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STRATEGIC PLAN MID-TERM REVIEW

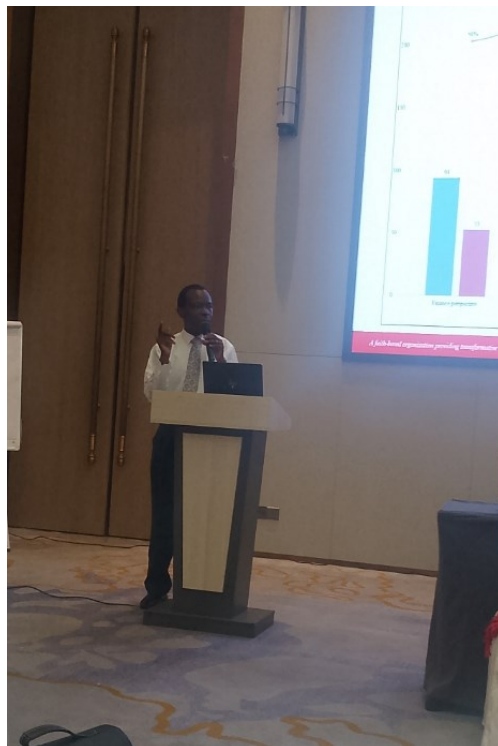


Photo: Harrison Kinyanjui

MEDS Strategic Plan 2023-2027 mid-term review exercise was undertaken by management between 12th to 16th September, 2025. The review sought to take stock of what had been achieved and what had not and reasons thereof, and to make recommendations on what required to be done in the remaining period.

Another session involving management, board and consultants was slated for end of September 2025. **Left:** Dr Wycliffe Nandama, MEDS CEO, makes concluding remarks at the end of the 3-day session.

SEPTEMBER IN HISTORY

By Harrison
Kinyanjui

September has witnessed numerous historic events, from the death of Louis XIV in 1715 and the catastrophic Galveston hurricane of 1900 to the Munich Massacre in 1972 and the death of Mother Teresa in 1997. The month also marks the birth of Grandma Moses in 1860 and is the official month for World Tourism Day on September 27th.

September 1 1939 At 5.30 am, Hitler's armies invaded Poland starting World War II in Europe.

1, 1969 - Military officers overthrew the Libyan government. The Libyan Arab Republic was then proclaimed under Colonel Muammar Gaddafi.

2, 1666 - The Great Fire of London began in a bakery in Pudding Lane near the Tower. Over the next three days more than 13,000 houses were destroyed, although only six lives were believed lost.

2, 1752 - The British ended their use of the Julian calendar, switching instead to the Gregorian calendar, resulting in a major adjustment as Wednesday, September 2, was followed by Thursday, September 14. The correction resulted in rioting by people who felt cheated and demanded the missing eleven days back.

3, 1783 - The Treaty of Paris was signed by John Adams, Ben Franklin and John Jay, formally ending the American Revolutionary War between Britain and the United States.

3, 1939 - Great Britain and France declared war on Nazi Germany after its invasion of Poland two days earlier.

5, 1975 - The first of two September assassination attempts on President Gerald Ford occurred as a woman pointed a gun at the President in Sacramento, California. Two weeks later, a second attempt occurred as another woman fired a shot at Ford in San Francisco. Ford was not harmed in either incident.

5, 1997 - Mother Teresa, the Nobel Peace Prize winner and an advocate for the poor, passed away.

5 - 6, 1972 The Munich Massacre occurred when 11 Israeli Olympic Team members were killed during an attack by the Black September faction of the Palestinian Liberation Army at the Olympic Village.

6, 1991 - Leningrad was renamed Saint Petersburg by Russian legislators following the collapse of the Soviet Union. Russia's second largest city had been known as Leningrad for 67 years in honor of Vladimir Lenin, founder of the Soviet Union.

6, 2003 Maurice Michael Cardinal Otunga, Archbishop of Nairobi Emeritus, dies.

SEPTEMBER IN HISTORY

By Harrison
Kinyanjui

Source: Sky History, History Extra, American Astronomical Society, Kenya FactBook (1995/96; 1997/1998)

8th September
2006 - MEDS
holds 20th anniversary celebrations.

