



# Hatua Yetu

*Newsletter Q.3*

## HEALTH IMPACT



**694,574**

Couple Years of Protection  
(CYPs)



**988,336**

Disability Adjusted Life Years  
(DALYs)



**3,616,055**

Beneficiaries reached with  
Family Planning Services

# Delivering Health, Protecting Lives

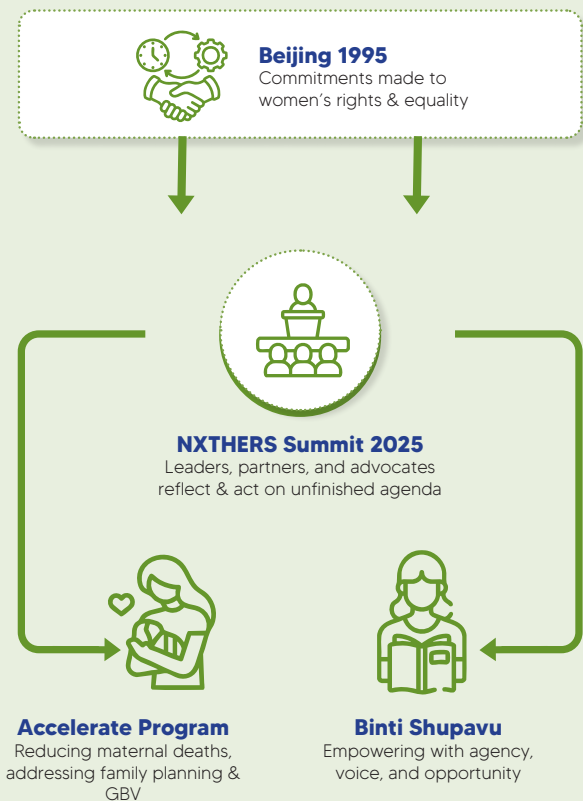
For over three decades, PS Kenya has built a trusted logistics and supply chain system that ensures life-saving health products reach communities safely, on time, and in full. By sourcing only from certified manufacturers, maintaining world-class storage facilities, and applying strict quality standards at every stage, PS Kenya guarantees product integrity from warehouse to consumer. This commitment goes beyond transportation—it is about trust, peace of mind, and safeguarding the health of millions of Kenyans who rely on timely access to quality products.





# Breaking Barriers – 30 Years On

Thirty years after the Beijing Declaration, PS Kenya joined global and local leaders at the #NXTHERSummit 2025 to reflect on progress and renew commitments to women’s health and empowerment. With programs like Accelerate and Binti Shupavu, PS Kenya continues to push for accessible, equitable, and dignified reproductive health services, recognizing that women’s well-being is the foundation of empowerment and development. The summit reinforced that dismantling barriers for women and girls requires urgency, political will, and partnerships—because when women and girls thrive, so does Kenya.



# World Contraception Day 2025: Driving Progress Towards FP2030 Goals

As the world marked World Contraception Day 2025 under the theme “A Choice for All,” Kenya celebrated remarkable progress in family planning, with over 6.4 million women using modern contraceptives and millions of unintended pregnancies averted.

Guided by its FP2030 commitments, Kenya aims to increase contraceptive access, reduce adolescent pregnancies, and transform social norms around family planning. PS Kenya plays a key role in these efforts through initiatives like Accelerate, A360, DISC, and Tiko, ensuring that every pregnancy is by choice, not chance, while promoting dignity, opportunity, and empowerment for women and girls.

## Kenya's Progress & Targets

Global & Local Theme: A Choice for All / Chaguo La wote

**6.4M**

women using modern contraceptives

**2.4M**

unintended pregnancies averted

**602,000**

unsafe abortions prevented

## FP2030 National Commitments (Targets)



Raise mCPR from 57% to 64% by 2020



Reduce unmet need to 10% by 2030



Reduce adolescent pregnancy from 15% to 10% by 2025



Ensure last-mile availability & 100% domestic financing

## PS Kenya's Contribution

### Accelerate



Tackle gender norms + unmet need

### A360



Empower young adolescents

### DISC



Expand FP access via pharmacies

### Tiko



Connect youth via digital tools & FP services



## The Male Pill Through Generational Eyes

As science inches closer to developing a male contraceptive pill, different generations view this shift through unique lenses.

