



Newsletter



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WORK-LIFE BALANCE IN THE WORKPLACE – Promoting Self Care for Better Productivity

“I’m stressed.” “I wake up tired even after a good night’s sleep.” “I’m under pressure.” “I feel on edge.” “I feel like I’m operating on fumes.” Familiar phrases, aren’t they...? Common pronouncements that we often make to express feelings of persistent inner unease, distress, or being overwhelmed. In this journey called life, and especially in recent times, it is more common than not to find oneself in one or more of the above states of mind. Which, if left unchecked, may progress into more serious physical or mental issues.

What does Work-Life Balance even mean?
Work-life balance is basically defined as the amount of time you spend doing your job versus the amount of time you spend doing what is important to you outside of work. This can include spending time with friends and loved ones, or pursuing your interests and hobbies. Striking a balance between your work life and personal life is important for a number of reasons:



Story by Governor's Press Unit | Compiled by Barbra Wambui

For employees or those in business, even for those studying in tertiary institutions, this balance serves to improve physical and mental health, increase job/work satisfaction, reduce stress and burnout, support one’s overall wellbeing, and enhance overall productivity.

The employer is not left out of this equation either, and stands to benefit greatly through reduced absenteeism and employee turnover, stronger personal relationships, higher productivity and creativity, attracting and retaining top talent,

increased employee engagement, as well as enhancing one’s organizational reputation.

Effects of Work-Life Imbalance
We encounter situations that trigger or worsen work-life imbalance all around us

and in many of our daily activities.

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- our (in)famous sherehe sheria culture - go a long way in creating imbalance. Other factors may include global economic trends, longer working hours, as well as family and community responsibilities (the so-called 'black tax').

Without proper checks and balances, plus kajiika ka-mkutano every so often, things can gradually or quickly spiral out of control, mentally, physically, spiritually and economically, depending on what kind of coping mechanisms we choose to either avoid, minimize, or cope with the stress.

Do some of these habits seem familiar to you?
-You're always "on the job", even when off duty;

-You haven't gone on leave in months or even years;

-Your physical health is declining;

-Your relationships are suffering;

-You feel guilty or the need to apologize for taking breaks;

-You can't concentrate on anything else other than work;

-You are often bad or short-tempered;



-Your productivity/output steadily declines;

-You've lost interest in people, places, or activities you used to enjoy.

Yes? Okay. So, now that we have identified the problem, what can we begin to do to make things better, internally and externally, so as to resume work or become even more productive?

Ways to Begin Restoring Balance

Restoring work-life balance is a critical component of job satisfaction and career success. Setting clear boundaries and realistic

workloads (including learning how to say 'no' - quite difficult for many of us due to the habit of people-pleasing), scheduling some downtime as part of your day and having clear, open communication with your employer, employees, or lecturers goes a long way in restoring balance mentally and emotionally.

In addition, learn about and take advantage of the available mental health and wellness resources available to you, either through HR or the workplace medical cover. Employers are encouraged to promote an inclusive and supportive workplace culture through

encouraging the use of leave days and breaks, as well as flexible working hours and remote working, if, where, or when possible.

Parting Shot

It is no secret how strongly H.E. Governor Mutahi Kahiga, PhD., EGH, feels about matters of health and wellness.

In this regard, the County Government of Nyeri, through the Department of Medical Services and Public Health, has continued to make mental health and wellness a top priority both for its officers and citizens. Hospitals across the county at all levels are staffed with

capable doctors, psychologists, psychiatrists and counselors.

Nyeri's menfolk, in particular, are provided a confidential platform to air their issues during the Male Wellness Camps that are periodically held in various sub-counties in partnership with Amref Health Africa, an initiative that is seeing ever-increasing numbers as men get encouraged to come out and seek medical assistance and advice.

In addition, should you be in need of immediate intervention, whether for yourself, a friend, or a loved one, the national government, through the Directorate of Counseling and Wellness Services, has set up a toll-free tele-counseling service available to each and every one through the number 1919.

Above all

Let us all, individually, continue being proactive in safeguarding our wellness by tapping into every and all tools and people available around us thereby enhancing efficiency, effectiveness, productivity and relevance in our workspaces.

One Person. One Moment. One Conversation at A Time.