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7, 1860 The birth of the American folk artist Anna Mary Robertson, famously known as Grandma Moses.

7, 1986 - Bishop Desmond Tutu became Archbishop of Cape Town, South Africa, the first black head of South Africa's Anglicans.

7, 1822 - Brazil declared its independence from Portugal after 322 years as a colony.

7, 1999 - For the first time since World War II, Germany's parliament, the Bundestag, returned to Berlin, former capital of Imperial Germany as well as Hitler's Reich. The Bundestag held its first session in the fully restored Reichstag building, attended by parliamentarians from around the world. The session also marked the 50th anniversary of the Bundestag's first post-war session, held in Bonn, the former capital of West Germany.

8, 1900 A devastating hurricane struck Galveston, Texas, resulting in over 8,000 deaths and becoming one of the worst weather disasters in U.S. history.

8, 1974 - A month after resigning the presidency in disgrace as a result of the Watergate scandal, Richard Nixon was granted a full pardon by President Gerald R. Ford for all offenses committed while in office.

8, 2006 - MEDS holds 20th Anniversary celebrations.

8, 2022 Queen Elizabeth II of Great Britain died at Balmoral Castle in Scotland, after a 70-year reign, the longest in British history. Upon her death, her son Charles, aged 73, became the new monarch as King Charles III. Born on April 21, 1926, Princess Elizabeth was third in line to the throne, and became Queen in 1952, at age 25, after her father King George VI died in his sleep. During her reign, the Queen met 13 U.S. presidents and visited over 100 countries.

9, 1993 - Israel and the PLO (Palestine Liberation Organization) agreed to recognize each other, paving the way for a possible peaceful end to the hundred year old conflict between Arabs and Jews in the Mideast.

11, 2001 - The worst terrorist attack in U.S. history occurred as four large passenger jets were hijacked then crashed, killing nearly 3,000 persons. Four separate teams of Mideast terrorists, operating from inside the U.S., boarded the morning flights posing as passengers, then forcibly commandeered the aircraft. Two fully-fueled jumbo jets, American Airlines Flight 11 carrying 92 people and United Airlines Flight 175 carrying 65 people, had departed Boston for Los Angeles. Both jets were diverted by the hijackers to New York City where they were piloted into the twin towers of the World Trade Center. The impact and subsequent fire caused both 110-storey towers to collapse, killing 2,752 persons including hundreds of rescue workers and people employed in the towers.

Continued page 3

SEPTEMBER IN HISTORY

By Harrison
Kinyanjui

Source: Sky History, History Extra, American Astronomical Society, Kenya FactBook (1995/96; 1997/1998)

22nd September 2016 - MEDS holds 30th anniversary celebrations.

In addition, United Airlines Flight 93, which had departed Newark for San Francisco, and American Airlines Flight 77, which had departed Dulles (Virginia) for Los Angeles, were hijacked. Flight 77 with 64 people on board was diverted to Washington, D.C., then piloted into the Pentagon building, killing everyone on board and 125 military personnel inside the building. Flight 93 with 44 people on board was also diverted toward Washington but crashed into a field in Pennsylvania after passengers attempted to overpower the terrorists on board.

12, 1974 - Haile Selassie, Emperor of Ethiopia, was deposed by an army coup after 44 years as ruler.

12, 1977 - Steve Biko, the South African black civil rights leader, died while he was in police detention.

14, 1812 - Napoleon and his troops first entered Moscow as the retreating Russians set the city on fire. Napoleon found it was impossible to stay through the winter in the ruined city. He then began a retreat from Moscow which became one of the great disasters of military history. Fewer than 20,000 of the original 500,000 men with him survived the Russian campaign.

14, 1901 - Eight days after being shot, President William McKinley died from wounds suffered during an assassination attempt in Buffalo, New York. He was succeeded by Theodore Roosevelt.

16, 1908 - General Motors was founded by entrepreneur William Crapo "Billy" Durant in Flint, Michigan.

19, 1893 - New Zealand became the first country to grant women the right to vote.

20, 1989 - F.W. De Klerk was sworn in as president of South Africa. He began an era of reform aimed at ending apartheid and was succeeded by Nelson Mandela.

21, 1949 - The People's Republic of China was proclaimed by its Communist leaders.

