



JOB EVALUATION BULLETIN



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President Launches Policy, Job Evaluation



H.E President Uhuru Kenyatta on June 5, 2015 launched the Remuneration and Benefits Policy and job evaluation exercise for the public sector.

The overall purpose of the Remunerations and Benefits Policy is to guide the Government on how to achieve an effective remuneration and benefits system

in the public sector. The Policy will also seek to ensure the employees are fairly, equitably and transparently compensated for their labour, attract and retain skilled personnel; and ensure that the wage bill is fiscally sustainable.

The President stated that the successful implementation of

the policy and results of the job evaluation exercise will determine effective management of remuneration in this country. He urged all stakeholders and government agencies to cooperate with the SRC to undertake the job evaluation exercise.

Scope of the Public Service Job Evaluation exercise

The Job Evaluation exercise will cover the entire public service (excluding State Offices) both in national and county governments. The sectors include Civil Service, Commercial State Corporations, Service and Regulatory State Corporations, Research Institutions, Public Universities and Tertiary Education Institutions, Constitutional Commissions, Independent Offices and Teaching Service, Disciplined Services and County governments.

Exercise gathers pace - Update from the Sectors



Senior officers from Government Ministries in a practical session during training on job evaluation

The Salaries and Remuneration Commission kicked off the job evaluation exercise on Tuesday 16th June in seven counties- Mombasa, Isiolo, Muranga, Uasin Gichu, Bungoma and Siaya. The exercise in the counties is being carried out by PwC and thus far meetings with governors and key stakeholders in the various counties have been held. PwC has also been assigned the job evaluation for Constitutional Commissions and independent offices. The firm carried out phase one two-day training for job analysts on 14th and 15th June for Judicial Service Commission, IEBC, Teachers Service Commission, SRC, Controller of Budget, and Office of the Auditor General and Registrar of Political Parties.

State Corporations Sector

On-site Job analysis for Service and Regulatory Sector and Commercial and Strategic State Corporation Sector is currently underway. The exercise for this sector is being handled by Deloitte and Touché Consulting who are currently working together with SRC Team. The exercise is proceeding smoothly and have seen SRC and Deloitte teams visit each state corporation for kick off meetings with top management to explain the rationale and outcome of the Job Evaluation exercise, and provide support to the trained job analysts. This phase of the project will be concluded by 3rd July 2015.

County Governments Sector

The County Government sector is proceeding well with SRC and Deloitte opting for a phased approach. Phase one is made up of 7 counties: - Isiolo, Mombasa, Bungoma, Siaya, Uasin Gishu, Muranga and Kajiado. Currently the seven counties are going through job analysis which is expected to be completed by 3rd July, 2015

Teaching Service, Constitutional Commissions and Independent Offices Sector

The Teaching Service, Constitutional Commissions and Independent offices sector is being conducted by PwC Consulting. The Job Evaluation will be conducted in a phased approach. Phase one is made up of 8 institutions and the Job analysis for this institutions has begun with sensitization and training of the job analysts. Phase One comprises of the following institutions: Office of the Auditor General, Registrar of Political Parties, Office of the Controller of Budget, The Judiciary, Teachers Service Commission, Independent Electoral Boundaries

Commission & Salaries and Remuneration Commission. Thereafter the remaining institutions will follow.

Civil Service Sector

The Civil Service Sector is being conducted by EY Consultants and currently it is undertaking on-site job analysis in the pilot ministry; the Ministry of Labour was selected as the pilot ministry since it is representative and has employees in most parts of the country. The findings of the analysis in the pilot ministry will inform and strengthen the approach of job evaluation in the rest of the Civil Service sector. This phase will be concluded by 3rd July, 2015.

Demystifying Job Evaluation for Public Service

What is Job Evaluation? It is a systematic way of determining the value/worth of a job in relation to other jobs in an organization. It tries to make a systematic comparison between jobs to assess their relative worth for the purpose of establishing a rational pay structure. The purpose of job evaluation for the public service is to determine the job worth of each public sector jobs and come up with institutional grading structures. The public service job evaluation will identify, analyse and measure each job within the public sector against established criteria and weigh the relative value of jobs in a uniform and consistent manner.