



Salaries & Remuneration Commission

IN THIS ISSUE...

DELOITTE JOB MATCHING SESSIONS

The job matching sessions signify the end of the job analysis phase of the job evaluation exercise.

CIVIL SERVICE SECTOR JOB EVALUATION

The pilot project for the Ministry of Labour, Social Security and Services is complete.

COUNTY GOVERNMENT EVALUATION UPDATE

The exercise has focused on seven Counties per phase apart from the final phase which comprise of five counties.

JOB EVALUATION BULLETIN

SRC
Job Evaluation Exercise

BUILD TRUST STEP 01
Communicate
Share
Learn

LEAD STEP 02
Work
Act
Complete

REPORT STEP 03
Describe
Explain
Provide

LISTEN STEP 04
Feedback
Understand
Grow


Salaries & Remuneration Commission
Rewarding productivity

<http://www.src.go.ke/>
@srckenya #src4me



DELOITTE JOB MATCHING UPDATE

JAMES MUHIA, MANAGER, HUMAN CAPITAL DELOITTE EAST AFRICA CONDUCTED A TWO-DAY JOB MATCHING SESSION AT THE KENYA INSTITUTE OF CURRICULUM DEVELOPMENT WITH JOB ANALYSTS AND CHANGE CHAMPIONS FROM STATE CORPORATIONS.

James Muhia, Manager Deloitte, Caroline Kayando, Senior Manager Deloitte East Africa, and SRC officials during a job matching session at the Kenya School of Monetary Studies with job analysts and change champions from State Corporations.



The job matching sessions signify the end of the job analysis phase of the job evaluation exercise.

The participants take part in identifying job families and confirming unique/distinct jobs from their institutions for evaluation.

JOB EVALUATION BULLETIN

EDITOR

Ali Chege

E-MAIL

achege@src.go.ke

TEL

20 2710065/81

WEBSITE

www.src.go.ke

CIVIL SERVICE SECTOR JOB EVALUATION UPDATE

THE PILOT PROJECT FOR THE MINISTRY OF LABOUR, SOCIAL SECURITY AND SERVICES IS COMPLETE.

The exercise has proceeded smoothly and Phase 1 and 2 has seen the job analysis completed while job descriptions are on the verge of being completed. The Phase 1 had the following: Ministry of Health, Ministry of Agriculture, Livestock and Fisheries, Ministry of Environment, Water and Natural Resources, Ministry of Sports, Culture and Arts, and Ministry of Interior and Coordination of National Government.

Phase 2 included Office of the Attorney General, Ministry of Education, Science and Technology, Ministry of Lands, Housing and Urban Development, Ministry of Mining, Ministry of Water and Irrigation, and Ministry of Industrialization and Enterprise Development.

The Phase 3 and 4 kicked off on 2 November and will see job analysis being conducted within the next two weeks.

Phase 3

1. Ministry of Defence
2. The Presidency
3. Ministry of Transport and Infrastructure
4. Ministry of Devolution and Planning
5. Ministry of Devolution and Planning

Phase 4

1. Ministry of Foreign Affairs
2. Ministry of Information, technology and Communication
3. Ministry of East African Affairs, Commerce and Tourism
4. Ministry of Energy and Petroleum



COUNTY GOVERNMENT JOB EVALUATION UPDATE

THE EXERCISE STARTED IN MID-JUNE AND HAS FOCUSED ON SEVEN COUNTIES PER PHASE APART FROM THE FINAL PHASE WHICH COMPRISE OF FIVE COUNTIES.

All the 47 counties have been covered with more than 1200 Job Analysts being trained across counties. The job analysts have collected data and analysed the existing jobs in their respective counties that will lead to the development of the job description manual for all the public service offices in the county governments.

Phase 1: 15th June – 4th July 2015 covered Mombasa, Isiolo, Murang'a, Kajiado, Uasin Gishu, Bungoma and Siaya counties

Phase 2: 20th July – 31st July 2015 covered Nairobi, Narok, Nandi, Kisumu, Machakos, Kilifi and Nyeri counties

Phase 3: 10th – 21st August 2015 covered Lamu, Kiambu, Kirinyaga, Makueni, Elgeyo Marakwet, Bomet and Migori counties

Phase 4: August 24th – September 4th 2015 covered Tana River, Embu, Laikipia, Kakamega, West Pokot, Kericho and Homa Bay counties

Phase 5: September 14th – 23rd covered Kwale, Kitui, Meru, Busia, Baringo, Kisii and Nakuru counties

Phase 6: September 28th – October 7th 2015 covered Taita-Taveta, Mandera Tharaka Nithi, Marsabit, Trans Nzoia, Nyandarua and Nyamira counties

Final Phase 7: October 12th – 21st October Garissa, Wajir, Turkana, Samburu and Vihiga counties

Overall the exercise has received good support from the County Governments.



STATE CORPORATION STAKEHOLDERS FORUM

30 OCTOBER 2015



Commissioner Sellestine Kiuluku at the stakeholders meeting



Participant at state corporation stakeholder meeting



State corporation stakeholder meeting