



Salaries & Remuneration
Commission

Rewarding productivity

REMUNERATION AND BENEFITS FOR STATE OFFICERS IN THE FULL-TIME CONSTITUTIONAL COMMISSIONS AND INDEPENDENT OFFICES

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 Full-Time Constitutional Commissions and Independent Offices 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. 6519 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 Full-Time Constitutional Commissions and Independent Offices for FY 2022/2023

State Officer	Basic Salary	House Allowance	Commuter Allowance	Salary Market Adjustment	Gross Salary
Auditor-General	554,400	200,000	Official	169,600	924,000
Chairperson, Independent Electoral and Boundaries Commission (IEBC)	554,400	200,000	Official	169,600	924,000
Controller of Budget	459,113	150,000	Official	156,075	765,188
Vice Chairperson, IEBC	459,113	150,000	Official	156,075	765,188
Chairperson, in the following Constitutional Commissions: (i) Kenya National Commission on Human Rights (KNCHR); (ii) National Land Commission (NLC); (iii) Commission on Revenue Allocation (CRA); (iv) Public Service Commission (PSC); (v) Salaries and Remuneration Commission (SRC); (vi) Teachers Service Commission (TSC); and	459,113	150,000	Official	156,075	765,188

State Officer	Basic Salary	House Allowance	Commuter Allowance	Salary Market Adjustment	Gross Salary
(vii) National Police Service Commission (NPSC)					
(viii) Commission on Administrative Justice (CAJ)					
(ix) National Gender and Equality Commission (NGEC)					
Member, IEBC	459,113	150,000	Official	156,075	765,188
Director, Public Prosecution	459,113	150,000	Official	156,075	765,188
Registrar of Political Parties	390,000	100,000	Official	160,000	650,000
Vice Chairperson in the following Constitutional Commissions: KNCHR NLC; CRA; PSC; SRC; TSC; and NPSC; CAJ and NGEC.	390,000	100,000	Official	160,000	650,000
Member, in the following Constitutional Commissions: KNCHR; NLC; CRA; PSC; SRC; TSC; NPSC; CAJ and NGEC.	390,000	100,000	Official	160,000	650,000
Commission Secretary/CEOs, in the following Commissions: Ethics and Anti-Corruption Commission (EACC), CRA; PSC; TSC; IEBC; and NPSC.	390,000	100,000	Official	160,000	650,000
Data Protection Commissioner	372,750	100,000	Official	148,500	621,250
Commission Secretary/CEO: All other Commission Secretaries/CEOs designated as State officers as per Article 260 of the Constitution of Kenya, 2010	372,750	100,000	Official	148,500	621,250

Notes:

- (a) A serving State officer and a State officer appointed in a Full-Time Constitutional Commission and Independent Office 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 Nairobi.

2. Co-opted Member of Full-Time Constitutional Commissions and Independent Offices:

Shall be paid Sitting Allowance at the rate of Ksh 40,000 per sitting up to a maximum of Ksh 320,000 per month.

3. Benefits for State officers in Full-Time Constitutional Commissions and Independent Offices

(a) **Official Transport:** State officers in Full-Time Constitutional Commissions and Independent Offices 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 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:** There shall be two types of retirement benefits for State officers, pension and gratuity, as follows:

(i) A State officer, serving or appointed on permanent and pensionable terms, shall be eligible to a pension benefit in line with existing laws.

(ii) 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:

a. 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.

b. 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:** Shall be provided, as follows:

State officer	Car Loan	Mortgage
Auditor-General Chairperson, IEBC	Up to Ksh 10 million	Up to Ksh 40 million
Chairpersons, Constitutional Commissions Director Public Prosecution Controller of Budget	Up to Ksh 8 million	Up to Ksh 35 million
Vice Chairperson, Constitutional Commissions Commission Member, Constitutional Commissions Registrar of Political Parties Commission Secretary/CEO of Constitutional Commissions designated as State officers, as per Article 260 of the Constitution of Kenya, 2010	Up to Ksh 6 million	Up to Ksh 30 million
Data Protection Commissioner	Up to Ksh 5 million	Up to Ksh 25 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.
- (iv) A serving State officer whose car loan and mortgage benefit was set and provided for in their appointment letters shall retain such car loan and mortgage benefit within the existing applicable regulations that govern the relevant scheme.

(g) **Daily Subsistence Allowance for local and foreign travels:** Shall be paid to State officers in Full-Time Constitutional Commissions, as per the rates reviewed and set by SRC from time to time.

(h) **Airtime:** Shall be paid, as follows:

State Officer	Airtime Per Month
Auditor-General Chairperson: Full-Time Constitutional Commission Controller of Budget Director of Public Prosecution	Up to Ksh 20,000 per a month
Vice Chairperson and Members: Full-Time Constitutional Commission Registrar of Political Parties Data Protection Commissioner	Up to Ksh 15,000 per a month
Commission Secretary/CEO in Constitutional Commissions designated as State officers, as per Article 260 of the Constitution of Kenya, 2010	Up to Ksh 15,000 per a month

- (i) **Security:** Shall be provided as advised by the Inspector-General of Police, and shall not be commuted to cash.
- (j) **Annual Leave Allowance:** Shall be paid at the rate of Ksh 50,000 per annum, and leave days shall not be commuted to cash.

4. Any remuneration and benefits not specified herein is not payable, unless subsequently set by SRC.

Effective date: 9 August 2022.



LYN C. MENGICH
CHAIRPERSON
SALARIES AND REMUNERATION COMMISSION