For Baby Boomers, contraception was often private and male options limited, making the idea of a daily pill radical. Millennials, more exposed to open discussions on sexual health, welcome the idea but question men's consistency in use. Gen Z, shaped by digital dialogue and fairness in relationships, is more likely to normalize it as part of shared responsibility. PS Kenya's work through programs like DESIP and Accelerate is already challenging male hesitancy, creating space for open dialogue and joint decision-making in family planning.

### Boomers (1946–1964)



Contraception whispered about. Condoms dominant early female pill carried stigma and side effects. Male pill seen as radical, unfamiliar.

### Millennials (1981–1996)



Grew up with open conversations about HIV & rights. More contraceptive choices. See male pill as overdue but worry about men's consistency.

### Gen Z (1997–2012)



Normalized fairness & shared responsibility. Acceptance influenced by memes, humor, and online dialogue.



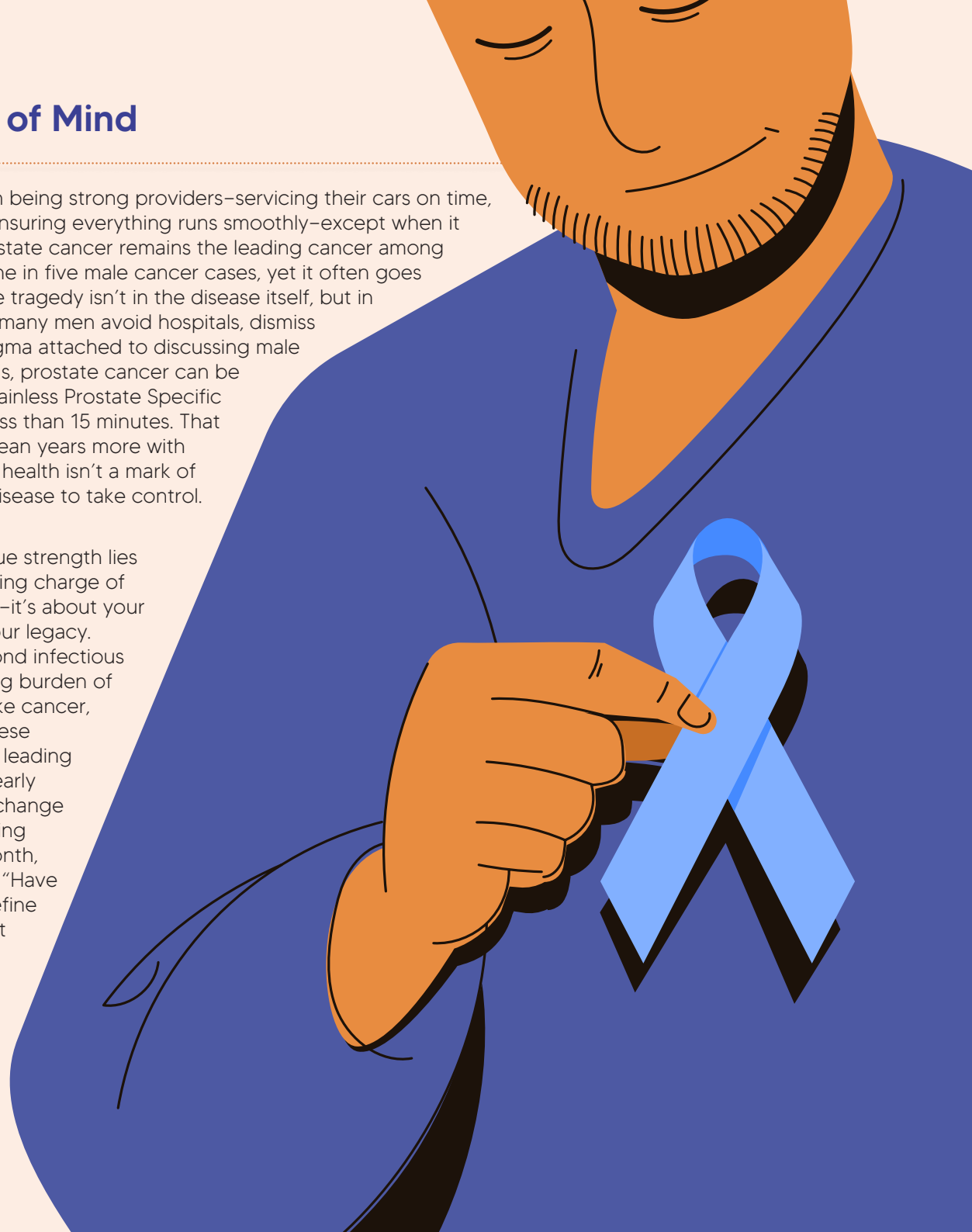
Programs like DESIP & Accelerate address male hesitancy, encourage partner support, and open dialogue on contraception

The male pill is not just science—it's cultural breakthrough toward shared responsibility.