22, 1828 - Shaka, chief of the Zulus and founder of the Zulu empire, was killed by his two half-brothers.

22, 2016 - **MEDS holds 30th anniversary celebrations.** Photo on pg 19.

26, 1960 - The first-ever televised presidential debate occurred between presidential candidates John F. Kennedy and Richard M. Nixon. Many who watched were inclined to say Kennedy 'won' the debate, while those who listened only to the radio thought Nixon did better.

28, 1978 - Pope John Paul I died after only 33 days in office. He was succeeded by John Paul II.

Source: The History Place™, MEDS Archives, Kenya Fact Book (1997-8).

RBA SEEKS KRA'S ASSISTANCE TO RECOVER UNREMITTED PENSION DUES

By Harrison
Kinyanjui

"We have already taken the proposed amendments through public participation and the Bill is already in parliament" - RBA Chief Executive Charles Machira

The Retirement Benefits Authority (RBA) is driving changes to the law to rein in the chief executives and accounting officers of State agencies over collected but unremitted statutory deductions that have since stockpiled to sh. 72 billion as of June 2025.

The regulator has also sought to tap the services of the Kenya Revenue Authority (KRA) in its quest to collect the unremitted pension deductions, with the bulk 98% of the amount linked to counties and quasi-government institutions, including the cash-strapped public universities and sugar millers.

RBA Chief executive Charles Machira says the proposed amendments to the RBA and KRA Acts are meant to discipline CEO and accounting officers who fail to remit the workers' dues to the authority.

He attributes the surge in the amount of unremitted pension contributions to merely "indiscipline" in the public sector, where funds allocated for salaries and wages are reallocated to other users

"We have already taken the proposed amendments through public participation and the Bill is already in parliament. We want to hold all CEOs and accountants going forward when the law is passed. We want to cure this problem by punishing the accounting officers and holding them accountable for not remitting the contributions".

The regulator wants the RBA Act to be listed as one of the laws empowering the KRA for the purposes of collecting unremitted deductions, adding that the move will help bring life to existing provisions that allow KRA to issue agency notices to holders of unremitted pension deductions, including attaching to the bank accounts of the defaulting employer.

In a related development, civil servants including tutors employed by the Teachers Service Commission (TSC), police officers and employees of the National Youth Service (NYS), will no longer have unrestricted early access to their retirement benefits as the State moves to align withdrawal rules with the rest of the public officers.

The Public Service Superannuation Scheme Act is set for amendment to conform to the Retirement Benefits Act.

Currently civil servants in the Public Service Superannuation Scheme Fund (PSSF) can access all their retirement benefits after leaving employment but before attaining the retirement age of 50.

The amendment seeks to limit early withdrawals by the civil servants to no more than 50% of accrued benefits and the investment income.

Business Daily, 8th September 2025

STANDARD CHARTERED BANK LOSES BATTLE TO SETTLE PENSION PAYOUT TO EX-EMPLOYEES

By Harrison
Kinyanjui

“The mere allegation of constitutional violations cannot bring the appeal within the ambit of this court’s jurisdiction under Article 163(4)(a). On the basis of the foregoing, it is clear to us that this court lacks jurisdiction to hear and determine the intended appeal and the application for stay attendant thereto,” - Supreme Court judges

The Supreme Court has declined a request by Standard Chartered Bank and its pension fund to stop enforcement of a tribunal’s ruling that ordered a Sh. 7 billion payout to 629 former employees, clearing one of the legal obstacles that had blocked the pensioners from receiving their dues.

However, the group will wait longer before receiving their benefits because two months ago, the High Court in Nairobi halted payment of the money and costs after they initiated a fresh legal challenge.

A five-judge bench of the apex court led by Deputy Chief Justice, Philomena Mwilu dismissed the bank’s application for a stay of execution, citing the lack of jurisdiction to grant such a request.

The court added that the petition for appeal did not concern the interpretation of the Constitution.

“The mere allegation of constitutional violations cannot bring the appeal within the ambit of this court’s jurisdiction under Article 163(4)(a). On the basis of the foregoing, it is clear to us that this court lacks jurisdiction to hear and determine the intended appeal and the application for stay attendant thereto,” said the judges.

