse research and resources," added Chikamai.

Commemorating Wangari Maathai 6th Anniversary

By Simon Kamonde



Fr. Hermann Borg of Mother Earth Network planting a tree assisted by stakeholders of Muguga forest to commemorate the anniversary

Dr. Chikamai encouraged the CFA members and the public to take advantage of technologies developed by KEFRI and partner institutions to diversify enterprise activities on their farms noting that Muguga forest is unable to provide demands for the rapid population adjacent the forest.

Speaking at the same event, the Central Region Forest Conservation Committee Chairman Mr. Charles Nyanjui (in picture) urged all stakeholders to embrace good working relationship that will translate to a healthy forest ecosystem and improved community livelihoods.



Mr. Charles Nyanjui addressing stakeholders during the event

Mr. Nyanjui and Dr. Chikamai promised the CFA their full support in the implementation of the agreement but encouraged the adjacent communities in the region to embrace tree growing on farm and venture in nature based activities that will improve livelihood and minimize pressure on the remaining natural forests.

The CFA Chairman Mr. Simon Kamonde revealed that the signing of agreement with KEFRI completes the engagement of which endorsement by other key stakeholders namely Kenya Forest Service and Kenya Agricultural Research and Livestock Organization has been accomplished.

Mr. Kamonde thanked the Director KEFRI for his support and enabling CFA to share information through the institutes newsletter.

Stakeholders of Muguga forest marked the 6th Anniversary for the late Prof. Wangari Maathai at Gachuthi forest. The event, held on 29th November, 2017 involved planting of six indigenous trees in the seminar site where stakeholders planted seventy-one trees in 2011 to mark the laureate birthday.

Prof. Wangari Maathai is remembered for devoting her effort to environmental conservation work.

The community planted *Olea Africana* (Mutamaiyu), *Warburgia ugandensis*, *Euclea divinorum*, *Teclea simplicifolia*, *Juniperus procera* and *Croton megalocarpus*.

The Chief Guest, Fr. Hermann Borg of Mother Earth Network, commended the stakeholders for their effort in environmental conservation.

“Tree planting on farm and public institution is sure way to safeguard our environment from negative or adverse impacts of climate change,” said Borg.

The clergyman, quoting Prof. Maathai analogy of humming bird, said little by little people can achieve a lot in environmental conservation.

The Chairman Muguga CFA, Mr. Simon Kamonde thanked the stakeholders for their noble contribution and noting that Muguga forest harbours endangered tree species and has potential to create forest based income derived from activities such as ecotourism.

Reccee: WaTER towers project sites

By R. Mokaya



Integration of Eucalyptus trees and *Cordia africana* with food crops as a means of diversification and intensification of tree onfarm. (Below): Tree planting along the dams for reduction in evapotranspiration, boundary marking and soil erosion control

A team of experts working with WaTer tower programme jointly with KEFRI project staff visited project sites in Mt. Elgon and Cherangany to survey success stories for documentation.

Successful activities were considered in diversification and intensification of tree onfarm.

The team was informed that most of the forest adjacent communities are yet to embrace tree growing on-farms due to dependence on the natural forest for woodfuel and other forest products. Tree are therefore harvested without replacement especially indigenous ones, leading to forest degradation.

Fortunately the WaTER towers programme has established woodlots of high value trees on-farm to promote agroforestry practices.

Some farmers have adopted Eucalypts, *Cupressus lusitanica*, *Grevillea robusta* and bamboo on their farms. Experimental demos at Kongit, Bugaa, Kaberwa, Nomorio in Mt. Elgon as well as Kaptebengon and Kapcherop in Cherangany show high performance of exotics compared to indigenous species.

Bamboo being one the difficult to propagate species has low

adoption in the Counties However KEFRI has trained group members who own tree nurseries on bamboo propagation methods, and installed green houses in Mt. Elgon to enhance production of planting materials. The support has empowered community to produce high quality and quantity germplasm (seedlings).

