



Salaries & Remuneration
Commission
Rewarding productivity

REMARKS BY THE SALARIES AND REMUNERATION COMMISSION, DURING THE SESSION OF THE LAUNCH OF THE JOB EVALUATION IN THE CIVIL SERVICE

Ladies and Gentlemen

Please allow me, on behalf of Salaries and Remuneration Commission, to thank you most sincerely for attending this forum of the launch of Job Evaluation Exercise in this County. The objective of this forum is to bring you on-board and share the progress made in the Civil Service whose evaluation is being undertaken by EY Consulting.

As you are aware, the Salaries and Remuneration Commission is established 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 consideration to the principles of fiscal sustainability; attraction and retention of necessary skills; recognition of productivity; transparency and fairness, as well as equal pay for work of equal value.

Ladies and Gentlemen;

The intent of the Job Evaluation is to determine the relative worth of the jobs within the Public Service. Further, it will determine the relative worth of the jobs, provide objective criteria for management of remuneration, create harmony in the relationship between employees and employers, among other benefits. In addition, the results shall provide a basis for addressing the existing pay disparities and inequities on remuneration and benefits in the Public Service.

Ladies and Gentlemen,

Let me reiterate that SRC is only spearheading the exercise on behalf of all of us and we therefore, need to work closely together with Cabinet Secretaries, Principal Secretaries, County Commissioners, Heads of Departments, staff at the Ministries and other stakeholders to successfully achieve the desired outcome. This is a massive exercise that will require time, effort, commitment and support from all of us. I am confident that with your cooperation, we will be able to achieve the objectives of the Exercise within the defined timelines.

Ladies and Gentlemen,

Owing to the size and complexity of the public service, 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.

Job Evaluation Exercise is ongoing in five sectors but it is yet to commence in two sectors (Research Institutions, Public Universities and Tertiary Institutions; and Disciplined Services).

In the Civil Service, job analysis for headquarter roles is at the completion stage. The field roles is what we are covering currently which will then bring the job analysis in the Service to a conclusion.

Ladies and Gentlemen,

The Commission together with the implementing consultants; PwC, Deloitte and Touché, Ernst and Young and PKF - the project manager- are already on board. A harmonization process of results from all the clusters will be undertaken at the end of the Exercise. We expect to conclude the entire exercise by April 2016.

Finally, **Ladies and Gentlemen**, I wish to appreciate the support of the County Commissioner in coordinating the Exercise in this County. We shall rely heavily on the active participation of all the departments to ensure that the process is all inclusive. In that regard, we are seeking your support through interviews and meetings to ensure the success of the whole project. I wish on behalf of SRC to reiterate its commitment to ensuring that the public service is able to competitively attract relevant skills to achieve its mandate within the confines of fiscal sustainability.

With those Remarks, Ladies and Gentlemen

I would like to thank you once again for this opportunity and wish you all the best in your undertakings.

God Bless you.