



Salaries & Remuneration  
Commission  
Rewarding productivity

---

## SALARIES AND REMUNERATION COMMISSION

---

# **Implementation of Job Evaluation Results: Phase I Salary Review for the County Assembly Employees**

**Effective date: 1<sup>st</sup> July, 2017**



Salaries & Remuneration  
Commission  
Rewarding productivity

**Ref. No. SRC/TS/JE/CG/3/33/6 Vol. II (134) 18<sup>th</sup> September, 2017**

All County Assembly Clerks

All Speakers of County Assembly

The Auditor General

The Controller of Budget

**A. IMPLEMENTATION OF JOB EVALUATION RESULTS: PHASE I SALARY REVIEW FOR THE COUNTY ASSEMBLY EMPLOYEES**

1. The Salaries and Remuneration Commission conducted a Job Evaluation exercise in the Public Service. The objective of the exercise was to determine the comparable and relative worth of jobs; provide criteria for classifying the jobs; rationalize, harmonize and develop an equitable grading structure; and recommend an appropriate salary structure.
2. In line with the recommendations of the Job Evaluation exercise, the Commission has reviewed salaries for County Assembly Employees.
3. Employees of former Local Authorities equivalent to Job Groups 'N' and below, will retain their current salaries until the salary structures of equivalent grades is harmonized to same levels.
4. New employees shall join the salary structure at the minimum point on the date of appointment and progress annually.
5. The Salary Review will be implemented in a phased approach to take into consideration the overall affordability within a sustainable Fiscal Framework.
6. Phase I of the new Salaries and Salary Scales, which forms Appendices to this Circular, will be implemented with effect from **1<sup>st</sup> July, 2017**.

**To whom Applicable**

7. The new Salaries will apply to County Assembly Employees, who were in the Service on or after 1<sup>st</sup> July, 2017.

---

Williamson House, 4<sup>th</sup> Ngong Avenue, 6<sup>th</sup> Floor, Nairobi – Kenya | P.O. Box 43126-00100 Nairobi | Email: info@src.go.ke | Website: www.src.go.ke | Tel: +254 (020) 2710051/65/71/81, 2721571

## **Conversion of Salaries**

8. Conversion of salaries will be processed automatically through the Integrated Payroll and Personnel Database (IPPD) System. It is emphasized that the conversions should be verified immediately in order to ensure that any errors are detected and corrective measures taken promptly.

## **Incremental dates**

9. Employees converting into the new salary scales will retain their current incremental dates. However, where the incremental date falls on 1<sup>st</sup> July, 2017 employees will be granted their annual increment on the existing salary scales before their salaries are converted to the new salary points with effect from the same date, i.e. 1<sup>st</sup> July, 2017.
10. Where the new salary scales have additional notches in comparison to the current salary scales, employees on the maximum salary point whose annual incremental date falls on 1st July (2017), will be deemed to have been granted an increment on the existing salary scale before their salaries are converted to the new salary points.

## **B. ALLOWANCES AND BENEFITS APPLICABLE TO EMPLOYEES IN COUNTY ASSEMBLY**

### **House Allowance**

1. To be paid as per SRC Circular on Implementation of the Revised House Allowance in the Public Service Ref No. SRC/TS/MDP/3/1/2(2) dated 11<sup>th</sup> August, 2015.

### **Commuter Allowance**

2. To be paid as per Office of the President circular Ref No OP.CAB.23/1A dated 30<sup>th</sup> June 2006 on Implementation of a New Transport Policy in the Public Service, and the Ministry of State for Public Service Circular on Payment of Commuter allowance Circular Ref. No. MSPS.16.4A Vol. IX (105) dated 27th June, 2011.

### **Medical Scheme**

3. To be administered as per SRC Circular on Medical Scheme for Public Officers Serving in the County Governments Ref No SRC/TS/CGOVT/3/61 dated 19<sup>th</sup>, December, 2014.