Demo plots have been established in Bidii farm in Trans-Nzoia County, and Tiriki farm in Vihiga for training sources of germplasm and raw materials for bamboo products. Three species of bamboo; *Dendrocalamus asper*, *Bambusa vulgaris* and *Bambusa striata* were planted on wetlands and along riparian areas for conservation and demonstration of performance.

Adoption of bamboo in the ecosystem has increased source of planting materials, diversified utilization and creating employment in bamboo based industries, enterprises and handicraft sectors.



KEFRI set to hold 5th Scientific Conference

KEFRI will hold the 5th scientific conference at the Headquarters - Muguga, from 17th to 19th April, 2018.

The conference themed ‘Contribution of Forestry Research to Sustainable Development’ aim will be to exchange scientific knowledge in forestry and allied natural resources.

Submission of abstracts for oral and poster presentation are ongoing in areas of Forest Productivity and Improvement: forest resource assessment; biotechnology; tree domestication and livelihoods; germplasm production and conservation; tree improvement and silviculture; diversification of tree species; forest fire management; and forest health.

Forest Biodiversity and Environment Management: forest rehabilitation and restoration; wetlands and riparian ecosystem management; forest hydrology; climate change research; sustainable management of natural forests and woodlands; management of invasive tree species; and soil and water management. Socio-economics, Policy and Governance: forest and land tenure; gender and forestry; forest conflict resolution; participatory forest management; research in forest extension; policy and governance; forest valuation and payment for ecosystem services (pes); livelihood improvement; and marketing and trade in forest products.

Forest Products Development: Forest harvesting, logging and handling; forest products processing and efficient utilization; forest products development, incubation and linkage to industry and small and medium enterprises (SMEs); characterization of wood and non-wood forest products; and bio-prospecting. Information and Knowledge Management: knowledge management and dissemination; biometrics and forest resource assessment; and information communication technology (ICT) and partnerships, networks and resource mobilization for research.

The abstracts must be in accordance with East African Agricultural and Forestry Journal.

Local students will pay participation fee KSh 3,000, local participants KSh 7,500 and foreign participants USD 100. The fee will cover the cost of refreshments,

meals and conference materials. Mode of payment is through either, cheque, cash to be deposited to Swift transfer or Mpesa to: KEFRI Revenue Account No. 1107 0635 58 KCB Sarit Centre Swift Code KCBLKEN 016, Mpesa: Pay Bill No. 522 095, Account No. KF3

For more details visit www.kefri.org

KEFRI to host JICA supported Regional Training Course on Adaptation to Climate Change in Africa through Social Forestry

KEFRI in collaboration with Japan International Cooperation Agency (JICA) will conduct the 4th Regional Training Course on “Adaptation to Climate Change in Africa through Social Forestry” at the KEFRI Headquarters, near Nairobi – Kenya.

The 5 week course will run from 15th January to 18th February, 2018. Participants will be drawn from 17 countries in East, Central and Southern Africa: Botswana, Burundi, Ethiopia, Kenya, Lesotho, Malawi, Mozambique, Namibia, Rwanda, Somalia, Sudan, South Sudan, Swaziland, Tanzania, Uganda, Zambia and Zimbabwe.

The course will focus on Module 2 activities: plenary sessions and field visits to various ecological zones in Kenya.

Participants will be expected to: enhance their knowledge, on climate change and development, issues including Reduction Emission from Deforestation and Forest Degradation (REDD+) at global, regional and local level; gain skills to select, promote, cultivate and support conservation of drought tolerant tree species; improve capacity on extension methodologies to facilitate sharing of information on social forestry amongst participating countries.

Eucalypts development at Turbo

By W. Atie



Eucalyptus grandis plantation undergoing harvesting and regeneration at Turbo Centre

Eucalyptus trees have continued to gain prominence as a tree commercial crop in most parts of Kenya due to fast growth, production of fuelwood, timber and poles.

Initially, Eucalyptus were introduced in Kenya from Australia. However lately, Eucalyptus clones have been introduced from South Africa. The performances of these introductions has been very encouraging in most of the sites where they were planted.

