



BRING YOUR KID TO WORK DAY

Claryce Kopere

As part of Culture Change and creation of family camaraderie, Kenya Pipeline Company's Human Resource Department – Welfare Section, premiered an open day for children of members of staff in Nairobi. The staff brought along their children to work, and several youngsters were mentored by seasoned internal experts on different disciplines.

The day christened 'Bring Your Kid to Work Day' was well received at KPC and is among the various activities the company has lined up to change her culture. Other activities that have been held include celebrating female employees and rewarding staff who have gone beyond duty call.

In a talk titled 'Effective habits of a teenager' General Manager, Human Resource and Administration, Ms. Nyambura Kimani observed that KPC Management had noted that in today's world, parents were struggling with myriad of

issues such as, what the future holds for their children, how children can be helped to identify their career paths and have a sense of purpose.

She said as a result the burdensome role of charting out the career path for the young ones had been bridled with acrimony. "A consultative approach in which negotiations are employed is the way out. Both the guide and the guided must unanimously agree on the right path," she advised.

An expert on human resource management, Ms. Nyambura was candid with the children on the need to learn first-hand skills that are required in today's workplace. She challenged them to critic the likes and dislikes of their 'workday', explore career options in a practical way and gain a better understanding of the career choices available to them.



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Spending a day in KPC will enable you understand what your parents go through to put food on the table and this should motivate you to work hard in school

GM HR & A Ms. Nyambura Kimani

MEET THE NEW TEAM



Dr Jonah Aiyabei, Director MIOG sensitizing children on courses available at the school

“Spending a day in KPC will enable you understand what your parents go through to put food on the table and this should motivate you to work hard in school,” she added.

On matters adolescence, Ms. Nyambura said the youth should be counselled to effectively deal with the normal developmental tasks of adolescence and face life situations boldly. She challenged the children to utilize their time properly and be careful on where and with whom they hang out with in a bid to guard their sexuality.

“Parents should prepare their children for the future by discussing work experiences with them, beginning a career discussion based on actual experiences and enriching the children’s experiences with discussions before, during and after the workplace visit/bonding. This day will help narrow down children’s purpose and motivations,” she added.

The class 8 to form four 4 students were also taken through presentations on KPC’s mandate to enable them understand the importance of an oil pipeline in the country and globally. Each of the speakers who addressed the participants highlighted major sectors that are important in the pipeline business.

Among the key areas of presentation was Supply Logistics in which the children were enlightened on the processes of receiving petroleum product and scheduling distribution of the same to Oil Marketing Companies.

Eng. Lucy Kariuki urged the youngsters to seriously consider science subjects if they desired to be engaged by KPC. She said the company was predominantly an engineering-based organization and therefore many opportunities are within the science sphere.

“I encourage you but mostly ladies not to shy away from sciences. Avoid the stereotypes that science is a male domain and put all effort so that you can either join us or replace us here,” she added.

The key message for the day was the importance of education, skills development and training while giving the children a glimpse into the working world and the variety of career opportunities available to them.

The showstopper for the 82 students who attended the function was a bird’s eye-view of the Tank Farm from the 7th Floor of Kenpipe Plaza.



Name: Prof Gabriel Chege (R)

Designation: Deputy Director (T & A)

Department: MIOG



Name: Ms. Yolanda A. Muyonga (R)

Designation: Chief Engineer

Department: PRP&R



Name: Stephen Nyamamba Ogari (L)

Designation: Chief Accountant

Department: Revenue

KPC conducts Public Investment Management Guidelines & SAP Project Module Capacity Building exercise

Mukami Kamau

Kenya Pipeline Company staff members were taken through sensitization trainings on the Public Investment Management guidelines and capacity building sessions on the SAP project systems module. The in-house training was conducted by officers from the Project Research, Planning and Design (PRPD) department.

The sessions were aimed at creating awareness about the National Treasury Circular No. 16/2019 whose objective is to guide state departments and agencies on the various project phases as well as to provide a standard approach on project cycle management and ensure all relevant stakeholders are involved during the project life cycle.

The sensitization exercise was carried out during the last quarter of Financial Year, 2020/21 and a total of 70 members of staff drawn from Infrastructure development directorate, ICT, Legal, Supply Chain, Finance, Monitoring and Evaluation, Audit and Enterprise Risk departments were trained.

The head of PRPD, Mr. Paul Njuguna told Kenpipe News that the company is in the process of changing its approach to Project Lifecycle Management to comply with the Public Investment Management Guidelines (PIM) guidelines. "Following the approval of the project framework and policy documents by the KPC Board in April this year, we are now aligned to the guidelines. KPC now has a tailor-made guide in the management of all projects which is aligned to the PIM guidelines issued by The National Treasury. Going forward, the project framework and policy documents shall be used as the reference by all departments involved in the development and execution of projects", Mr. Njuguna said.