## Have a PROstate of Mind

Many Kenyan men take pride in being strong providers—servicing their cars on time, maintaining their homes, and ensuring everything runs smoothly—except when it comes to their own health. Prostate cancer remains the leading cancer among Kenyan men, responsible for one in five male cancer cases, yet it often goes unnoticed until it's too late. The tragedy isn't in the disease itself, but in the silence surrounding it. Too many men avoid hospitals, dismiss early symptoms, or fear the stigma attached to discussing male reproductive health. The truth is, prostate cancer can be detected early with a simple, painless Prostate Specific Antigen (PSA) test that takes less than 15 minutes. That short visit to the clinic could mean years more with your loved ones. Ignoring your health isn't a mark of strength—it's allowing a silent disease to take control.

At PS Kenya, we believe that true strength lies in action and responsibility. Taking charge of your health isn't just about you—it's about your family, your community, and your legacy. That's why our work goes beyond infectious diseases to address the growing burden of non-communicable diseases like cancer, hypertension, and diabetes. These conditions are now among the leading causes of death in Kenya, but early screening and awareness can change that story. This September, during Prostate Cancer Awareness Month, we invite every Kenyan man to "Have a PROstate of Mind." Let's redefine what it means to be strong—not through silence, but through action. Silence won't save lives, but a single decision to get screened just might.



## How Teenage Pregnancy Meetings Helped Cynthia Amayo Embrace Her Health Journey

In the quiet village of Asing'e, Teso South Sub-County, 19-year-old Cynthia Amayo faced a situation that seemed impossible. Living with HIV and expecting her first child, she was overwhelmed by fear, stigma, and loneliness. After discovering her pregnancy, she stopped taking her antiretroviral medication, withdrawing from care due to shame and lack of support. She avoided antenatal clinics and ignored calls from health workers, terrified of being judged by her family and community. The stigma at home made things worse—Cynthia hid her medication to avoid questions, which made adherence difficult and deepened her isolation. At one point, she traveled to a faraway facility just to access treatment without fear of being recognized.

Her life began to change when PS Kenya, together with the Sub-County Reproductive Health Coordinator and mentor mothers from the comprehensive care clinic (CCC), introduced teenage pregnancy meetings. Initially hesitant, Cynthia eventually joined and found a community that offered not only information but also acceptance and emotional healing. Surrounded by other young mothers living with HIV, she was encouraged to stay on treatment, attend antenatal visits, and believe in a brighter future. Through consistent mentorship and support, Cynthia regained her confidence, resumed medication, and took control of her health.

Today, Cynthia is thriving and in her third trimester—healthy, optimistic, and determined to give birth to an HIV-free baby. She dreams of becoming a mentor mother herself, helping other young women overcome stigma and embrace hope. Cynthia's journey shows the transformative power of compassion, peer support, and community-driven health interventions. Through PS Kenya's teenage pregnancy meetings, many young mothers like her are being empowered to rebuild their lives, protect their babies, and inspire change within their communities.



# A Legacy of Leadership and Purpose

Seventeen years ago, I was searching for a place that could offer me more than just a job; I wanted fulfillment, purpose, and a chance to make a difference. That search led me to PSI Kenya, where I joined as the Human Resources Director. What drew me in was the organization's mission of delivering sustainable health solutions to the community, and the vibrant, passionate team that I knew I wanted to be part of. PS Kenya gave me more than a role; it gave me purpose.

My career journey at PS Kenya has been dynamic and rewarding. I started as HR Director, later transitioning to HR & Operations Director, and most recently serving as People and Culture Director. Each role came with new responsibilities, challenges, and opportunities to serve not just the organization, but also the people who make PS Kenya what it is. What made this journey fulfilling was not just the positions I held, but the chance to work alongside committed colleagues who made the vision of PS Kenya a reality.

