



Salaries & Remuneration
Commission
Rewarding productivity

REMARKS BY THE CHAIRPERSON, SALARIES AND REMUNERATION COMMISSION, DURING THE BREAKFAST MEETING FOR CABINET SECRETARIES AT KENYATTA INTERNATIONAL CONVENTION CENTRE, 14TH JULY, 2015

Cabinet Secretaries

Ladies and Gentlemen

Please allow me, on behalf of Salaries and Remuneration Commission, to once again welcome you to this important occasion to **acquaint** ourselves with the Public Service Job Evaluation Exercise. We are deeply honoured that you have found time despite your busy schedules to be here today.

As you are all aware, the Salaries and Remuneration Commission concern in setting and reviewing of salaries and benefits of public officers with the aim of ensuring efficient delivery of basic services and to create an environment for future development and economic prosperity.

Ladies and Gentlemen:

The process of Job evaluation for the entire public service which has already commenced is a major project that requires all stakeholders to walk together to achieve the desired outcome. It is for this reason that this forum is created to update you on the Exercise with specific reference to the Civil Service whose evaluation is being undertaken by Ernst and Young Consulting firm. SRC is only spearheading the exercise on behalf of all of us and we therefore, need Cabinet Secretaries, Principal Secretaries and other stakeholders to partner with us on this important Exercise.

Why Carry out Job Evaluation?

I am sure you will all agree with me that any job that can be compensated can be measured. This is a truism that holds water for any job or occupation that draws a salary and allowances- it does not matter the levels or qualifications.

The intent of the public service job evaluation just like in the case of the State officers' one is to determine the relative worth of the jobs and positions within the public sector and entrench the principle of equal pay for work of equal value. It will also assist reduce the compression ratio between the highest and the lowest paid public officers. It is a well-known fact that the disparities especially between the civil servants and other public servants has been in existence for a very long time and has over the years continue to widen. This goes against the very principle of fairness, justice and equity and we simply cannot afford to carry on like this.

This is 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 cooperation from all of us, we will be able to achieve the objectives of the Exercise.

Ladies and Gentlemen:

We informed you in a previous forum that, owing to the size and complexity of the public service, and the need to ensure that the desired results are achieved, public institutions have been divided into seven (7) clusters as follows:

- (i) Civil Service;
- (ii) Service and Regulatory State Corporations;
- (iii) Commercial State Corporations;
- (iv) County Government;
- (v) Constitutional Commissions, Independent Offices and Teaching Service;
- (vi) Research Institutions, Public Universities and Tertiary Institutions; and
- (vii) Disciplined Services.

I am delighted to report that the Exercise commenced and is on-going in five Clusters including the Civil Service. Disciplined Services and Research Institutions, Public Universities and Tertiary Education Institutions are yet to start but that will happen soon as the process of procuring Consultants is almost complete. Pilots have been undertaken in seven (7) Counties, one Ministry, Constitutional Commissions and in Commercial and Service State Corporations. An overall Project Manager is on Board to coordinate and oversee all other Consultants. A harmonization process of results from all the clusters will be undertaken at the end of the Exercise.

In addition, Ladies and Gentlemen:

In the Civil Service, the Exercise commenced in Ministry of Labour and Social Services a pilot and the progress is very encouraging. I also wish to appreciate the support of all Principal Secretaries so far, in nominating Job Analysts in the Ministries and Government Agencies that are not State Corporations who have been taken through training and will be assisting the Consultants as they continue with the exercise in the Ministries and

other different Government Agencies. In this regard, the Commission made a special request to the Ministries and other institutions to assist in the facilitation of the officers nominated to participate as job analysts and evaluators in terms of relevant allowances during this assignment. Indeed, we shall rely heavily on the active participation of all the Ministries, departments and other non-State Corporation Agencies falling under your respective Ministries. The Commission is fully aware that to ensure successful implementation and conclusion of this exercise, the process must be absolutely participatory and all inclusive.

Ladies and Gentlemen:

Allow me at this juncture to allay any misconception or fears that the job evaluation will interfere with the Collective Bargaining Agreement negotiations. Nothing could be further from the truth. The objective of job evaluation is to scientifically determine the real worth of the jobs. This being the case, job evaluation will add value to employer-employees CBA negotiations since these will be based on factual and accurate worth of the jobs. We are envisaging a better industrial relations where CBA will continue to play a very important role in improving the terms and conditions of services for the employees, improved performance and productivity and mutually beneficial working relationship.

Ladies and Gentlemen:

Having said that, Ladies and Gentlemen, the fruits of this exercise will be a better public service, improved performance and productivity and growth in the economy. This calls for a concerted effort from each and everyone of us. As the leaders and key decision makers of this country, we shall keep knocking on your doors seeking support for this exercise and hope that the doors shall remain open for this particular task.

When the Commission announced that it will spearhead carrying out Public Service Job Evaluation Exercise, only a few were convinced that it was attainable. I am now happy that the Exercise is on-going and as a Commission, we give you an undertaking that the exercise will be executed to the best interest of the public service and the nation at large.

With those Remarks, Ladies and Gentlemen:

I would like to appreciate your presence and thank you for your support and commitment to walk this journey together.

God Bless you.

**Sarah J.C. Serem, (Mrs), EBS
CHAIRPERSON**