



Salaries & Remuneration
Commission
Rewarding productivity

REMARKS BY THE CHAIRPERSON, SALARIES AND REMUNERATION COMMISSION, DURING THE BREAKFAST MEETING WITH CEOs, HR DIRECTORS OF CONSTITUTION & TEACHING SERVICE ON THE JOB EVALUATION EXERCISE AT INTERCONTINENTAL HOTEL NAIROBI, 8TH JUNE 2015

**Distinguished guests,
Distinguished Ladies and gentlemen.**

Please allow me, on behalf of Salaries and Remuneration Commission, to thank you most sincerely for accepting our invitation to share information on the ongoing Public Service Job Evaluation Exercise.

As you are aware, the Salaries and Remuneration Commission is established under Chapter Twelve, Article 230 of the Constitution of Kenya 2010 to; set and regularly review the remuneration and benefits of all State Officers; and to advise the national and county governments on the remuneration and benefits of all other public officers.

The execution of this mandate requires giving due consideration to the principles of fiscal sustainability; attraction and retention of necessary skills in the public sector; recognition of productivity; transparency and fairness.

Ladies and gentlemen;

In the year 2012, SRC undertook a comprehensive job evaluation for State Officers with a view to determining the job worth of the positions

for subsequent remuneration setting. The job evaluation undertaken by the Commission was the first of its kind in Kenya and the aim was to ensure that the remuneration determined thereafter, is guided by objectivity, is defensible and therefore acceptable. This exercise reduced the compression ratio between the highest and the lowest paid State Officer from 1:58 to 1:10.

Currently, the total number of employees in the public service is estimated at six hundred and eighty thousand (680,000) with over one thousand (1,000) job families. The exercise will evaluate the job and not the person.

We are aware that conducting Job evaluation for the entire public service is a major undertaking that requires all stakeholders to work together to achieve the desired outcomes. It is for this reason that we are reaching out to you to work together and be the champions of the Job evaluation exercise bearing in mind that SRC is undertaking the exercise on behalf of all of us.

The intent of the job evaluation exercise for public service, just like in the case of the State officers, is to reduce the compression ratio between the highest and the lowest paid public officers.

Further, it will determine the comparable and relative worth of the jobs, provide an objective criteria for management of remuneration, create harmony in the relationship between employee and employer, afford the unions and employers an informed platform for negotiation hence creating good labour relations, enhance stability in work environment, among other benefits. In addition, the results shall provide a basis for addressing the existing pay disparities and inequities, and to further advice on remuneration and benefits in the Public Service.

The outcome of the exercise shall help us entrench the principle of equal pay for work of equal value. I am sure you will all agree with me that any job that is compensated can be measured.

Ladies and gentlemen,

In order to manage the exercise better, all public institutions have been clustered into 7 sectors, namely;

- i. The Civil Service (18)
- ii. Commercial & Strategic state corporations (87)
- iii. Service & Regulatory state corporations (55)
- iv. Research, Public & Tertiary educational institutions (45)
- v. Constitutional commissions, Independent offices & teaching services, (17)
- vi. Disciplined services, (7) and;
- vii. County Governments. (47)

I would like to confirm that work in five clusters have begun and are at different stages of implementation. These are-

- Commercial and Strategic state corporations
- Service and Regulatory state corporations
- The Civil service
- Constitutional Commissions, Independent offices and Teaching service
- County Governments

The Commission together with the implementing consultants; PwC, Deloitte and Touché, Ernest and Young and PKF who are already on board will manage the exercise to achieve the following:

- The development of a strategy, framework and handbook to undertake the Job Evaluation exercise;
- Training of staff representing state corporations;
- Development of Job Descriptions for Public Service;

- Salary survey to propose pay structures;
- Preparation of sector reports; and
- Provide a Job Evaluation report to harmonise public service remuneration.

We expect to conclude the entire exercise within the 2nd quarter of 2016.

Ladies and Gentlemen:

This is going to be a tough job that will require time, effort, commitment, sacrifice, patience, understanding and support from each and everyone of us. I am confident that, with teamwork, dedication and cooperation, we shall achieve the objectives of the exercise.

As I conclude, I would like to reiterate that the fruits of this exercise will be a better public service, improved performance and productivity and growth in the economy. Ultimately, the job evaluation will facilitate development and implementation of equitable and harmonized remuneration and benefits structure within the public service.

Finally, we shall be counting on your support for the officers who are participating in the exercise to ensure success of the whole project.

I would like to thank you once again for finding time to be with us today and wish you all the best in your undertakings.

God Bless you.

Mrs. Sarah Serem, EBS

Chairperson, Salaries and Remuneration Commission