



Salaries & Remuneration
Commission
Rewarding productivity

REMARKS BY THE CHAIRPERSON, SALARIES AND REMUNERATION COMMISSION, DURING SENSITIZATION MEETING OF THE JOB EVALUATION FOR DISCIPLINED SERVICE SECTOR & RESEARCH, PUBLIC & TERTIARY EDUCATIONAL INSTITUTIONS SECTOR ON 30.06.2016 AT KSMS

Regional and County Commands;

Vice Chancellors;

Principals;

Heads of Research and Disciplined Service Institutions;

Invited Guests;

Distinguished Ladies and Gentlemen;

Good morning. It gives me great pleasure to welcome you to this Sensitization meeting of Job Evaluation for the Disciplined Service Sector; & Research, Public & Tertiary Educational Institutions Sector. We do appreciate each and every one of you for joining us.

It is exactly one year since H.E. President Uhuru Kenyatta launched the job evaluation exercise for the public service. It was very clear to the Commission, and I am sure you will agree with me, that the exercise will go down in Kenya's history as a significant undertaking that had the potential to transform the public sector into a more productive one. This along other reforms being initiated by the Ministry of Planning and Devolution, Public Service Commission and The Directorate of Public Service Management (DPSM) will invigorate Kenya's public service, making it more efficient and competitive.

Ladies and Gentlemen;

Conducting Job evaluation for the entire public service is a major undertaking and it is only through joint effort that we will reach our fundamental objective. The goal is to ensure remuneration and benefits of public officers are objectively set, streamlined and harmonized while guaranteeing that the government pays a competitive remuneration that fairly competes in the global market.

As you may all be aware in the implementation of its mandate, SRC is required to take

into account the Constitutional principles of fiscal sustainability of the public compensation bill; attraction and retention of requisite skills for service delivery; productivity and performance; and transparency and fairness.

To achieve these Constitutional principles while also entrenching the principle of **Equal Pay for Work of Equal Value**, the Commission had little choice but to carry out a robust, scientific and analytical exercise. The results of such an exercise will lead to the development of an equitable and defensible grading structure for the public service.

The exercise will also help 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, and 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.

Ladies and Gentlemen;

In order to manage the job evaluation for public service better, all Public Institutions were clustered into 7 sectors. I would like to confirm that work in the following five clusters is almost finalised:

- i. Commercial and Strategic State Corporations;
- ii. Service and Regulatory State Corporations;
- iii. The Civil service;
- iv. Constitutional Commissions, Independent offices and Teaching service; and
- v. County Governments.

The Commission together with Contracted consultants; PwC, Deloitte and Touché, Ernest and Young and PKF (the project managers), have achieved the following:

- Developed job descriptions manuals for five sectors in the Public Service;
- Provided a job evaluation report to harmonise public service remuneration; and
- Developed sector reports.

Currently, SRC has contracted The Consortium (**AON Kenya Insurance Brokers Ltd, MUCMAR Management Concept Ltd and PARKER RANDALL East Africa**) to undertake job evaluation for the remaining two sectors; i.e. Disciplined Service Sector & Research, Public & Tertiary Educational Institutions Sector. The broad objective of this exercise is to evaluate the positions and jobs in the two sectors. Specifically, the job evaluation exercise is expected to determine the comparable worth of jobs and produce a rationalized, harmonized, defensible and equitable grading structure. The results will

be used to grade the positions, and develop compensation structures that will be a basis for setting and reviewing remuneration and benefits.

Research, Public & Tertiary Educational Institutions comprise of:

- i. Research Institutions – 45;
- ii. Tertiary Institutions – 59; and
- iii. Universities – 33.

Disciplined Services comprise of 8 sub sectors:

- i. Kenya Defence Forces – 3 service units;
- ii. National Intelligence Services;
- iii. Kenya Police Service;
- iv. Kenya Prisons;
- v. Kenya Forestry Services;
- vi. Kenya Wildlife Service;
- vii. Witness Protection Agency; and
- viii. National Youth Service.

The Job Evaluation project for these two sectors is expected to be completed in November, 2016. Same outputs as for the other five sectors will be expected at the end of the Job Evaluation.

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 every one of us. We are aware that conducting Job evaluation for these two sectors is a major undertaking that requires all stakeholders to work together to achieve the desired outcomes.

Following today's sensitization workshop, the job evaluation exercise will proceed to the next step that entails nomination of three representatives from your organisation who will undergo training and thereafter undertake job analysis in your institutions. The analysts will be part of the sector committees that will conduct the Job Analysis and also they will act as change and communication agents.

Therefore, it is important that you appoint representatives that are committed and who will ensure that the Commission gets accurate information on each job in your institution. Indeed, the intended results of the job evaluation will be heavily dependent on accurate and correct information. My humble appeal to you all is please give us officers who you trust are reliable and able to provide detailed information about the jobs in your respective institutions. SRC and the consultants need your unstinted support for the success of this noble exercise.

Ladies and Gentlemen:

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.

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.

Mrs. Sarah Serem, EBS

Chairperson, Salaries and Remuneration Commission