The bank, alongside its trustees for the Pension Fund and Staff Benefits Scheme, wanted the apex court to suspend enforcement of the judgement and decree by the Retirement Benefits Appeal Tribunal delivered in favour of the former employees, some of whom retired in the 1990s. They moved to the Supreme Court after the Court of Appeal dismissed their appeal in March this year, upholding a 2023 decision of the High Court to back the tribunal’s ruling dated 28 April 2022, on the payout.

They wanted the stay order to remain in force pending the hearing and determination of the petition amid fear of potential loss, arguing that they were at risk of being exposed to irreversible fiscal liability.

While asking for the orders, it was argued that the petitioners were not aware of any assets owned by the said pensioners which could be attached to recover the sums in dispute if the appeal was successful.

Also sought was an order halting further proceedings at the tribunal. However, the Supreme Court upheld a preliminary objection raised by the pensioners seeking to strike out the appeal because the decision of the Court of Appeal did not involve the interpretation or application of the Constitution.

[continued page 7]

Source: Daily Nation 6 September 2025

STANDARD CHARTERED BANK TO SETTLE PENSION PAYOUT TO EX-EMPLOYEES

By Harrison
Kinyanjui

“ ... former workers argued that their pension dues were undervalued when the bank’s scheme was converted from a defined benefit to a defined contribution scheme in 1999”.

Consequently, the bank has issued a profit warning for 2025 stating that it expects a 25% fall in profits, based on its unaudited financial results for the 8 months to August 2025.

Earlier the bank had disclosed that it was ready to begin making payments to eligible claimants following the conclusion of the case filed by 629 former workers who argued that their pension dues were undervalued when the bank’s scheme converted from a defined benefit to a defined contribution scheme in 1999.

In a dramatic turn of events, more ex-staff, 325 of them, wrote to the bank and the pension fund seeking to be enjoined in the payouts. “Although we were not part of the original group of claimants, we were similarly situated as employees of the bank and members of the same schemes during the period in question. The utilization of pension funds affected all members of the schemes in equal measures,” said the group of 325. The bank has vehemently dismissed the demand as “lacking in any merit or fact”. “Accordingly, we vehemently deny any and all liability as asserted in your letter”, responded the bank in part.

Source: Business Daily 17 September, 19 September 2025



BLOODY LUNAR ECLIPSE

SCIENCE

The moon appears red during lunar eclipses because the only sunlight reaching it is “reflected and scattered through the Earth’s atmosphere”, said Ryan Milligan, an astrophysicist at Queen’s University Belfast, Northern Ireland.



Stargazers enjoyed a “blood moon” during a total lunar eclipse visible across Asia, as well as swaths of Europe and Africa on 7th September 2025.

When the sun, Earth, and the moon line up, the shadow cast by the planet on its satellite makes it appear an eerie, deep red colour — an effect that has astounded humans for millennia.

People in Asia, including India and China, were best placed to see the total eclipse, which was also visible on the eastern edge of Africa as well as in western Australia.

The total lunar eclipse lasted from 17:30 GMT to 18:52 GMT.

Stargazers in Europe also had a brief chance to see a partial eclipse just as the moon rose during the early evening, but the Americas missed out.

The moon appears red during lunar eclipses because the only sunlight reaching it is “reflected and scattered through the Earth’s atmosphere”, said Ryan Milligan, an astrophysicist at Queen’s University Belfast, Northern Ireland.

Blue wavelengths of light are shorter than red ones, so they are more easily dispersed as they travel through Earth’s atmosphere, he told the AFP news agency.

“That’s what gives the moon its red, bloody colour.”

While special glasses or pinhole projectors are necessary to observe solar eclipses safely, all that is required to view a lunar eclipse is clear weather and a suitable spot.

The last total lunar eclipse was in March this year, while the previous one was in 2022.- Aljazeera

ETHIOPIA'S MIGHTY DAM ON THE NILE

By BBC, as reported in The Standard, 10th September 2025

Prof Sharaky said that despite the Blue Nile being an “international river”, Ethiopia took a “unilateral” decision to build the dam - something it succeeded in doing only because Egypt was hit by a revolution at the time, leading to the overthrow of long-serving ruler Hosni Mubarak.

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Ethiopia officially inaugurated one of the world's biggest dams on a tributary of the River Nile, on 9th September 2025, burying a colonial-era treaty that saw the UK guarantee the North African nation the lion's share of its water.