#Pamoja
#Mosmostu

Kirimukuyu Tournament Teams Receive Sports Kits

Story & Photo - Moses Gachoka

The Department of Gender, Youth, Sports and Social Services, in partnership with the MCA for Kirimukuyu Ward, Hon. Muriithi Ndagita distributed sports uniforms and equipment to local teams at Kaiyaba Stadium Grounds following the Kirimukuyu Ward Youth Sports Tournament. A total of 15 football teams and 12 volleyball teams benefited from the exercise. Football teams received football boots,

footballs, gloves, and full uniforms, while volleyball teams were issued with volleyball nets and volleyballs. The initiative underscores the County Government of Nyeri's commitment to empowering youth, particularly sportsmen and women, by providing essential sporting materials to nurture talent, channel youth energy into constructive activities, and promote an active, healthy lifestyle



Konza Technopolis and Teach2give Courtesy Call to Nyeri County

Story - Barbra Wambui
Photo - Peter Wangari

Nyeri County Secretary Edward Irungu hosted a delegation from Konza Technopolis and Teach2Give during a courtesy call to explore strategic partnership opportunities with the County Government of Nyeri.

The delegation was led by Konza Technopolis CEO John Paul Okwiri and Teach2Give Country Manager and Head of Growth and Strategic Alliances Martin Ndirangu.

Discussions focused on strengthening Nyeri County's digital capacity through the Konza National Data Centre and the Jitume Digital Enablement Programme, with an emphasis on youth digital skills, innovation, and job creation—particularly within the creative economy.

The County was represented by CECMs Ndirangu



Gachunia (Ag. Trade and CEO, CEREB), Margaret Macharia (Education), and Esther Ndung'u (Gender). The proposed collaboration aligns with Nyeri County's CIDP priorities on digital transformation, e-gover-

nance, skills development, and inclusive economic growth in readiness for the Fourth Industrial Revolution. Konza Technopolis has already established six operational Jitume Digital Hubs

within TVET institutions in Nyeri County, with plans to expand the hubs to additional TVETs and selected County Vocational and Training Centres (VTCs). Further discussions included enhancing county dig-

ital platforms such as the Project Management and Tracking System (PMTS) Dashboard and partnering on youth-focused initiatives like the annual Nyeri Youth Summit.

NEMA Holds Workshop On Waste Management

The Department of Water, Environment and Climate Change was honored to participate in a two-day sensitization workshop on waste management, held at Kagumo Teachers Training College.

The workshop was facilitated by the National Environment Management Authority (NEMA) in collaboration with the County Government of Nyeri.

The training brought together key stakeholders in the waste management chain, including garbage collectors, waste transporters, and dumpsite operators from across Nyeri County.

Its primary aim was to equip them with knowledge and best practices in handling solid, liquid, hazardous, and organic waste, in line with NEMA regulations.

The workshop also emphasized the importance of sorting waste at the source,



understanding waste categories, and adopting safe disposal methods to reduce environmental pollution and health risks. In attendance were officers from the Department of

Solid Waste Management, Nyeri Municipal Council and Esther Ndung'u, CECM for Gender, Youth, Sports and Social Services, who represented the CECM for the Solid Waste Manage-

ment Department. The Department commends NEMA and the organizers for creating a platform that promotes sustainable waste practices and strengthens collaboration among gov-

ernment departments, waste handlers, and local residents. Such engagements are key in promoting environmental stewardship and building a cleaner, healthier Nyeri County.

Kelvin Gitonga: My Tough Journey to First Class Honours!

