



Salaries & Remuneration  
Commission

Rewarding productivity

**PRESS STATEMENT ON JOB RE-EVALUATION FOR THE STATE OFFICERS AT COUNTY GOVERNMENTS**

- In March 2013, the Salaries and Remuneration Commission in discharging its first mandate which is to set the remuneration and benefits for all State Offices gazetted the remuneration and benefits for all State officers. In order to arrive at the remuneration package for the State officers, SRC carried out a comprehensive job evaluation and complied with among others, the principles set out in Article 230 (5) of the Constitution.
- The Job evaluation was therefore based on job descriptions as outlined in the Constitution in Article 185 *as "making any laws that are necessary for or incidental to the effective performance of the functions and exercise powers of the County Government; that a County Assembly may exercise oversight over the County Executive Committee and any other county executive organs; the assembly may receive and approve plans and policies for the management and exploitation of the county's resources and; development and management of its infrastructure and Institutions"*.
- This description of functions provided a basis for developing a job description for the MCA's which were used for the job evaluation. The Commission also interviewed constitutional drafters and experts and the erstwhile Local Government Ministry to understand the job description and intended functions for members of county assembly. In line with the principle of transparency and fairness, the Commission held public hearings in different parts of the country to get publics' input and suggestions.
- The Commission, further developed different scenarios in line with principle of sustainability and opted for a modest alternative taking into consideration that the incoming government with the new administrative structures and the devolved system was expanded with considerable increase in State officers and public servants. The number of State officers as defined by the Constitution– including Governors, Senators and Members of Parliament, Independent Commissions and officers among others today stands at more than 3,700 with new offices including Governors, Deputy Governors, Senators, Women Representatives, an expanded number of National Assembly members and other offices having been created from what was previously a meagre figure of almost 700 state officers.
- In course of time the Commission has received appeals from state officers and has continued to address the concerns raised. The Commission has engaged the County Assembly through the Speaker's forum and held several meetings and technical consultative meetings.
- Arising out of such meetings the Commission and as a sign of goodwill the Commission approved facilitation perks taking into consideration the constraints the Members of County Assembly faced in the discharge of their duties as representative of their constituents. The facilitation perks include sitting allowances, transport and airtime

<b>AFTER Discussions</b>	<b>No</b>	<b>Frequency</b>	<b>Amount</b>
Salary		Monthly	79 200
Sitting Allowances	32	8 per week at Ksh. 3000/-	96 000
Transport		Monthly	20 000
Air Time		Monthly	5 000

- The Commission was also fully appraised of the critical issues and concerns which hinder the Members of County Assemblies from discharging their duties. In recognition to this observation the Commission committed itself to undertake a job revaluation and a further analysis of factors that the commission may have not considered in the job evaluation considering the absence of the incumbents. **The Commission agreed to commence on the exercise immediately but not later than July 2013.**
- The job re-evaluation is set to start this October and will cover the County Governor, Deputy Governor, The County Executive Members, the County Secretary, Chairs, Secretaries and Members of the County Assembly and Public Service Boards, the County Speaker, and the Member of County Assembly. The field work is expected to take 3 weeks, analysis another two weeks, stakeholder consultation and thereafter release of the evaluation results. It is the Commissions expectation that the results of the Job evaluation will be ready for execution by November 30<sup>th</sup> 2013.
- The Commission has held meetings with the county leadership in all the 47 counties. The meetings gave the Commission firsthand experience on the impact of its decisions on the devolution process and secondly prepare the County Government for the forthcoming Job evaluation exercise. The Commission is now well appraised of the working conditions at the County. The information we have gathered will help address critical issues pertaining to work conditions that is usually not addressed by the Job evaluation.

The Commission once again wishes to reiterate that it fully comprehends the magnitude of the role being played by the County Government. It is also fully aware of the condition in which the County Government is operating and wishes to reassure both National and County Government of its commitment to the successful implementation of the devolved Government. We are still in the process of engagement and going round the country to listen and consult with county leadership in order to address and find solutions to working conditions of the public service officers. Whereas SRC is committed in ensuring wage bill sustainability, the Commission is keen to see that the national and county Governments are able to attract and retain skills while releasing additional resources that will be used by both governments in addressing development priorities.

SRC, however is encouraging the county governments to develop and implement strategic interventions that will help them exploit the resources at their disposal- capital, natural and human resources- that will in turn help them increase their revenues. The county government must see themselves as business centers that have the capacity to generate funds that will take care of their expenditure including salaries. They have no choice but to put in place a consistent program with the goal of improved productivity and performance of their workers. With improved productivity, labor productivity should also increase and county revenues improve and ability to afford better salaries.

Mrs. Sarah J.C Serem  
Chairperson  
Salaries and Remuneration Commission