Demand for Eucalyptus has increased each year arising from both public and private organisations, entrepreneurs and individual farmers.

Scientists in charge of tree breeding in KEFRI have therefore been selecting and mapping the best performing trees from the earlier introductions in

order to continue with the improvement of *Eucalyptus grandis*. The earmarked mother trees are tested further through progeny trials to authenticate their superior growth performances in diverse ecological zones.

A progeny trial of *E. grandis* established at Turbo station has shown high growth performances (DBH), production of quality and quantity seeds. The progeny trial was established with seedlings raised from seeds collected from selected mother trees i.e with desirable characteristics.

The seedlings were planted at a spacing of 3 M x 3 M which has shown faster growth in the Turbo region. A total of 40 progenies each constituting 24 individuals were planted in a Randomised Block Designed (RBD) experiment with the four blocks representing four replications.

Development of Sandalwood in Kenya

By S. Gitonga



Assorted products processed from *Osyris* tree. Right: Domesticated 9- year old *osyris* tree

Osyris lanceolata, commonly known as East African Sandalwood is a shrub or a small tree growing to a height of six metres. The tree is known as Msandali (Swahili), Muthithii (Kikuyu), Mberegese (Chaga), Olseyeayyesi (Maasai), Munyunga mai (Kamba), Kepurwet (Kipsigis), Kijulu (Taita), Muchai (Meru), Mutero (Mbeere) and Jemokabyi (Marakwet).

The tree grows at an altitude of between 900 - 2550 M above sea level. *Osyris* produces fragrance-scented wood and essential oils used in the manufacture of perfumery and medicinal products. The demand for *Osyris* oil is so high that the mode of harvesting involves uprooting the whole tree. In Kenya, the plant is endangered due to over-exploitation that has threatened its survival in the wild.

The populations of the species in eastern Africa are protected under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) Appendix II.

Domestication is one of the alternative method to conservation and sustainable production, However, propagation of *Osyris* is constrained by seed availability, difficulties in seed handling and germination, as well as nursery establishment.

KEFRI interventions towards addressing the foregoing challenges include identification of superior seed

sources, development of seed collection, handling and germination protocol, in addition to vegetative propagation using seeds, cuttings, and marcots.

Osyris is a semi-parasite plant that attaches its roots to host plants for absorption of nutrients. KEFRI scientists have been raising *Osyris* seedlings for research and on farm cultivation using several tree and non-wood plants. So far, *Acacia senegal*, *Calliandra calothyrsus*, *Canjanus cajan* (pigeon pea), *Carissa edulis*, *Carissa spinarum*, *Casuarina sp.*, *Croton megalorcapus*, *Desmodium species*, *Rhus natalensis* and *Tithonia* have been tested to diversify *Osyris* host plants.

Osyris seedlings are incubated in the glasshouse like tea, and hardened up in the nursery until they attain the optimal size of 45-60 cm in height.

Monitoring of Sandalwood growth rate and effect of host plant is ongoing. Its notable that plantlets raised through marcots and established at Muguga in 2011 have started seeding. The demonstration plot is being used as a seed source

Sensitization and group trainings have been carried out at various regions countrywide to promote domestication, conservation and sustainable value addition to its assorted products.

National Symposium for Office Administrators

By M. Njenga



KEFRI Secretarial staff who attended the workshop

KEFRI staff; Margaret Njenga, Augusta Kabunyi, Elizabeth Waiganjo, Ann Indimuli, Jovita Akiki, Veronica Ratemo, Alice Muroki, Vincent Agui, Lucy Waratho, Lucy Mutiria, Mary Mudaki and Hellen Nyaridopresented secretaries in Kenya National Secretaries Association (KENASA) national symposium at Mombasa ON 7th and 8th December 2017.

KENASA is a Professional Association for Secretaries which provides a forum for interaction and deliberate on emerging issues affecting the profession of secretaries in regard to the standards, ethics and professionalism. The association draws its membership from both public and private sectors. Its objective is to promote the profile of the secretaries through provision of information, education, training and to set standards of excellence in service delivery to be recognized by all stakeholders.