### **Hardship Allowance**

4. To be paid as per Circular on Clarification on Designated Hardship Areas in the Civil Service Ref No. OP/CAB/1/31A dated 7<sup>th</sup> December, 2015 from the Executive

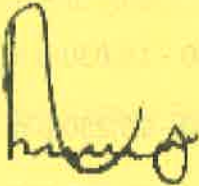
---

Williamson House, 4<sup>th</sup> Ngong Avenue, 6<sup>th</sup> Floor, Nairobi – Kenya | P.O. Box 43126-00100 Nairobi | Email: info@src.go.ke | Website: www.src.go.ke | Tel: +254 (020) 2710051/65/71/81, 2721571

Office of the President, Chief of Staff and Head of Public Service; and SRC Circular on Review of Allowances in the Public Service Ref No. SRC/ADM/CIR/1/13 Vol. III (126) dated 10<sup>th</sup>, December, 2014.

**Daily Subsistence Allowance**

5. To be paid as per SRC Circular on Review of allowances in the Public Service Ref No. SRC/ADM/CIR/1/13 Vol. III (126) dated 10<sup>th</sup> December, 2014.
6. Other existing Terms and Conditions of Service will continue to apply.



**ANNE R. GITAU (MRS.)  
SECRETARY/CEO  
SALARIES AND REMUNERATION COMMISSION**

**Copy to:**

The Chief of Staff and  
Head of the Public Service  
Executive Office of the President  
**NAIROBI**

Chief Executive Officer,  
Council of Governors  
**NAIROBI**

The Principal Secretary  
The National Treasury  
**NAIROBI**

The Principal Secretary  
Ministry of Public Service, Youth & Gender Affairs  
State Department of Public Service and Youth  
**NAIROBI**

The Secretary  
Public Service Commission  
**NAIROBI**

The Pensions Secretary

---

Williamson House, 4<sup>th</sup> Ngong Avenue, 6<sup>th</sup> Floor, Nairobi – Kenya | P.O. Box 43126-00100 Nairobi | Email: info@src.go.ke | Website: www.src.go.ke | Tel: +254 (020) 2710051/65/71/81, 2721571



**APPENDIX I**

**NEW SALARY SCALES FOR THE COUNTY ASSEMBLY EMPLOYEES**

|                |   |   |
|----------------|---|---|
| <b>CASB 18</b> | : | Ksh. 11,840 x 160 - 12,000 x 230 - 12,230 x 280 - 12,510 p.m.   |
| <b>CASB 17</b> | : | Ksh. 12,510 x 280 - 12,790 x 300 - 13,090 x 420 - 13,510 p.m.   |
| <b>CASB 16</b> | : | Ksh. 12,790 x 300 - 13,090 x 420 - 13,510 x 470 - 13,980 p.m.   |
| <b>CASB 15</b> | : | Ksh. 13,510 x 470 - 13,980 x 510 - 14,490 x 540 - 15,030 p.m.   |
| <b>CASB 14</b> | : | Ksh. 14,490 x 540 - 15,030 x 590 - 15,620 x 630 - 16,250 p.m.   |
| <b>CASB 13</b> | : | Ksh. 15,620 x 630 - 16,250 x 650 - 16,900 x 720- 17,620 x 740- 18,360 x 800 - 19,160 p.m.                                   |
| <b>CASB 12</b> | : | Ksh. 19,770 x 830 - 20,600 x 870 - 21,470 x 910 - 22,380 x 960 - 23,340 x 1,010 - 24,350 p.m.                               |
| <b>CASB 11</b> | : | Ksh. 22,380 x 960 - 23,340 x 1,010 - 24,350 x 1,050 - 25,400 x 1,120 - 26,520 x 1,160 - 27,680 p.m.                         |
| <b>CASB 10</b> | : | Ksh. 27,680 x 1,220 - 28,900 x 1,280 - 30,180 x 1,340 - 31,520 x 1,400 - 32,920 p.m.  |
| <b>CASB 09</b> | : | Ksh. 34,260 x 1,550 - 35,810 x 1,610 - 37,420 x 1,690 - 39,110 x 1,790 - 40,900 x 1,870 - 42,770 x 1,980 - 44,750 p.m.      |
| <b>CASB 08</b> | : | Ksh. 39,110 x 1,790 - 40,900 x 1,870 - 42,770 x 1,980 - 44,750 x 2,050 - 46,800 x 2,380 - 49,180 p.m.                       |
| <b>CASB 07</b> | : | Ksh. 44,750 x 2,050 - 46,800 x 2,380 - 49,180 x 2,480 - 51,660 x 2,570 - 54,230 x 2,740 - 56,970 x 2,890 - 59,860 p.m.      |
| <b>CASB 06</b> | : | Ksh. 51,660 x 2,570 - 54,230 x 2,740 - 56,970 x 2,890 - 59,860 x 3,220 - 63,080 x 3,370 - 66,450 x 3,540 - 69,990 p.m.      |
| <b>CASB 05</b> | : | Ksh. 81,940 x 4,100 - 86,040 x 4,300 - 90,340 x 4,510 - 94,850 x 4,750 -99,600 x 4,980 - 104,580 x 5,220 - 109,800 p.m.     |
| <b>CASB 04</b> | : | Ksh. 94,850 x 4,750 - 99,600 x 4,980 - 104,580 x 5,220 - 109,800 x 5,490 - 115,290 x 5,770 - 121,060 x 6,050 - 127,110 p.m. |