The dam - built on the Blue Nile at a cost of about \$5 billion, with a reservoir roughly the size of Greater London - has led to a surge in Ethiopian nationalism, uniting a nation often polarized along ethnic lines and mired in conflict.

Named the Grand Ethiopian Renaissance Dam (Gerd), it is Africa's largest hydro-electric plant, raising hopes that not only will it meet the 135 million-strong population's energy needs but it will also give the country “energy hegemony” and boost its foreign currency earnings.

But for Egypt, the dam represents the opposite of Ethiopia's hopes and ambitions. It fears that dam could sharply reduce the flow of water to the country, causing water shortages.

“About 93% of Egypt is desert, with almost no people. All of us, 107 million people, live on the Nile,” a geologist at Egypt's Cairo University, Prof Abbas Sharaky, told BBC.

Prof Sharaky said that despite the Blue Nile being an “international river”, Ethiopia took a “unilateral” decision to build the dam - something it succeeded in doing only because Egypt was hit by a revolution at the time, leading to the overthrow of long-serving ruler Hosni Mubarak.

Egypt had also been forced to make changes to its agriculture sector - for instance, by reducing the area for rice cultivation, which is water-sensitive, from around two million acres to one million acres, the academic said.

The Ethiopian geologist expressed the fear that Ethiopia could use the dam to exert “military power”, especially over Sudan - a strategically important ally for Egypt - as the Blue Nile and White Nile meet in Khartoum. “If there is tension or conflict between Ethiopia and Sudan, Ethiopia could destroy Sudan through this dam, without weapons or planes,” Prof Sharaky said.

So Ethiopians are unlikely to let Egypt dampen their mood as they prepare to celebrate the dam's inauguration and focus on their next goal - to regain access to the Red Sea, which Ethiopia lost when Eritrea gained independence in 1991.

Ethiopia was planning to increase the sale of electricity to neighbouring countries such as Kenya and Djibouti, with ambitions of building a transmission network to cross the Red Sea to sell to Middle Eastern states like Saudi Arabia, the BBC quoted a South-Africa based think tank analyst.

Construction of the dam started in 2011 and has a production capacity of 5,250MW of hydro-electric power.

MOROCCO'S FLOATING SOLAR PANELS

ENERGY

By AFP, as reported in The Standard, 11th September 2025

“Similar technology is being tested in France, Indonesia and Thailand, while China already operates some of the world’s largest floating solar farms.” - AFP

Sun-baked Morocco, grappling with its worst drought in decades, has launched a pilot project aimed at slowing water evaporation while simultaneously generating green energy using floating solar panels.

At a major reservoir near the northern city of Tangier, thousands of so-called “floatovoltaic” panels protect the water’s surface from the blazing sun and absorb its light to generate electricity.

Authorities plan to power the neighbouring Tanger Med port complex with the resulting energy, and if it proves a success, the technology could have far wider implications for the North African kingdom.

According to official figures Morocco’s water reserves lost the equivalent of more than 600 Olympic-sized swimming pools every day to evaporation between October 2022 and September 2023.

Over the same period, temperatures averaged 1.8°C higher than normal, meaning water evaporated at a higher rate. Alongside other factors like declining rainfall, this has reduced reservoirs nationwide to about one-third of their capacity.

The floating photovoltaic panels can help cut evaporation by about 30%, according to water ministry official Yassine Wahbi.

Similar technology is being tested in France, Indonesia and Thailand, while China already operates some of the world’s largest floating solar farms.

Since the Moroccan pilot programme began late last year, more than 400 floating platforms supporting several thousand panels have been installed. The government wants more, planning to reach 22,000 panels that would cover about 10 hectares at the 123-hectare Tangier reservoir. Once completed, the system would generate roughly 13 megawatts of electricity - enough to power the Tanger Med complex.

Official data shows water reserves fed by rainfall have fallen by nearly 75% in the past decade compared with the 1980s, dropping from an annual average of 18 billion cubic metres to only five.

Morocco has so far mainly relied on desalination to combat shortages, producing about 320 million cubic metres of potable water a year.

The kingdom already has a system dubbed the “water highway” - a 67-km canal linking the Sebou basin to the capital Rabat - with plans to expand the network to other dams.

