



Salaries & Remuneration Commission

Rewarding productivity

Ref. No. **SRC/TS/CGOVT/3/61**

19th December, 2014

County Secretaries, County Governments

Secretaries of All County Public Service Boards

Clerks of All County Assemblies/Secretary, County Assembly Service Boards

MEDICAL SCHEME FOR PUBLIC OFFICERS SERVING IN THE COUNTY GOVERNMENTS

The Salaries and Remuneration Commission (SRC) in fulfilment of its constitutional mandate and in exercise of the powers conferred to it under Article 230 of the Constitution and Section 13 of the Salaries and Remuneration Commission Act, 2011 advises that all county governments adopt and implement Group Medical Scheme for all public officers serving in the county governments within the limits set out in **Table 1**. The county governments are further advised to procure a Comprehensive Medical Cover on annual basis from suitable service providers within the guidelines of the public procurement rules and regulations and within the budgetary provisions.

The Scheme will enable public officers to access Government funded Comprehensive Medical Scheme as part of attraction and retention strategy for the requisite skills. It is also expected that implementation of the Comprehensive Medical Scheme benefits will motivate public officers and immensely contribute towards performance and productivity in the public service in line with the constitutional principles under Article 230 (5) of the Constitution.

Table 1: Approved Annual Medical Scheme for Public Officers serving in the County Governments (Kshs.)

Civil Service Job Groups and Equivalent Grades	In patient Annual cover limit	Outpatient Annual cover limit	Maternity Annual cover limit	Dental cover Annual limit	Optical cover Annual limit
R-T	2,000,000	250,000	150,000	30,000	35,000
K-Q	1,500,000	200,000	100,000	30,000	25,000
G-J	1,000,000	150,000	75,000	30,000	15,000
A-F	750,000	100,000	50,000	30,000	15,000

Scope and Eligibility

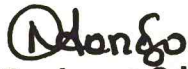
The Medical Scheme should cover the public officer (Employee/Principal Member), a Spouse and up to 4 dependent Children of below 24 years of age. However, in exceptional circumstances, dependent children beyond 24 years who are in school or persons with disability may be covered in the scheme on provision of appropriate evidence.

Operationalization of the Medical Scheme

The commencement date shall be 1st January, 2015 subject to availability of funds.

County governments who may have operationalized a different medical scheme for their public officers are advised to continue with the existing scheme to the end of the contract after which they should adopt this Approved Medical Scheme for county governments.

The purpose of this Circular therefore, is to convey the Commission's decision and advice for your necessary action; and to request you to ensure compliance with the contents.



Nicodemus Odongo

FOR: AG. COMMISSION SECRETARY

**Cc: Governors
All County Governments**

**Chairpersons
All County Public Service Boards**

**Speakers
All County Assembly Service Boards**

**Chairpersons
All County Assembly Service Boards**

Mr Kinuthia Wamwangi

Chairman
Transition Authority

NAIROBI

Dr. Kamau Thuge, EBS

Principal Secretary
National treasury

NAIROBI

Mr. Edward Ouko, CBS

Auditor General
Kenya National Audit Office

NAIROBI

Mrs Agnes Odhiambo

Controller of Budget
BIMA House

NAIROBI