**CASB 03** : Ksh. 115,290 x 5,770 - 121,060 x 6,050 - 127,110 x 6,240 - 133,350 x 6,420 - 139,770 x 6,610 - 146,380 x 6,790 - 153,170 p.m.

**CASB 02** : Ksh. 127,110 x 6,240 - 133,350 x 6,420 - 139,770 x 6,610 - 146,380 x 6,790 - 153,170 x 7,430 - 160,600 x 13,640 - 174,240 x 14,960 - 189,200 p.m.

## APPENDIX II

### CONVERSION TABLE NO. 1

#### CASB 18

**Current Salary Scale:** Ksh.8,910 X 120 – 9,030 x 180 – 9,210 x 210 – 9,420 p.m.

**New Salary Scale:** **Ksh. 11,840 x 160 - 12,000 x 230 - 12,230 x 280 - 12,510 p.m.**

| <b>Current Salary<br/>Ksh. p.m.</b> | <b>New Salary<br/>Ksh. p.m.</b> |
|-------------------------------------|---------------------------------|
| 8,910                               | 11,840                          |
| 9,030                               | 12,000                          |
| 9,210                               | 12,230                          |
| 9,420                               | 12,510                          |

## CONVERSION TABLE NO. 2

### CASB 17

**Current Salary Scale:** Ksh.9,420 x 240 – 9,660 x 300 – 9,960 p.m.

**New Salary Scale:** **Ksh. 12,510 x 280 - 12,790 x 300 - 13,090 x 420 - 13,510 p.m.**

| <b>Current Salary<br/>Ksh. p.m.</b> | <b>New Salary<br/>Ksh. p.m.</b> |
|-------------------------------------|---------------------------------|
| 9,420                               | 12,510                          |
| 9,660                               | 12,790                          |
| 9,960                               | 13,090                          |
| -                                   | 13,510                          |

### CONVERSION TABLE NO. 3

#### CASB 16

Current Salary Scale: Ksh.9,660 x 300 – 9,960 x 420 – 10,380 p.m.

**New Salary Scale: Ksh. 12,790 x 300 - 13,090 x 420 - 13,510 x 470 - 13,980 p.m.**

| <b>Current Salary<br/>Ksh. p.m.</b> | <b>New Salary<br/>Ksh. p.m.</b> |
|-------------------------------------|---------------------------------|
| 9,660                               | 12,790                          |
| 9,960                               | 13,090                          |
| 10,380                              | 13,510                          |
| -                                   | 13,980                          |



## CONVERSION TABLE NO. 4

### CASB 15

Current Salary Scale: Ksh.10,380 x 480 – 10,860 x 510 – 11,370 p.m.