Story - Moses Gachoka
Photo - Kennedy Karanja

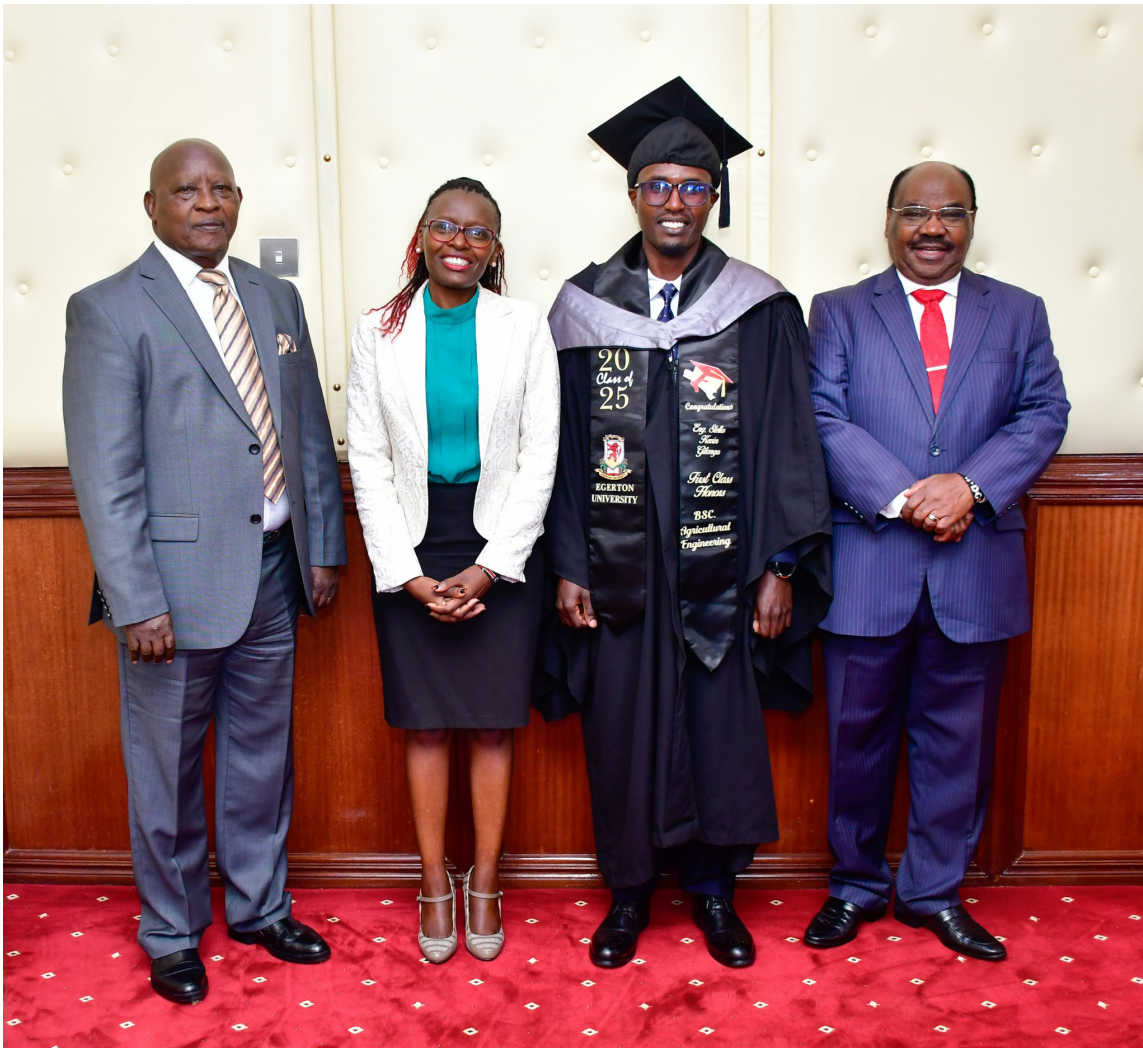
"The roots of education are bitter, but the fruit is sweet."
– Aristotle.

The journey to attaining an education is often demanding, and when milestones are achieved, they deserve to be celebrated.

Such was the occasion during the celebration of Engineer Kelvin Gitonga, a beneficiary of Karatina Children's Home, an institution run by the County Government through the Department of Gender, Youth, Sports and Social Services.

Kelvin Gitonga has successfully graduated from Egerton University, where he pursued a Bachelor of Science in Agricultural Engineering, graduating with First Class Honours.

He joined the university in September 2019, marking the beginning of a journey defined by resilience, discipline, and determination. His tough journey began in Mathira after birth and while at a tender age his



mother abandoned him at a shopping centre. Were it not for a Good Samaritan who rescued him, he wouldn't have made it. He was then accommodated by Karatina Children's Home which later educated

him to this level. His academic training covered key areas including:
- Irrigation
- Farm Power and Machinery
- Green Energy
- Waste Management

- Food Processing
Engineer Kelvin stands as a living testament that one's background does not define their destiny. His story is a powerful reminder of what is possible when opportunity meets

commitment and hard work. In his remarks, Eng. Kelvin expressed deep gratitude to the County Government of Nyeri under the leadership of H.E. Dr. Mwalimu Mutahi Kahiga, PhD., EGH, noting that it is through this leadership that sustained support has been extended to the children's home where he was raised. He acknowledged the Governor's strong focus on education and the provision of basic needs essential to every child's growth. He further appreciated the Department of Gender, Youth, Sports and Social Services for their continuous support and dedication to improving the daily lives of children at Karatina Children's Home. Eng. Kelvin proudly affirmed that Karatina Children's Home would always be his home, expressing pride in his beginnings and gratitude for the foundation that shaped the person he has now come to be. Karatina Children's Home is fully funded by the County Government of Nyeri.



