



**Salaries & Remuneration  
Commission**

*R e w a r d i n g   p r o d u c t i v i t y*

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**Phase IV Salary Review**  
**for**  
**County Government Employees at the Executive**

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**Effective date: 1<sup>st</sup> July, 2020**





Salaries & Remuneration  
Commission  
*Rewarding productivity*

**Ref. No. SRC/TS/JE/CG/3/33/6 VOL.III (30)**

**8<sup>th</sup> July, 2020**

All County Governors

All County Secretaries

All Secretaries County Public Service Boards

**A. IMPLEMENTATION OF JOB EVALUATION RESULTS: PHASE IV SALARY REVIEW FOR THE COUNTY GOVERNMENT EMPLOYEES AT THE EXECUTIVE**

1. The Salaries and Remuneration Commission conducted a Job Evaluation exercise in the Public Service and as part of its implementation recommended a salary review for the County Government employees at the Executive. The review was to be implemented in four (4) phases taking into consideration the overall affordability within a sustainable Fiscal Framework.
2. The Government implemented Phase I - III of the salary review for the County Government employees at the Executive in Job Groups 'A' to 'S' with effect from 1<sup>st</sup> July, 2017, 1<sup>st</sup> July, 2018 and 1<sup>st</sup> July, 2019, respectively.
3. During Phase I and II of the salary review, the four (4) phases for Job Groups 'A' to 'F' were merged and fully implemented to ensure that the salary was within the statutory minimum wage. Phase III Salary was implemented for Job Groups 'G' to 'S' with effect from 1<sup>st</sup> July, 2019.
4. Phase IV of the new Salaries and Salary Scales, which form Appendices to this Circular, will be implemented for Job Groups 'G' to 'S' with effect from 1<sup>st</sup> July, 2020.
5. The job group conversions are below:

JOB GRAD E	A	B	C	D	E	F	G	H	J	K	L	M	N	P	Q	R	S
NEW GRAD E	CPS B18	CPS B17	CPS B16	CPS B15	CPS B14	CPS B13	CPS B12	CPS B11	CPS B10	CPS B09	CPS B08	CPS B07	CPS B06	CPS B05	CPS B04	CPS B03	CPS B02

6. Employees of former Local Authorities equivalent to Job Groups 'M' and below, will retain their current salaries until the salary structures of equivalent grades is harmonized to same levels.
7. New employees shall join the salary structure at the minimum point on the date of appointment and progress annually.



### **To whom Applicable**

8. The New Salaries will apply to County Government Employees, who were in the Service on or after 1<sup>st</sup> July, 2020.

### **Conversion of Salaries**

9. 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**

10. Officers will retain their current incremental dates. However, where the incremental date falls on 1<sup>st</sup> July, 2020 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, 2020.

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

### **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 27<sup>th</sup> 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 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 Rates and Cluster Classification for Purposes of Payment of Daily Subsistence Allowance - Local Travel Ref. No. SRC/ADM/CIR/1/13 Vol. IV (1) dated 20<sup>th</sup> November, 2017 and subsequent SRC Circular on Corrigendum on Circular Review of Review of Rates and Cluster

**C. OTHER TERMS AND CONDITIONS OF SERVICE**

1. Any allowances being paid as a percentage of the basic salary be retained as absolute fixed figures of the current salary and should **NOT** be pegged on this review.
2. Other existing terms and conditions of service will continue to apply.



**Mrs. Anne R. Githau, MBS**  
**COMMISSION SECRETARY/CEO**

**Copy to:**

The Head of the Public Service  
Executive Office of the President  
**NAIROBI**

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

The Principal Secretary  
The National Treasury  
**NAIROBI**

The Principal Secretary  
Ministry of Public Service and Gender  
**NAIROBI**

The Secretary/CEO  
Public Service Commission  
**NAIROBI**

The Pensions Secretary  
Pensions Department  
The National Treasury  
**NAIROBI**