**New Salary Scale: Ksh. 13,510 x 470 - 13,980 x 510 - 14,490 x 540 - 15,030 p.m.**

| <b>Current Salary<br/>Ksh. p.m.</b> | <b>New Salary<br/>Ksh. p.m.</b> |
|-------------------------------------|---------------------------------|
| 10,380                              | 13,510                          |
| 10,860                              | 13,980                          |
| 11,370                              | 14,490                          |
|                                     | 15,030                          |

## CONVERSION TABLE NO. 5

### CASB 14

Current Salary Scale: Ksh.11,370 x 540 – 11,910 x 600 – 12,510 x 630 – 13,140 p.m.

New Salary Scale: Ksh. 14,490 x 540 - 15,030 x 590 - 15,620 x 630 - 16,250 p.m.

| Current Salary<br>Ksh. p.m. | New Salary<br>Ksh. p.m. |
|-----------------------------|-------------------------|
| 11,370                      | 14,490                  |
| 11,910                      | 15,030                  |
| 12,510                      | 15,620                  |
| 13,140                      | 16,250                  |

## CONVERSION TABLE NO. 6

### CASB 13

Current Salary Scale: Ksh.12,510 x 630 – 13,140 x 660 – 13,800 x 720 – 14,520 x 750 - 15,270 x 810 – 16,080 p.m.

**New Salary Scale: Ksh. 15,620 x 630 - 16,250 x 650 - 16,900 x 720- 17,620 x 740- 18,360 x 800 - 19,160 p.m.**

| <b>Current Salary<br/>Ksh. p.m.</b> | <b>New Salary<br/>Ksh. p.m.</b> |
|-------------------------------------|---------------------------------|
| 12,510                              | 15,620                          |
| 13,140                              | 16,250                          |
| 13,800                              | 16,900                          |
| 14,520                              | 17,620                          |
| 15,270                              | 18,360                          |
| 16,080                              | 19,160                          |

## CONVERSION TABLE NO. 7

### CASB 12

Current Salary Scale: Ksh. 16,692 x 835 – 17,527 x 876 – 18,403 x 920 – 19,323 x 966 – 20,289 x 1,015 – 21,304 p.m.

New Salary Scale: Ksh. 19,770 x 830 - 20,600 x 870 - 21,470 x 910 - 22,380 x 960 - 23,340 x 1,010 - 24,350 p.m.

| Current Salary<br>Ksh. p.m. | New Salary<br>Ksh. p.m. |
|-----------------------------|-------------------------|
| 16,692                      | 19,770                  |
| 17,527                      | 20,600                  |
| 18,403                      | 21,470                  |
| 19,323                      | 22,380                  |
| 20,289                      | 23,340                  |
| 21,304                      | 24,350                  |

## CONVERSION TABLE NO. 8

### CASB 11

Current Salary Scale: Ksh.19,323 x 966 – 20,289 x 1,015 – 21,304 x 1,065 –  
22,369 x 1,120 – 23,489 x 1,173 – 24,662 p.m.

**New Salary Scale: Ksh. 22,380 x 960 - 23,340 x 1,010 - 24,350 x  
1,050 - 25,400 x 1,120 - 26,520 x 1,160 - 27,680  
p.m.**

| <b>Current Salary<br/>Ksh. p.m.</b> | <b>New Salary<br/>Ksh. p.m.</b> |
|-------------------------------------|---------------------------------|
| 19,323                              | 22,380                          |
| 20,289                              | 23,340                          |
| 21,304                              | 24,350                          |
| 22,369                              | 25,400                          |
| 23,489                              | 26,520                          |
| 24,662                              | 27,680                          |



## CONVERSION TABLE NO. 9

### CASB 10

Current Salary Scale: Ksh. 24,662 x 1,233 – 25,895 x 1,285 – 27,180 x 1,340 – 28,520 x 1,398 – 29,918 p.m.