"These guidelines will help KPC adopt best practices that will improve planning, implementation and close out of the various projects KPC undertakes. KPC will be able to streamline its project management while ensuring that there is proper

documentation of each stage of the project at the same time easing the availability of information when required," he added.

The PRPD department is involved in project pre-investment activities and its main mandate is to:

1. Coordinate project concept notes development, review, and approval process
2. Undertake pre-feasibility study with correct project scope
3. Undertake feasibility study with correct project scope and budget
4. Standardization of project life cycle from conception to closure
5. Coordinate project design and costing
6. Prepare project progress dashboards and maintain a database of all projects

Mr. Njuguna said according to the Circular a project should follow the following stages namely:

1. Project identification and conceptual planning
2. Project pre-feasibility and pre appraisal
3. Project feasibility and appraisal
4. Project selection for budgeting
5. Project implementation, monitoring, evaluation and reporting
6. Project closure, sustainability, and ex-post evaluation

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Of the six stages, he said the first 3 commonly known as pre-investment activities, are the sole responsibility of the PRPD department, while project selection is handled by the finance department and the last 2 phases, are handled by the project implementation department.

To further ensure value addition for projects, KPC sourced for a project management tool to enable the company handle projects with ease. Project Implementation has further been made easier by the SAP project module, which supports the entire project lifecycle from planning to closure.

The key functionalities of the SAP module are project structuring, time scheduling, cost and revenue planning, budgeting, procurement of project activities, invoicing, project progress analysis, period end closing and reporting.

"All documents required for the project are uploaded on the SAP system, this helps all parties involved in the project to identify the risks, documentation, and



Eng. Lucy Kariuki sensitizing on Public Investment Management (PIM) Guidelines

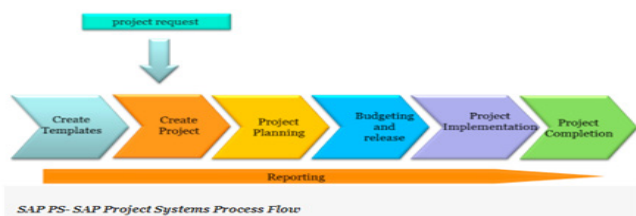
management throughout the project life cycle,” Mr. Njuguna added.

The PIM guidelines and The SAP project system modules capacity building sessions are some of the creative actions the PRPD is undertaking to ensure that KPC adopts best practices that improve the planning, implementing and closeout of all projects it undertakes.

The Projects, Research, Planning and Design department aims to diligently continue to provide insight about the benefits of both the PIM guidelines and the SAP project module. By doing this they will have played a crucial role in ensuring that KPC as an organization achieves its vision of being Africa’s Premier Oil and Gas Company.



Susan Oduor (L) making a presentation on SAP Project System



Did You Know?

KPC runs a special empowerment education scholarship programme christened **Imuka** ostensibly to enable children living with disabilities access quality secondary school education? The Policy that guides the rolling out of the program saw the recruitment of the first cohort of students to join form one in January 2016 through a collaborative effort between KPC and the National Council with Persons Living with Disabilities (NCPWD). The criteria demands that two children, a boy and a girl be selected from each of the forty-seven (47No.) counties. Consequently, 94 students join form one in various special schools with a few joining other public schools based on the nature of their disabilities every year. Annually, the Company sets aside over Kshs 14 million for this program. So far, since inception in 2016, 376 students living with disabilities from modest backgrounds have benefitted.

After four years, our pioneering students sat for their KCSE in 2021 (delayed because of Covid 19) and posted excellent results by all standards. It is gratifying to note that this class has performed exemplary well with one of our beneficiary, Kipkemboi Mirriam Chepletting of Moi Girls School - Eldoret emerging the top girl in the country having scored a clean A of 82 points. Miriam was born in June 2002 in Uasin Gishu County lived a normal live as a child until 2014 when she was diagnosed with bone cancer which resulted in amputation of her right leg. Against all odds, Miriam focused on her studies and a year later, she scored 403 marks in her KCPE and was subsequently admitted Moi Girls School – Eldoret. Four years down the line, she busted to the national limelight after scoring a mean grade of A (Plain) of 82 points which was no mean achievement by any standards. Miriam’s dream is to pursue a bachelor’s degree in Medicine and Surgery.



Miriam Chepletting Kipkemboi: - Uasin Gishu County

A (Plain) of 82 points (2021)