COUNTY GOVERNMENT OF NYERI
DEPARTMENT OF MEDICAL SERVICES & PUBLIC HEALTH



AMBULANCE HOTLINE NUMBER
0116003003



Nyeri County Accelerates KISIP 2 Implementation Progress

Story & Photo - Kenneth Ngatia

The County Government of Nyeri continues to drive forward the Second Kenya Informal Settlement Improvement Program (KISIP 2), with Lands Chief Officer Fredrick Maina convening a review meeting to assess implementation progress across the county's five target informal settlements. The critical session, brought together the County Project Coordinating Team (CPCT) alongside key consulting and contracting partners: Gath Consulting Engineers, Losai Management, and High Point & Pinnie Agency Limited. The structured review focused on detailed reports and documentation to ensure effective project execution, specifically addressing:

- Financial Performance: Analyzing expenditure and disbursement rates against the project schedule.



- Physical Works Status (Documentation Review): Assessing contractor reports on construction progress, materials usage, and milestones achieved.
- EHS Compliance & Safeguards: Reviewing Environmental, Health, and Safety protocols compliance.

The meeting successfully identified and strategized around emerging challenges, ensuring a clear roadmap for timely project completion. This commitment to rigorous, regular monitoring underscores the County Government of Nyeri's dedication to transparency

and effective execution of this World Bank and Government of Kenya-backed initiative. The residents of these settlements are set to benefit from a significant transformation, including tar-mac roads with drainage systems, street lighting,

footpaths, upgraded water/sewer connections, and improved waste management facilities. These upgrades are central to KISIP 2's core objective of enhancing access to basic urban services and building on the foundation of KISIP I.



COUNTY GOVERNMENT OF NYERI

OFFICE OF THE GOVERNOR



VACANCY

Pursuant to Section 58A of the County Government (Amendment) Act 2020, H.E the Governor of Nyeri County, appointed a Selection Panel for recruitment of Chairperson, Members and the Secretary/CEO of Nyeri County Public Service Board.

Pursuant to the County Government Act No. 17 Section 58(1)(a) and (2), the Panel wishes to consider for recruitment to the County Public Service Board persons to fill the following vacancies:

1) Chairperson;

2) Board Members and

3) The Secretary/CEO

Overall duties and responsibilities of the Board

a) Establish and abolish offices in the County Public Service;

b) Appoint persons to hold or act in offices of the County Public Service including in the Boards of Cities and Urban areas within the County and to confirm appointments;

c) Exercise disciplinary control over, and remove, persons holding or acting in those offices;

d) Prepare regular reports for submission to the County Assembly on the execution of the functions of the Board;

e) Promote in the county public service the values and principles referred to in Articles 10 and 232 of the Constitution of Kenya;

f) Evaluate and report to the County Assembly on the extent to which the values and principles referred to in Articles 10 and 232 are complied with in the County Public Service

g) Facilitate the development of coherent, integrated human resource planning and budgeting for personnel emoluments in the County;

h) Advise the County Government on Human Resource Planning, Management and Development;

i) Advise the County Government on implementation and monitoring of the National Performance Management System in the County;

j) Make recommendations to the Salaries and Remuneration Commission, on behalf of the County Government, on the remuneration, pensions and gratuities for the County Public Service employees and

k) Any other assigned duties from time to time.

V/NO. 1/2025: CHAIRPERSON, COUNTY PUBLIC SERVICE BOARD (1 POST)

Additional duties and responsibilities

a) Chair the Board meetings;

b) Provide strategic leadership and policy direction to the Board and

c) Maintain effective collaboration and partnership with other organs of the National and County Governments.

Requirements for Appointment:

For appointment to this post, one must;

i. Be a Kenyan Citizen;

ii. Satisfy the provisions of Chapter Six of the Constitution of Kenya 2010;

iii. Not be a State or Public Officer;

iv. Possess a minimum qualification of a Bachelors' Degree from a recognized University;

v. Have a working experience of not less than ten (10) years;

vi. Demonstrate clear understanding of National and County Government goals, policies and developmental objectives; and

vii. Have thorough knowledge of the Structural, Legislative and Regulatory Framework of Public Service.

viii. Master's degree will be an added advantage

Terms of Service:

Six (6) years non – renewable Contract which will be on full time basis. Remuneration and benefits for the post shall be as set out by the Salaries and Remuneration Commission (SRC).