Editor’s note: With Kenya’s vast water resources, including rivers, lakes, dams and an ocean, how much clean energy can be harvested, borrowing from Morocco, Thailand and Indonesia? See also page 10.

WHAT OTHERS SAY

In the end, the weather is likely to be a decisive factor in the remaining months of this year. - Robert Shaw

“

There is an additional and very worrying factor, which is that the government continues to load on the public more and more tax, with arguably limited benefits. The introduction of Social Health Authority is a good example. In theory it looks good, but in reality many people have found that they are not covered or are only partially covered.

One interesting indicator is that usually one sees more activity around this time of the year due to the release of funds in the new government financial year. But this does not appear to be happening and money is tight.

In the end, the weather is likely to be a decisive factor in the remaining months of this year.”

* Robert Shaw, economic and public policy analyst, Daily Nation, 10th September 2025

Barrack Muluka on Ethiopia's grand renaissance dam

We often measure our success through achievements, wealth, recognition, or influence. Everyone has to define what success means to them because we are all seeking our own versions of this term. If we allow the world to define what success means in our lives, we risk living hollow lives in pursuit of the things that will not fulfil us. Once we are clear on what we seek and find that success still eludes us, we must dig deeper. Beneath the surface indicators lies a profoundly influential factor that plays a key role in whether we become successful. Self-image is a psychological lens through which individuals interpret their world, assess their capabilities, and pursue their aspirations. Defined as the mental representation one holds of oneself, encompassing beliefs, attitudes, and emotional evaluations, self-image operates as a psychological compass, guiding how individuals approach goals, respond to challenges, and interpret their worth.

* Shailja Sharma, Strathmore Business School, 15th September, 2025

WHY BRANDING IS KEY

No matter the type of message or image you want your brand to project, it all comes down to how consumers think and feel about it. Consumers are the owners of brand perception, not you.

Some reasons why strategic brand building is important.

Branding communicates a company's value proposition

It's the whole package of benefits that customers can expect when they buy from a particular company. Fundamentally, a well-developed branding strategy communicates a package of benefits across numerous touch points, enticing new customers and convincing them to forgo competitors.

Branding develops trust and loyalty

"People don't buy products, they buy brands" is an old business saying, i.e. TRUST. Eye-catching, meaningful, and memorable brand elements foster greater recognition and connection among customers. Over time, this relationship develops into one of trust. Branding strategy is the catalyst by which customers understand, purchase and eventually come to rely on a particular company or product. By creating a concrete identity, branding fuels the assumption that a product will reliably provide the same results time and again.

Branding distinguishes a company from the competition

Branding enables prospective buyers to distinguish between alternatives in the market.

Branding boosts company value

Because brands are powerful drivers of trust, repeat purchases, and wide-scale recognition, they are incredibly valuable business assets.

Branding attracts (and keeps) the right employees

Because of an attractive branding strategy communicates not only a company's benefits but also its values and mission, it is a useful tool for attracting and keeping the right people.

- Adapted from an article by Dr Julius Kipng'etich, Group CEO, Jubilee Insurance Co Ltd

Branding strategy is the catalyst by which customers understand, purchase and eventually come to rely on a particular company or product

WORLD
ATHLETICS
CHAMPION-
SHIPS, TOKYO,
JAPAN

By Harrison
Kinyanjui

21-year old Faith Cherotich made a strong statement when she floored reigning world and Olympic champion Winfred Yavi of Bahrain to win gold, Kenya's fourth, in the 3,000 m steeplechase.



Beatrice Chebet (left) sprinted to claim the 10,000 m gold in the World Athletics Championships in Tokyo Japan, ending Kenya's 10-year wait for the medal.

Just hours after Beatrice Chebet opened the medal account, former Olympic Champion Peres Jepchirchir continued the hunt, demolishing Tigst Assefa of Ethiopia to claim Kenya's second gold medal, in the women's marathon.

Assefa was leading when the duo entered the iconic stadium but Jepchirchir, who was breathing down her neck, pulled a major surprise. It was the Kenyan's debut world marathon race this year.



Kenya was on the spot again when Faith Kipyegon led compatriot Dorcus Ewoi to claim gold and silver, respectively in the 1500m race during the Tokyo World Athletics Championships.