New Salary Scale: Ksh. 27,680 x 1,220 - 28,900 x 1,280 - 30,180 x 1,340 - 31,520 x 1,400 - 32,920 p.m.

| Current Salary<br>Ksh. p.m. | New Salary<br>Ksh. p.m. |
|-----------------------------|-------------------------|
| 24,662                      | 27,680                  |
| 25,895                      | 28,900                  |
| 27,180                      | 30,180                  |
| 28,520                      | 31,520                  |
| 29,918                      | 32,920                  |

## CONVERSION TABLE NO. 10

### CASB 09

Current Salary Scale: Ksh. 31,020 x 1,560 – 32,580 x 1,620 – 34,200 x 1,710 – 35,910 x 1,800 – 37,710 x 1,890 – 39,600 x 1,990 – 41,590 p.m.

**New Salary Scale: Ksh. 34,260 x 1,550 - 35,810 x 1,610 - 37,420 x 1,690 - 39,110 x 1,790 - 40,900 x 1,870 - 42,770 x 1,980 - 44,750 p.m.**

| <b>Current Salary<br/>Ksh. p.m.</b> | <b>New Salary<br/>Ksh. p.m.</b> |
|-------------------------------------|---------------------------------|
| 31,020                              | 34,260                          |
| 32,580                              | 35,810                          |
| 34,200                              | 37,420                          |
| 35,910                              | 39,110                          |
| 37,710                              | 40,900                          |
| 39,600                              | 42,770                          |
| 41,590                              | 44,750                          |

## CONVERSION TABLE NO. 11

### CASB 08

Current Salary Scale: Ksh.35,910 x 1,800 – 37,710 x 1,890 – 39,600 x 1,990 –  
41,590 x 2,070 – 43,660 x 2,220 – 45,880 p.m.

New Salary Scale: **Ksh. 39,110 x 1,790 - 40,900 x 1,870 - 42,770 x**  
**1,980 - 44,750 x 2,050-46,800 x 2,380 - 49,180**  
p.m.

| Current Salary<br>Ksh. p.m. | New Salary<br>Ksh. p.m. |
|-----------------------------|-------------------------|
| 35,910                      | 39,110                  |
| 37,710                      | 40,900                  |
| 39,600                      | 42,770                  |
| 41,590                      | 44,750                  |
| 43,660                      | 46,800                  |
| 45,880                      | 49,180                  |

## CONVERSION TABLE NO. 12

### CASB 07

Current Salary Scale: Ksh.41,590 x 2,070 – 43,660 x 2,220 – 45,880 x 2,310 – 48,190 x 2,400 – 50,590 x 2,550 – 53,140 x 2,700 – 55,840 p.m.

**New Salary Scale: Ksh. 44,750 x 2,050 - 46,800 x 2,380 - 49,180 x 2,480 - 51,660 x 2,570 - 54,230 x 2,740 - 56,970 x 2,890 - 59,860 p.m.**

| <b>Current Salary<br/>Ksh. p.m.</b> | <b>New Salary<br/>Ksh. p.m.</b> |
|-------------------------------------|---------------------------------|
| 41,590                              | 44,750                          |
| 43,660                              | 46,800                          |
| 45,880                              | 49,180                          |
| 48,190                              | 51,660                          |
| 50,590                              | 54,230                          |
| 53,140                              | 56,970                          |
| 55,840                              | 59,860                          |

## CONVERSION TABLE NO. 13

### CASB 06

**Current Salary Scale:** Ksh.48,190 x 2,400 – 50,590 x 2,550 – 53,140 x 2,700 – 55,840 x 3,000 – 58,840 x 3,150 – 61,990 x 3,300 – 65,290 p.m.

**New Salary Scale:** Ksh. 51,660 x 2,570 - 54,230 x 2,740 - 56,970 x 2,890 - 59,860 x 3,220 - 63,080 x 3,370 - 66,450 x 3,540 - 69,990 p.m.

| <b>Current Salary<br/>Ksh. p.m.</b> | <b>New Salary<br/>Ksh. p.m.</b> |
|-------------------------------------|---------------------------------|
| 48,190                              | 51,660                          |
| 50,590                              | 54,230                          |
| 53,140                              | 56,970                          |
| 55,840                              | 59,860                          |
| 58,840                              | 63,080                          |
| 61,990                              | 66,450                          |
| 65,290                              | 69,990                          |



## CONVERSION TABLE NO. 14

### CASB 05

**Current Salary Scale:** Ksh.77,527 x 3,877 – 81,404 x 4,070 – 85,474 x 4,274 –  
89,748 x 4,487 – 94,235 x 4,712 – 98,947 x 4,947 –  
103,894 p.m.

