

REMUNERATION AND BENEFITS FOR STATE OFFICERS IN THE EXECUTIVE OF THE NATIONAL GOVERNMENT

In exercise of the mandate of the Salaries and Remuneration Commission (SRC), as set out under Article 230(4)(a) of the Constitution of Kenya, 2010, SRC has reviewed the remuneration and benefits for State officers in the Executive of the National Government under the Third Remuneration and Benefits Review Cycle that covers Financial Years (FY) 2021/2022-2024/2025. Consequently:

- (i) for the period 2021/2022, the remuneration and benefits were retained as set by SRC and published in Gazette Notice No. 6516 of 7th July 2017;
- (ii) for the period 2022/2023, SRC has set the remuneration and benefits as published in this Gazette Notice; and
- (iii) for the period 2023/2024 – 2024/2025, SRC shall set the remuneration and benefits on or before the commencement of FY 2023/2024.

1. Monthly Remuneration for State officers in the Executive of the National Government for FY 2022/2023

State Officer	Basic Salary	House Allowance	Commuter Allowance	Salary Market Adjustment	Gross Salary
President of the Republic of Kenya	866,250	350,000	Official	227,500	1,443,750
Deputy President	736,313	300,000	Official	190,875	1,227,188
Cabinet Secretary	554,400	200,000	Official	169,600	924,000
Attorney-General	554,400	200,000	Official	169,600	924,000
Secretary to the Cabinet/Head of Public Service	554,400	200,000	Official	169,600	924,000
Principal Secretary	459,113	150,000	Official	156,075	765,188
Inspector-General, National Police Service	459,113	150,000	Official	156,075	765,188
Director General, National Intelligence Service	459,113	150,000	Official	156,075	765,188
Deputy Inspector General, Kenya Police Service	372,750	100,000	Official	148,500	621,250
Deputy Inspector General, Administration Police Service	372,750	100,000	Official	148,500	621,250
Director of Criminal Investigations	372,750	100,000	Official	148,500	621,250

Notes:

- (a) A serving State officer and a State officer appointed on or after the effective date of this Gazette Notice shall be paid the monthly remuneration set herein.
- (b) The monthly remuneration set herein is fixed for the term of office of the State officer, unless reviewed and set by SRC.

- (c) Salary Market Adjustment is a salary modification that takes into account market positioning, and constitutional and statutory principles on review of remuneration and benefits.
- (d) For purposes of gratuity and pension, the pensionable emolument shall be based on the monthly basic salary set herein.
- (e) The basic salary set herein is 60 per cent of the gross salary set herein.
- (f) The deconsolidated remuneration structure set herein is in compliance with the judgment of the Employment and Labour Relations Court Petition 29 of 2019 in Nairobi.

2. Benefits for State officers in the Executive of the National Government

(a) Official Transport:

- (i) **The Presidency:** Shall be provided with official transport in line with prevailing government transport policy.
- (ii) **Other State officers in the Executive of the National Government:** Shall be provided with an official car of engine capacity not exceeding 3000cc.

(b) Medical Benefit: An annual medical cover shall be provided to the State officer, one spouse and up to four children below the age of twenty-five years fully dependent on the State officer, as follows:

Inpatient: Ksh 10 million
 Outpatient: Ksh 300,000
 Maternity: Ksh 150,000
 Dental: Ksh 75,000
 Optical: Ksh 75,000

(c) Retirement Benefit:

- (i) **The President:** The Presidential Retirement Benefits Act, 2003, shall apply.
- (ii) **The Deputy President:** The Retirement Benefits for Deputy President and Designated State Officers Act, 2015, shall apply.
- (iii) There shall be two types of retirement benefits for State officers, pension and gratuity, as follows:
 - a) A State officer, serving or appointed on permanent and pensionable terms, shall be eligible to pension benefit in line with existing laws.
 - b) A State officer, serving or appointed for a fixed term of office, shall be paid a service gratuity at the rate of 31 per cent of the annual pensionable emoluments for the term served.

Notes:

- (i) Where an employer establishes a pension scheme for its State officers appointed for a fixed term of office, SRC shall review and set the rate of the employer's contributions to the scheme and any other financial retirement benefits.
- (ii) No State officer shall benefit from both pension and gratuity benefits from the same public body for a similar period.

- (d) **Group Life Insurance:** A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments.
- (e) **Group Personal Accident:** A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments.
- (f) **Car Loan and Mortgage Benefit:** State officers in the Executive of the National Government shall be eligible to a car loan and mortgage, as follows:

State officer	Car Loan	Mortgage
Cabinet Secretary Attorney-General Secretary to the Cabinet	Up to Ksh 10 million	Up to Ksh 40 million
Principal Secretary Inspector-General, National Police Service Director General, National Intelligence Service	Up to Ksh 8 million	Up to Ksh 35 million
Deputy Inspector, General Kenya Police Service Deputy Inspector General Administration Police Service	Up to Ksh 6 million	Up to Ksh 30 million

Notes:

- (i) The applicable rate of interest shall be 3 per cent per annum, for the duration of the loan.
- (ii) The car loan shall be recoverable within the contract term of a State officer.
- (iii) The car loan and mortgage shall be administered and managed centrally by the National Treasury, within existing applicable regulations to govern the schemes, and subject to the availability of funds.
- (g) **Daily Subsistence Allowance for local and foreign travels:** Shall be paid to State officers in the Executive of the National Government, as per the rates reviewed and set by SRC from time to time.
- (h) **Airtime:** Shall be paid up to a maximum of Ksh 20,000 per month.
- (i) **Official Residence:** The President and Deputy President shall be provided with an official residence together with commensurate home utilities and attendants by the State. The official residence shall be a physical building/house owned by government. The benefit shall not be commuted to cash in lieu of an official residence.
- (j) **Security:** Shall be provided as advised by the Inspector-General of Police and shall not be commuted to cash.
- (k) **Annual Leave Allowance:** Shall be paid at the rate of Ksh 50,000 per annum and leave days shall not be commuted to cash.
- (l) **Special Responsibility Allowance:** Shall be paid to designated offices as set by SRC from time to time.
- 3. Any remuneration and benefits not specified in this Gazette Notice is not payable unless subsequently set by SRC.

Effective date: 9 August 2022.



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SALARIES AND REMUNERATION COMMISSION