21-year old Faith Cherotich made a strong statement when she floored reigning world and Olympics champion Winfred Yavi of Bahrain to win gold, Kenya's fourth, in the 3,000 m steeplechase.

In another development, 17-year-old Edmund Serem delivered Kenya's first bronze in the Championships in the fabled 3000 m steeplechase. He timed 8 minutes, 34.56 seconds. Serem is the reigning World Under-20 champion.

COURT WIDENS DIVORCE GROUNDS

**By Harrison
Kinyanjui**

“I am aware that from an ecclesiastical perspective, this may be considered controversial, as it might be seen to encourage hasty divorces or dissolutions of marriage over minor differences or incompatibilities, potentially promoting immorality.”

- Justice Reuben Nyakundi

In a landmark judgement that adds to the growing list of reasons why a Kenyan may seek divorce, Justice Reuben Nyakundi ruled that withdrawing affection or ceasing to do what one once did for a spouse amounts to desertion or cruelty. Such behaviour, he said, can justify the claim that a marriage is irretrievably broken.

According to him, when love is no longer served on the plate of a marriage, one does not have to have a bitter ending while fighting to prove infidelity, physical desertion or physical harm to part ways.

Instead, he explained, seemingly small matters - occasional quarrels, outbursts of anger, or a consistent pattern of abusive behaviour - can be signs of a marriage already dead.

“Since marriage is a matter of free choice, individuals should equally have the freedom to end it willingly. I am aware that from an ecclesiastical perspective, this may be considered controversial, as it might be seen to encourage hasty divorces or dissolutions of marriage over minor differences or incompatibilities, potentially promoting immorality. There should be no coercion by the court to force two individuals who once loved each other like Romeo and Juliet to sustain a marriage that exists only on paper or, in the case of many customary marriages, remains unregistered and lives only in the shadow of the community”, said Justice Nyakundi.

He was ruling on a divorce appeal involving a couple whose marriage appeared, outwardly, to be intact. Their case had first been dismissed by a magistrate’s court, but on appeal the High Court found that the lower court had failed to consider the evidence of a collapsed union holistically. “This court must make it clear that desertion within a marital union is not merely a withdrawal from a place, but a withdrawal from a state of things in which there is a legitimate expectation to meet both the written and unwritten obligations necessary for the survival of the marriage. The essence of desertion lies in the rejection of all marital obligations”, he said.

Source: The Standard, 16th September, 2025



EMERGING REALITIES IN HEALTH HUMAN RESOURCES & PERFORMANCE MANAGEMENT

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Participants from both faith-based and public health facilities attended the training at Rosa Mystica Centre between 16th - 18th September, 2025. MEDS was represented by Nelly Langat (rear right) and Mariana Mutwiri (front third left). The resource person was Catherine Wekesa, Managing Director, International Talent Management Consulting Limited.



Mr Daniel Mumo, a Gen-Z, makes a presentation to Management Team during the Strategic Plan mid-term review at Argyle Hotel, Nairobi. He focused on use of digital media marketing to promote MEDS brand presence and impact.

Photo: Harrison Kinyanjui

FLASHBACK: MEDS AT 30

By Harrison
Kinyanjui



A section of staff display certificates of long service awarded during MEDS @ 30 celebrations on 22nd September, 2016. With them is MEDS Chairman Bishop Paul Kariuki. **MEDS Archives**

MONTHLY DOSE EDITOR HANGS BOOTS

After over three remarkable decades of dedicated service, **Mr. Harrison Kinyanjui** bids farewell to MEDS as he transitions into retirement. Having joined the organization in **1994**, Mr. Kinyanjui has been an invaluable member of the MEDS family, a true embodiment of commitment, passion, and institutional memory.

Known for his bubbly personality and his genuine love for people, Harrison's warmth and friendliness made him a beloved colleague across all departments. Beyond his professional duties, he was a master of pool, earning numerous wins and becoming a legend in MEDS.

A gifted storyteller and writer, Mr. Kinyanjui was one of the greatest contributors to *The Monthly Dose*, enriching its pages with insightful articles, humour, and reflections that captured the spirit of MEDS. His deep knowledge of the organization earned him the affectionate title of "**The Archive of MEDS**," as he seemed to know the answer to almost every question about the institution.