**New Salary Scale:** Ksh. 81,940 x 4,100 - 86,040 x 4,300 - 90,340 x  
4,510 - 94,850 x 4,750 - 99,600 x 4,980 - 104,580  
x 5,220 - 109,800 p.m.

| <b>Current Salary<br/>Ksh. p.m.</b> | <b>New Salary<br/>Ksh. p.m.</b> |
|-------------------------------------|---------------------------------|
| 77,527                              | 81,940                          |
| 81,404                              | 86,040                          |
| 85,474                              | 90,340                          |
| 89,748                              | 94,850                          |
| 94,235                              | 99,600                          |
| 98,947                              | 104,580                         |
| 103,894                             | 109,800                         |

**CONVERSION TABLE NO. 15**

**CASB 04**

**Current Salary Scale:** Ksh.89,748 x 4,487 – 94,235 x 4,712 – 98,947 x 4,947 – 103,894 x 5,195 – 109,089 x 5,454 – 114,543 x 5,727 – 120,270 p.m.

**New Salary Scale:** **Ksh. 94,850 x 4,750 - 99,600 x 4,980 - 104,580 x 5,220 - 109,800 x 5,490 - 115,290 x 5,770 - 121,060 x 6,050 - 127,110 p.m.**

| <b>Current Salary<br/>Ksh. p.m.</b> | <b>New Salary<br/>Ksh. p.m.</b> |
|-------------------------------------|---------------------------------|
| 89,748                              | 94,850                          |
| 94,235                              | 99,600                          |
| 98,947                              | 104,580                         |
| 103,894                             | 109,800                         |
| 109,089                             | 115,290                         |
| 114,543                             | 121,060                         |
| 120,270                             | 127,110                         |

## CONVERSION TABLE NO. 16

### CASB 03

**Current Salary Scale:** Ksh.109,089 x 5,454 – 114,543 x 5,727 – 120,270 x 5,902 – 126,172 x 6,077 – 132,249 x 6,252 – 138,501 x 6,427 – 144,928 p.m.

**New Salary Scale:** Ksh. 115,290 x 5,770 - 121,060 x 6,050 - 127,110 x 6,240 - 133,350 x 6,420 - 139,770 x 6,610 - 146,380 x 6,790 - 153,170 p.m.

| Current Salary<br>Ksh. p.m. | New Salary<br>Ksh. p.m. |
|-----------------------------|-------------------------|
| 109,089                     | 115,290                 |
| 114,543                     | 121,060                 |
| 120,270                     | 127,110                 |
| 126,172                     | 133,350                 |
| 132,249                     | 139,770                 |
| 138,501                     | 146,380                 |
| 144,928                     | 153,170                 |

## CONVERSION TABLE NO. 17

### CASB 02

**Current Salary Scale:** Ksh.120,270 x 5,902 – 126,172 x 6,077 – 132,249 x 6,252 – 138,501 x 6,427 – 144,928 x 7,132 – 152,060 x 13,640 – 165,700 x 14,960 – 180,660 p.m.

**New Salary Scale:** **Ksh. 127,110 x 6,240 - 133,350 x 6,420 - 139,770 x 6,610 - 146,380 x 6,790 - 153,170 x 7,430 - 160,600 x 13,640 - 174,240 x 14,960 - 189,200 p.m.**

| <b>Current Salary<br/>Ksh. p.m.</b> | <b>New Salary<br/>Ksh. p.m.</b> |
|-------------------------------------|---------------------------------|
| 120,270                             | 127,110                         |
| 126,172                             | 133,350                         |
| 132,249                             | 139,770                         |
| 138,501                             | 146,380                         |
| 144,928                             | 153,170                         |
| 152,060                             | 160,600                         |
| 165,700                             | 174,240                         |
| 180,660                             | 189,200                         |