V/NO.2/2025: MEMBER, COUNTY PUBLIC SERVICE BOARD (5 POSTS)

Requirements for Appointment:

For appointment to this post, one must;

i. Be a Kenyan citizen;

ii. Be in possession of a minimum of Bachelors' Degree from a University recognized in Kenya;

iii. Have a working experience of not less than five (5) years;

iv. Satisfy the provisions of Chapter Six of the Constitution of Kenya 2010 on Leadership and Integrity;

v. Not be a State or Public Officer;

vi. is a professional, demonstrates absence of breach of the relevant professional code of conduct.

vii. Master's degree will be an added advantage

Terms of Service:

Six (6) years non– renewable contract which will be on part time basis. Remuneration and benefits for the post shall be as set out by the Salaries and Remuneration Commission (SRC).

V.NO.3/2025 SECRETARY / CEO COUNTY PUBLIC SERVICE BOARD (1 POST)

Additional Duties and Responsibilities

a) Facilitating, coordinating and ensuring execution of the Board's Mandate;

b) Accounting and Authorized Officer of the Board;

c) Overall, in-charge of the Secretariat;

d) Planning and budgeting for the Board;

e) Custodian of all Records, Assets and Minutes of the Board;

f) Implementing decisions of the Board;

g) Preparing both periodic and ad hoc reports for submission to the County Assembly on the execution of the functions of the Board;

h) Preparing agenda for Board meetings in consultation with the Chairperson of the Board and taking minutes during the Board meetings;

i) Initiating programmes and activities for staff performance and reward management and

j) Carrying out any other duties as may be assigned from time to time by the Board.

Terms of Service: Six (6) years non– renewable contract which will be on part time basis. Remuneration and benefits for the post shall be as set out by the Salaries and Remuneration Commission (SRC).

V.NO.3/2025 SECRETARY / CEO COUNTY PUBLIC SERVICE BOARD (1 POST)

Additional Duties and Responsibilities

- a) Facilitating, coordinating and ensuring execution of the Board's Mandate;
- b) Accounting and Authorized Officer of the Board;
- c) Overall, in-charge of the Secretariat;
- d) Planning and budgeting for the Board;
- e) Custodian of all Records, Assets and Minutes of the Board;
- f) Implementing decisions of the Board;
- g) Preparing both periodic and ad hoc reports for submission to the County Assembly on the execution of the functions of the Board;
- h) Preparing agenda for Board meetings in consultation with the Chairperson of the Board and taking minutes during the Board meetings;
- i) Initiating programmes and activities for staff performance and reward management and
- j) Carrying out any other duties as may be assigned from time to time by the Board.

Requirements for Appointment:

For appointment to this post, one must;

- i. Be a Kenyan citizen;
- ii. Be a holder of a first Degree in a relevant field from a University recognized in Kenya;
- iii. Be a Certified Public Secretary and in good professional standing;
- iv. Have knowledge, experience and a distinguished career of not less than five (5) years, in administration and management;
- v. Be conversant with the Constitution of Kenya and laws governing Intergovernmental Relations;
- vi. Have ability to work in a multi-ethnic environment with sensitivity and respect to diversity;
- vii. Demonstrate understanding and commitment to the National Values and Principles of Governance as outlined in Articles 10 and 232 of the Constitution of Kenya 2010;
- viii. Satisfy the requirements of Chapter Six of the Constitution of Kenya 2010 on Leadership and Integrity and
- ix. Not be a State or Public Officer;
- x. Master's degree will be an added advantage.

Terms of Service: Six (6) years non – renewable Contract which will be on full time basis Remuneration and benefits for the post shall be as set out by the Salaries and Remuneration Commission (SRC).

HOW TO APPLY

- (a) All applications should be accompanied by a copy of National ID Card or Passport, a detailed CV, copies of all relevant certificates (including Transcripts), testimonials and other relevant supporting documents.
- (b) Applications should be clearly marked as follows:

"Application for Chairperson, Nyeri County Public Service Board", OR

"Application for Member, Nyeri County Public Service Board", OR

"Application for Secretary/ CEO, Nyeri County Public Service Board" (as the case may be) on the envelope and submitted in any of the following ways:

i. Hand-delivered to the Office of the Governor.

Or

ii. Emailed in PDF format to: selectionpanel.cpsb@nyeri.go.ke

Or

iii. Posted to the address below.

**The Chairperson,
County Public Service Board Selection Panel, County Government of Nyeri,
P.O Box 1112 -10100, NYERI.**

Applications should reach the Chairperson of the Selection Panel on or before **4th January, 2026 at 5:00pm.**

For More information visit: info@nyeri.go.ke

**THE COUNTY GOVERNMENT OF NYERI IS AN EQUAL OPPORTUNITY EMPLOYER
NYERI.**

NOTE: Only Shortlisted candidates **SHALL** be contacted for interviews.

**The Chairperson
County Public Service Board Selection Panel**

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