

Workplace Tidbits

Stress at work



Working hard should not be confused with overworking at the expense of relationships and physical health.

Everyone who has held a job will at some point feel the pressure of work stress. Common signs of stress include headache, stomach-ache, sleep disturbances, short temper, difficulty concentrating, anxiety, insomnia, high blood pressure and a weakened immune system.

Common sources of work stress

Some common workplace stressors are:

- Excessive workloads
- Few opportunities for growth or advancement
- Work that isn't engaging or challenging
- Lack of social support
- Not having enough control over job-related decisions
- Conflicting demands or unclear performance expectations

Steps to manage stress

- Track your stressors
- Develop healthy responses. Make healthy choices when you feel the tension rise.
- Establish boundaries. Establish some work-life boundaries for yourself.
- Take time to recharge. This process requires "switching off" from work by having periods of time when you are neither engaging in work-related activities nor thinking about work.
- Talk to your supervisor. The purpose of this isn't to lay out a list of complaints, but rather to come up with an effective plan for managing the stressors you've identified.

<https://www.apa.org/topics/healthy-workplaces/work-stress>

NAC trains REREC AIDS Control Committee



REREC staff pose for a group photo after the training.

REREC staff drawn from the AIDS Control Committee in conjunction with the National Aids Council (NAC) held a training session in Naivasha from 7th to 11th March 2022 on aspects regarding control of HIV and AIDS in the workplace.

Members were trained on HIV education which can help REREC staff to not only develop and maintain safer behaviours, but also reduce stigma and discrimination towards colleagues affected by and or living with HIV. Salome Ochola a facilitator from NAC encouraged the committee members to go out and educate REREC staff on how to prevent the spread of HIV/AIDS amongst members of staff and their families.

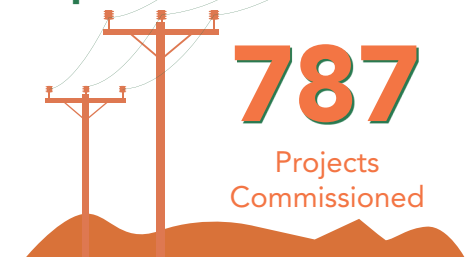
Kenya has the joint third-largest HIV epidemic in the world (alongside Tanzania) with 1.6 million people living with HIV by 2018. In the same year, 25,000 people died from AIDS-related illnesses. While this is still high the death rate has declined steadily from 64,000 in 2010.

Kenya's HIV epidemic is driven by sexual transmission and is generalized, meaning it affects all sections of the population including children, young people, adults, women, and men. As at 2015, 660,000 children were recorded as being orphaned

by AIDS. However, a disproportionate number of new infections happens among people from these key populations. In 2014, it was estimated that 30% of new annual HIV infections in Kenya are among these groups.

Geographic location is also a factor, with 65% of all new infections occurring in nine out of the country's 47 counties – mainly on the west coast of Kenya. In particular, new HIV infections in major cities Nairobi and Mombasa increased by more than 50% (from a collective total of 4,707 in 2013 to 7,145 in 2015). As a result, HIV prevalence ranges from a low of 0.1% in Wajir to a high of 25.4% in Homa Bay.

Projects' Progress Report



7 projects were commissioned in the week ending 18/03/2022, in various parts of the country.

The total number of commissioned projects in the current financial year stands at 787 with 987 projects in progress. 200 projects are awaiting either joint inspection, shut down, or commissioning.



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