



Salaries & Remuneration
Commission

Rewarding Productivity
SRC/028/09/2015

Ref. No: SRC/TS/CGOVT/3/61 Vol.III/ (136)

14th September, 2015

Principal Secretary, Ministry of Health
All County Secretaries
All Secretaries, County Public Service Boards

HEALTH WORKERS ALLOWANCES

It has come to the attention of this Commission that a number of health workers employed/absorbed by the County Public Service Boards of County Governments are not receiving the requisite allowances which are enjoyed by health workers in the National Government. This has been found to be discriminatory and a source of demotivation to the affected workers.

In view of the above and for purposes of transparency and equity it has been decided that health workers at the Counties be eligible for the following allowances:

- (i) Emergency Call Allowance
- (ii) Extraneous Allowance
- (iii) Health Risk Allowance
- (iv) Non – Practicing Allowance
- (v) Uniform Allowance

The allowances should be paid with effect from **1st July, 2015** at the following rates:

A. Emergency Call Allowance

The allowance is payable to Doctors (Medical Officers, Dentists Pharmacists) deployed in hospitals at the rate of **Kshs.30, 000** per month, irrespective of grade.

B. Extraneous Allowance

Table 1 shows extraneous allowance rates payable to officers deployed in Urban, Rural or Hardship areas.

Table 1: Extraneous Allowance

Staff Category	Job Group	Region		
		Urban	Rural	Hardship Area
Doctors, Dentists and Pharmacists	S	40,000	-	-
Doctors, Dentists and pharmacist and Anaesthetists (including Clinical Officer and Nurse Anaesthetists)	All	30,000	35,000	40,000
Clinical Officers and Nurses	G - J	15,000	20,000	25,000

	K - M	20,000	25,000	30,000
	N - P	25,000	30,000	35,000
	Q - R	30,000	35,000	40,000
Technologists and Technicians	G - J	15,000	20,000	25,000
	K - M	20,000	25,000	30,000
	N - P	25,000	30,000	35,000
	Q - R	30,000	35,000	40,000
Other Para Medics	All	7,000	10,000	15,000
Drivers deployed in Hospitals	All	7,000	7,000	10,000
Mortuary Attendants	All	10,000	10,000	12,000
Support Staff	All	5,000	5,000	8,000

C. Health Risk Allowances

The health risk allowance payable to health workers is as per **Table 2:**

Table 2: Health Risk Allowance rates

Health Workers	Job Group	Rate per Month (Kshs.)
Nurses	All	3,850
Laboratory Technologists	All	3,000
Mortuary Attendants	All	2,000
Chemists	All	2,000
Physiotherapist	All	2,000
Occupational Physio	All	2,000
Biomedical Engineer/Technologist	All	2,000
Medical Records /Information Officer	G-N	2,000
Radiographer	H-N	2,000
Radiation Protection	J-P	2,000
Community Oral Officer	H-N	2,000
Entomologist	K-P	2,000
Public Health Officer	L-P	3,000
Public Health Officer/Technician	G-K	2,000
Orthopedic	All	2,000

D. Non – Practicing Allowance

The rates for Non-Practice Allowance for Medical Officers, Dental Officers and Pharmacists are as shown in **Table 3.**

Table 3: Non- Practice Allowance

Job Group	Rate Per Month (Kshs.)
L	12,000
M	19,000
N	32,000
P	46,000

Q & R	51,000
S & T	60,000

E. Uniform Allowance

Uniform allowance is payable to nurses at a flat rate of **Kshs.10,000** per annum.

Please note that all the above allowances are only applicable to health personnel deployed in hospitals/health facilities and excludes officers performing administrative functions.

This Circular does not apply to health workers formerly employed by the defunct Local Authorities.

All other provisions on payment of allowances to health personnel remain unchanged.

These allowances should be processed automatically through the Integrated Payroll and Personnel Database (IPPD) System.

The Commission appreciates your continued support.


Anne R. Gitau (Mrs.)
COMMISSION SECRETARY

CC: Dr. Kamau Thugge, EBS
Principal Secretary
The National Treasury
NAIROBI

The Principal Administrative Secretary
Directorate of Public Service Management
Ministry of Devolution and Planning
P.O. Box 30050-00100
NAIROBI