As we celebrate his retirement, we recognize and appreciate his immense contribution to MEDS growth and culture. Mr. Kinyanjui leaves behind a legacy of mentorship, excellence, and joy.

We wish him the very best in his next chapter and may his retirement be filled with the same vibrance and warmth he shared with us throughout his journey at MEDS.



MONTHLY DOSE EDITOR HANGS BOOTS

The farewell through the lens



TRIBUTES



By Harrison
Kinyanjui

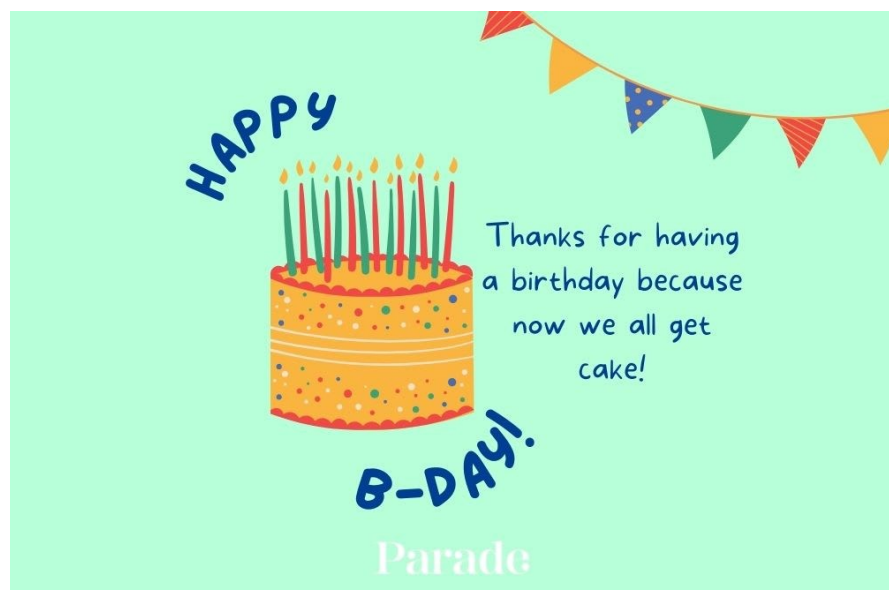


NOTICE BOARD

By Joyce
Khamasi

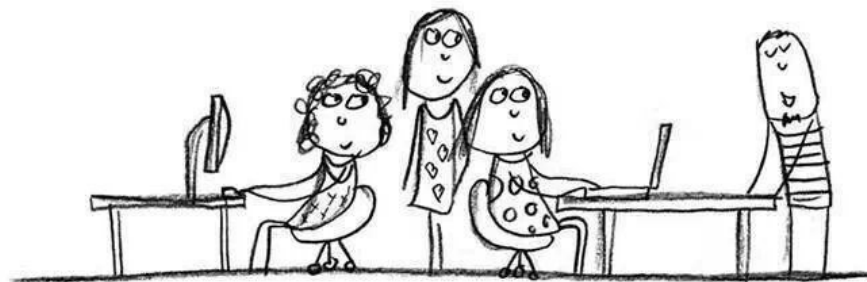
Birthdays

- ◇ Harrison Kinyanjui Kabiro
- ◇ Mariana Mercy Takah
- ◇ Arron Muli Maluku
- ◇ Justus Okuku Maketso
- ◇ Angeline Ngwetwa Kasau
- ◇ Evance Odhiambo Bunde
- ◇ Sheila Sophia Akolo
- ◇ Nelson Mandela Ayoma
- ◇ Eric Waweru Ngamau
- ◇ Jacktone Ouma Ouma
- ◇ Betty Kathambi
- ◇ Diana Sereti Tianta
- ◇ Samuel Mwangi Macharia
- ◇ Simon Komu Kamau
- ◇ Maximillah Makobe Wafula
- ◇ Kister Beverly Omamo
- ◇ Kelvin Omondi Otuga
- ◇ Margaret Achieng Omondi
- ◇ Kelvin Kipkemboi Bett
- ◇ Esther Leipah
- ◇ Claris Nambwaya
- ◇ Caren Jepkoech
- ◇ Kizito Nasumba
- ◇ Phoebe Kamar





HAPPINESS IS



...working with
great people.