Kitui County Governor Hon Charity Ngilu opened the symposium themed 'Upholding Integrity in Professional Growth'. Other invited guests were the Mombasa County Commissioner, guests speakers included; Mr. Festo Emmanuel; Secretary General Tanzania Personal Secretaries Association (TAPSEA), Prof. Embeywa (Machakos University), Dr. Lawrence Guantai CEO, Technical Vocational Education and Training (TVET) - Curriculum Development Assessment and Certificate Council (CDACC), Dr. Ann Kangethe (Director, KSG Embu) and Ms. Scola Ndambuki (Legal Advisor, DPSM).

The symposium deliberated on the following issues: Secretarial Bill which is waiting to be enacted into Law, KENASA collaborations with TVET – CDACC, Emerging trends in communication; social media platforms, Information and cyber security, County presentations - Mapping the professional routes, Motivational talk on navigating the future, and work/life balance and stress management.

Mr. Festo Emmanuel TAPSEA Secretary General Tanzania officially closed the forum in a Gala dinner.

Choir Entertains at Various Events



KEFRI Choir entertaining during the JICA Awards ceremony

KEFRI Choir has continued to raise the Institute's profile through performances in various internal and national events.

The Choir jointly with Brass Band performed both the National and East African Anthems at the 2017 Nairobi International Trade Fair during the official opening ceremony graced by ASK Patron H.E President Uhuru Kenyatta.

Further, the choir thrilled the audience by performing the national Anthem, East African and Japan Anthems and Christmas Carols during the JICA Awards ceremony held at KEFRI headquarters on 22nd November, 2017. On the Jamhuri Day celebrations at Kasarani grounds, KEFRI Choir entertained the public under the Parastatals Ministries and County Government Choirs (PAMICO).

Retirement Planning Seminar

By J. Otwoma

It was a beehive of activities at Crowne plaza hotel in Nairobi on 15th December 2017 where Retirement Benefits Authority (RBA) held a retirement planning seminar for KEFRI staff, Postal Corporation of Kenya, (PCoK), Kenyatta National Hospital (KNH), Lioson Insurance (LI), Kenya Institute of Curriculum Development (KICD) and the Standard Group (SG). Topics covered during the planning seminar included; overview of RBA Benefits, Testimony from a Retiree, Investment and Personal Financial Management, Attitudes to Retirement, Time Management and psychological and Health Issues in Retirement.



Mr. Joseph Chege RBA psychologist explains to participants how to utilise time during retirement period

Mr. Dennis Oluoch, RBA's Deputy Manager, gave an overview of the Authority, which was formed as a government Institution in 1997 with mandate to regulate the pension fund through auditing various schemes to ensure competency and capacity to comply.

Mr. Oluoch informed participants that RBA protects the aggrieved members by first exhausting all avenues within the scheme, and arbitrating only when a consensus is unreachable.

Oluoch called upon the employees to start early savings towards retirement and tap RBA benefiting products such as Defined Benefit (DB) and Defined

Contribution (DC) schemes. In defined benefits scheme the employees' benefits are defined based on the years of service, salary at retirement or can be withdrawn, in this arrangement the employers' liability is open. Whereas defined contributions scheme the benefits are defined by contribution from both the employee and the employer, the employer's liability ends when the money is forwarded to the fund.

“Upon retirement, the employers contributions become the employees, the employee receives the accrued benefit within 30 days after retire or withdrawal, employee is required to nominate beneficiaries and update the next of kin form with RBA and attend annual general meeting to know the progress of the scheme” further said Oluoch.

