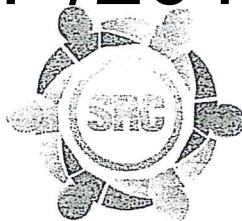


SRC 007 / 07 /2013



Salaries & Remuneration
Commission
Rewarding productivity

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

29th July, 2013

All Speakers of County Assemblies
KENYA

REMUNERATION AND BENEFITS FOR STAFF SERVING IN THE COUNTY ASSEMBLY

Reference is made to the Transition Authority letter dated 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 Officers serving in the County Assembly

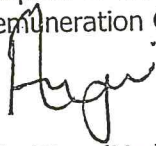
Title	Gross Remuneration Level County Assembly							
	Minimum Pay				Maximum Pay			
	Basic	House	Other Allowances	Total	Basic	House	Other	Total
Clerk of County Assembly	120,270	60,000	20,000	200,270	180,660	60,000	20,000	260,660
Directors	109,089	40,000	16,000	165,089	144,928	40,000	16,000	200,928
Principal Officers	89,748	40,000	14,000	143,748	120,270	40,000	14,000	174,270
Senior Officer I	77,527	40,000	12,000	129,527	103,893	40,000	12,000	155,894
Senior Officer II	48,190	24,000	8,000	80,190	65,290	24,000	8,000	97,290
Officer I	41,590	20,000	8,000	69,590	55,840	20,000	8,000	83,840
Officer II	35,910	20,000	16,000	61,910	45,880	20,000	16,000	71,880
Officer III	31,020	10,000	5,000	46,020	41,590	10,000	5,000	56,590
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
- vi. The titles given in this structure are generic and shall therefore be applied appropriately based on the placement of the officers in the establishment (*For example; Senior Finance Officer 1, Senior HR Officer 1, Senior Hansard Reporter 1, Senior Procurement Officer 1, etc. to be placed at the same level in the structure as senior officer 1*).
- vii. 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.



Anne R. Gitau (Mrs)
For Commission Secretary

CC:

Mr. Kinuthia Mwangi
Chairman,
Transition Authority
NAIROBI

Dr. Kamau Thuge
Principal Secretary
National Treasury
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Controller of Budget
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