

Salaries & Remuneration
Commission
Rewarding productivity

Ref No: SRC/TS/CGOVT/3/16

29th July, 2013

All Governors
County Governments
KENYA

REMUNERATION AND BENEFITS FOR STAFF SERVING IN THE COUNTY GOVERNMENT

Reference is made to the Transition Authority letters dated 18th April 2013 and 12th July 2013 on the remuneration and benefits for staff serving in the county government. The Salaries and Remuneration Commission deliberated on the remuneration package and held a consultative meeting with the stakeholders of the County Governments on the 23rd July 2013 on the subject matter. Consequently, the Commission approved and advise that the public officers serving in the County Government be paid as shown in Table 1 below.

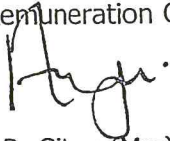
Table 1: Remuneration and Benefits of public servants serving in the county government

Title	Gross Remuneration Level Executive Arm							
	Minimum Pay				Maximum Pay			
	Basic	House	Other Allowances	Total	Basic	House	Other	Total
County Secretary	135,000	70,000	20,000	225,000	180,000	70,000	50,000	300,000
Chief Officer/ Chief of Staff	120,270	60,000	20,000	200,270	180,660	60,000	20,000	260,660
Directors, Economic Advisor, Legal Advisor, Political Advisor, City Manager	109,089	40,000	16,000	165,089	144,928	40,000	16,000	200,928
Sub County Administrator, Municipal Manager	89,748	40,000	14,000	143,748	120,270	40,000	14,000	174,270
Deputy sub county Administrator, Town Administrator	77,527	40,000	12,000	129,527	103,893	40,000	12,000	155,894
Ward Administrator	48,190	24,000	8,000	80,190	65,290	24,000	8,000	97,290
Personal Assistant	41,590	20,000	8,000	69,590	55,840	20,000	8,000	83,840
Village Administrator, Personal Secretary	35,910	20,000	16,000	61,910	45,880	20,000	16,000	71,880
Driver	19,323	5,000	4,000	28,323	24,662	5,000	4,000	33,662
Messenger/Tea Person /Cook	11,370	3,500	3,000	17,870	13,140	3,500	3,000	19,640
Gardener	10,380	3,300	3,000	16,680	13,140	3,300	3,000	17,760

Notes

- i) New officers shall join the salary scale at the minimum point on the date of appointment to the County Government, and progress annually to the maximum level.
- ii) Any salary structure existing before the salary structure provided herein ceases to apply forthwith.
- iii) For efficiency and prudence in management of the wage bill, county governments are advised to start off their structures with skeleton staff then build on gradually over time based on the volume and value of the work.
- iv) For effective utilization of staff, county governments are advised to avoid duplication of functions which makes cost of employment expensive.
- v) Multiskilling should be encouraged so that one officer covers a wider scope of work.
- vi) The effective date of this remuneration structure is 1st May 2013.

The purpose of this letter therefore is to communicate the decision and advice of the Salaries and Remuneration Commission for implementation.



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For Commission Secretary

CC:

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