Looking back, I am proud of the milestones we achieved together. We automated HR systems to improve efficiency, conducted a comprehensive job evaluation with Deloitte in 2012 that brought fairness and structure to our remuneration, and digitized the performance management process to

replace outdated appraisal systems. One of the landmark achievements was developing PS Kenya's first HR Manual, which we benchmarked with Justice Maureen Onyango, then with FKE, and refined with the Federation of Kenya Employers' input. Together with the Finance Director, we also introduced cost-cutting initiatives that enabled the organization to save significantly and operate more sustainably. These initiatives strengthened PS Kenya and gave employees the fairness, clarity, and confidence they deserved.

Beyond the systems and processes, I wanted to build a culture where people felt seen and appreciated. That is why we introduced initiatives such as the Wall of Fame, the Employee of the Quarter Award, and a compelling employee value proposition. I still remember traveling to South Africa for Birches Reward Management Training in 2016 and being struck by how the Maslow Hotel in Sandton, Johannesburg, conference facilities were fully branded, right down to the individual rooms. Inspired by that experience, I brought the idea back to Kenya, and today, nearly a decade later, our organizational branding continues to be part of our identity.

Of course, the journey was not without challenges. Moving from an international structure to a local organization came with painful moments, including retrenchments in 2016, 2018, 2019, and 2020. Letting go of talented colleagues was never easy, and it was even harder to face the resultant legal battles. But those experiences taught me valuable lessons about due process, empathy in leadership, and the courage to make difficult decisions for the greater good of the organization. They also reinforced my commitment to fairness in recruitment, ensuring balance and inclusivity by sourcing talent from across Kenya rather than relying



solely on referrals. You know leadership is not just about tough decisions; it is about making them with humanity.

What gives me the most joy, however, is the impact on people and culture. Watching colleagues grow into leadership positions, seeing teams collaborate seamlessly, and even welcoming back “boomerang staff” who return after gaining outside experience has been incredibly fulfilling. These moments speak volumes about the strength of PS Kenya’s work culture: a culture built on openness, diversity, and inclusion.

My time at PS Kenya has also been enriched by global connections. I fondly recall traveling with the PSI Network to South Africa for the Global HR Network meeting, where I met professionals from across the world. Those interactions blossomed into friendships that I still treasure to this day. Visiting Soweto, Nelson Mandela and Nelly Mandela’s first home, and the Hector Pieterse Memorial and Museum, a powerful site in Soweto, Johannesburg, dedicated to remembering the events and the victims of the 1976 Soweto Uprising under apartheid, remains one of my most memorable experiences – a moment of reflection that reminded me of the power of resilience and vision. Comparing global operations also gave me perspective: we realized that as PS Kenya, we were not doing badly at all, and that motivated us to keep pushing forward. Friendships built through global connections are treasures that outlast titles.

Personally, this journey has shaped me both as a leader and as an individual. It has taught me resilience, humility, and the importance of creating spaces where people thrive. I remain grateful for the colleagues, partners, and stakeholders who walked this journey with me, and for PS Kenya’s culture of valuing employee input, something that sets it apart from many other organizations I’ve

worked with. I would also like to sincerely thank my entire team for the incredible work and support they have consistently provided. Special recognition goes to Lilian Muhoro and the HR Team, Elizabeth Mutisya and the Admin Team, Abere Osebe and the Fleet Team, as well as all the other teams whose contributions have laid a strong foundation for our continued success. Your efforts have made a real difference, and I deeply value the commitment and dedication each of you has shown. As PS Kenya looks ahead, my advice is simple: stay innovative, remain competitive, and be mindful of the evolving needs of new generations – particularly Gen Z. Embrace technology, especially artificial intelligence, to ensure relevance in a fast-changing world. I am confident that under the leadership of our CEO, Dr. Margaret Njenga, PS Kenya will continue to break new ground and remain a leader in sustainable health solutions.

For me, this is not so much a retirement as it is a reinvention. I often ask myself: What am I retiring from? But more importantly: What am I retiring into? The future is open, and I look forward to mentoring young people, sitting on boards, and offering my expertise to organizations that need professional guidance. I will also continue championing savings through initiatives like KINGA SACCO, because I firmly believe that it’s not what you earn that matters- it is what you do with the little that you earn.

PS Kenya gave me purpose, a place to serve every day, and a chance to lead. If I were to choose again, I would still choose PS Kenya. For that, I remain deeply grateful.

**Allan Ngunze**

People & Culture Director  
HR and Operations



Engage with Us:

 [info@pskenya.org](mailto:info@pskenya.org)

 [www.pskenya.org](http://www.pskenya.org)

      PSKenya