



Salaries & Remuneration
Commission
Rewarding productivity

Ref No. SRC/TS/HRCOH/3/25

13th January, 2014

All Principal Secretaries/Accounting Officers
All Chairpersons, Constitutional Commissions
All County Governors
All County Speakers
All County Secretaries
All Clerks, County Assemblies
All Secretaries County Public Service Boards

REVISION OF SALARY ENTRY POINT FOR STATE OFFICERS

Pursuant to its mandate under Article 230 (4) (a) to set and regularly review the remuneration and benefits of all State officers, the Salaries and Remuneration Commission (SRC) did set and communicate remuneration and benefits for State officers **vide Kenya Gazette Special Issue Vol. CXV-No. 33 of 1st March 2013 and No. 4 of 8th March, 2013** as well as through letters to the relevant institutions. In addition, SRC provided clarifications on implementation of the new remuneration structure including entry points and effective dates of implementation.

The set gross monthly remuneration consolidated all allowances other than payments that are considered as facilitative to performance of the job. The Gross Monthly Remuneration Package contained in the Gazette Notices therefore, comprises sixty percent (60%) basic salary and forty percent (40%) allowances. The objective of the consolidation is to achieve equity and uniformity in the payment of remuneration and benefits and address the proliferation of allowances as well as contain the growth of the wage bill. Payment of any allowance that was consolidated separate from the gross monthly remuneration would therefore, amount to erroneous payment.

Subsequent to the communication of the Salary Structure, SRC has received many requests from State Officers to have salary entry points reviewed based on the remuneration levels that such officers were drawing in their previous engagements. The Commission has considered the requests and observes that the state offices are new positions. The approval of such requests would therefore: negate the provision and the spirit of Article 230(5) (d) and (e) of the Constitution of Kenya, 2010 of recognizing productivity and performance; and impede the implementation of fairness and transparency. It would also reintroduce the practice of salary personal to self, which would result to distortion of approved remuneration and benefits

structure; and roll back the gains already made in harmonization of remuneration in the Public Service.

Consequently, the Commission has not approved the requests and hereby clarifies that all State Officers appointed to the respective State Office positions adopt the monthly Gross Remuneration Package as provided in the Gazette Notice and as communicated by the Commission. The contents of this Circular should therefore, be communicated to the respective institutions and persons.

Further, all Public Service organizations that have State Officers serving in their institutions should implement the remuneration package as communicated by the Commission.



**G. A. Otieno (Mrs.) MBS.,
COMMISSION SECRETARY**