Mr. Joseph Chege a psychologist and health services expert partnering with RBA on time management emphasized that time is precious resource and employees must management it precisely to avoid stress. Mr. Chege encouraged employees to accept retirement positively as it is an ending and a beginning. “Be prepared, your work has not yet gotten finished, retirement is not a loss, it's a transition leading to new way of doing things, time to be your own boss, to a better aging life in wisdom and integrity. Attitude coupled wisdom gives you success,” he said and encouraged retirees to view retirement as another open door of opportunities. “Aging in good health is key during retirement, it prepares one to various emotional adjustments in areas such as; anxiety, conflicts pressure, frustrations, daily hassles or trauma. Early retirement preparations cushions one from the unexpected,” said Dr. Stephen Wahome a consultant with psychology and health consultancy.

Mr. Danson M. Njihia who retired in 2000, in his testimony assured employees of good life after retirement only if one desists from impossible thinking and avoidance of valueless friends. “What you are today is because of the choices you made yesterday, and what you will be tomorrow is because of the choices you make today,” he said.

Mr. Njihia upon his retirement engaged in poultry and dairy farming. He now earns Ksh. 40 000 per month from 2000 layers and sale of milk. He encouraged retiree to be focused and go for their desire in retirement.

Pension Updates

By Dzitu

Changes in the Board of Trustees

Two members joined the Board of Trustees during the quarter. Dr. George Muthike was elected to represent scientist with effect from 1st November, 2017. Dr. Muthike was elected following Dr. Mercy Gichora resignation from the Board to allow succession plan.



1st Row: S. Mogaka, J. Makau, Dr. Chikamai, M. Gitahi, and P. Tuwei. Second Row: Dr. M. Gichora, Dr. G. Muthike, Robinson Ng'ethe, J. Koech and F. Ochung

Mrs. Sarah Moraa Mogaka also joined the Board of Trustees as a non-scientist elected member with effect from 1st November 2017. Mrs. Mogaka replaced Mr. Joseph Koech who left the Board after retirement from KEFRI.

Elected Trustees are required by law to serve a maximum of two terms of three years each.

Members of Board of Trustees

Name	Type
Mr. Paul Tuwei - <i>Chairman</i>	Scientist member elected Trustee
Ms. Mary Gitahi- <i>Deputy Chairperson</i>	Sponsor nominated Independent Trustee
Ms. Juliana K. Makau- <i>Trust Secretary</i>	Sponsor nominated Trustee
Dr. Ben Chikamai	Sponsor Trustee
Mr. Robinson Ng'ethe	Sponsor Trustee
Mr. Francis Ochung'	Non- Scientist member elected Trustee
Mrs. Sarah Mogaka	Non- Scientist member elected Trustee
Dr. George Muthike	Scientist member elected Trustee

Exits from the Scheme

Name	P. No	Date of exit	Reason
Mr. Gathura Wa Mwangi	5110	01/10/2017	Resignation
Mr. Joseph K. Koech	5871	31/10/2017	Retirement
Mr. Thompson Kennedy Bera	5839	21/12/2017	Retirement

New Appointments

KEFRI Board of Directors has engaged ¹Ms. Karen Muka to the post of Chief Internal Auditor with effect from 1st December 2017. Karen who holds a Masters degree in Finance from University of Nairobi and a former Manager Internal Audit and Risk Management, National Commission for Science, Technology and Innovation fills the position previously held by ²Mr. George William Otieno who was promoted to Senior Deputy Director Finance and Administration commencing 5th June, 2017.

³Mr. Chemuku Wekesa who previously worked at KEFRI - Gede as a research officer was appointed Officer in-charge Wundanyi sub-regional and Farmers Resource Centre with effect from 1st July 2017.

⁴Dr. Jane Njuguna, Deputy Director, Forestry Productivity and Improvement was appointed to the rank of Senior Deputy Director, Research and Development with effect from 18th September 2017, while ⁵Mrs Rose Osoro was promoted to Deputy Director Finance with effect from 12th September 2017.



Ms. Karen Muka



Mr. George Otieno



Mr. Chemuku Wekesa



Dr. Jane Njuguna



Ms Rose Osoro



**Merry
Christmas
AND A
HAPPY NEW YEAR**

As we come to the festive season, may the love, peace and joy of christmas warm your home and light up your path

***We wish you and your loved ones a
Merry christmas and a happy new year***



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