The Auditor General  
Office of the Auditor General  
**NAIROBI**

The Controller of Budget  
Office of the Controller of Budget  
**NAIROBI**

## APPENDIX I

### LIST OF JOB GROUPS AND NEW SALARY SCALES FOR THE COUNTY GOVERNMENT EMPLOYEES

<b>JOB GROUP CPSB 18:</b>	Ksh. 13,280 x 250 - 13,530 x 300 - 13,830 x 320 - 14,150 p.m.
<b>JOB GROUP CPSB 17:</b>	Ksh. 13,530 x 300 - 13,830x320 - 14,150 x 460 - 14,610 p.m.
<b>JOB GROUP CPSB 16:</b>	Ksh. 13,830 x 320 - 14,150 x 460 - 14,610 x 510 - 15,120 p.m.
<b>JOB GROUP CPSB 15:</b>	Ksh. 14,610 x 510 -15,120 x 550 - 15,670 x 580 - 16,250 p.m.
<b>JOB GROUP CPSB 14:</b>	Ksh. 15,670 x 580 - 16,250 x 640 - 16,890 x 680 - 17,570 p.m.
<b>JOB GROUP CPSB 13:</b>	Ksh. 16,890 x 680 - 17,570 x 700 - 18,270 x 780 - 19,050 x 800 - 19,850 x 950 - 20,800 p.m.
<b>JOB GROUP CPSB 12:</b>	Ksh. 22,270 x 1,040 - 23,310 x 1,070 - 24,380 x 1,090 - 25,470 x 1,110 - 26,580 x 1,120 - 27,700 x 1,150 - 28,850 x 1,170 - 30,020 p.m.
<b>JOB GROUP CPSB 11:</b>	Ksh. 25,470 x 1,110 - 26,580 x 1,120 - 27,700 x 1,150 - 28,850 x 1,170 - 30,020 x 1,250 - 31,270 x 1,300 - 32,570 x 1,380 - 33,950 p.m.
<b>JOB GROUP CPSB 10:</b>	Ksh. 31,270 x 1,300 - 32,570 x 1,380 - 33,950 x 1,390 - 35,340 x 1,460 - 36,800 x 1,470 - 38,270 x 1,470 - 39,740 x 1,520 - 41,260 p.m.
<b>JOB GROUP CPSB 09:</b>	Ksh. 38,270 x 1,470 - 39,740 x 1,520 - 41,260 x 1,710 - 42,970 x 1,920 - 44,890 x 2,000 - 46,890 x 2,110 - 49,000 x 2,170 - 51,170 p.m.
<b>JOB GROUP CPSB 08:</b>	Ksh. 42,970 x 1,920 - 44,890 x 2,000 - 46,890 x 2,110 - 49,000 x 2,170 - 51,170 x 2,550 - 53,720 x 2,650 - 56,370 x 2,750 - 59,120 p.m.
<b>JOB GROUP CPSB 07:</b>	Ksh. 49,000 x 2,170 – 51,170 x 2,550 – 53,720 x 2,650 – 56,370 x 27,50 – 59,120 x 2,920 – 62,040 x 3,080 – 65,120 p.m.
<b>JOB GROUP CPSB 06:</b>	Ksh. 56,370 x 2,750 – 59,120 x 2,920 – 62,040 x 3,080 – 65,120 x 3,440 – 68,560 x 3,590 – 72,150 x 3,790 – 75,940 x 3,800 – 79,740 x 3,810 – 83,550 x 3,810 - 87,360p.m.
<b>JOB GROUP CPSB 05:</b>	Ksh. 87,360 x 3,190 - 90,550 x 4,490 - 95,040 x 4,860 - 99,900 x 5,010 - 104,910 x 5,240 - 110,150 x 5,500 - 115,650 x 5,780 - 121,430 p.m.
<b>JOB GROUP CPSB 04:</b>	Ksh. 99,900 x 5,010 – 104,910 x 5,240 – 110,150 x 5,500 – 115,650 x 5,780 – 121,430 x 6,070 – 127,500 x 6,370 – 133,870 p.m.
<b>JOB GROUP CPSB 03:</b>	Ksh. 121,430 x 6,070 – 127,500 x 6,370 – 133,870 x 6,570 – 140,440 x 6,770 – 147,210 x 6,960 – 154,170 x 7,160 – 161,330 x 7,810 – 169,140 p.m.



**JOB GROUP CPSB 02:**

Ksh. 133,870 x 6,570 - 140,440 x 6,770 - 147,210 x 6,960 -  
154,170 x 7,160 - 161,330 x 7,810 - 169,140 x 13,680 - 182,820  
x 14,980 - 197,800 p.m.



CONVERSION TABLE NO. 1

JOB GROUP CPSB 18

Current Salary Scale: Ksh. 13,280 x 250 - 13,530 x 300 - 13,830 x 320 - 14,150 p.m.

Current Salary  
Ksh. p.m.

13,280

13,530

13,830

14,150

## CONVERSION TABLE NO. 2

### JOB GROUP CPSB 17

**Current Salary Scale:** Ksh. 13,530 x 300 - 13,830x320 - 14,150 x 460 - 14,610 p.m.

#### Current Salary Ksh. p.m.

13,530

13,830

14,150

14,610

## CONVERSION TABLE NO. 3

### JOB GROUP CPSB 16

**Current Salary Scale:** Ksh. 13,830 x 320 - 14,150 x 460 - 14,610 x 510 - 15,120 p.m.

**Current Salary**  
**Ksh. p.m.**

13,830

14,150

14,610

15,120

## CONVERSION TABLE NO. 4

### JOB GROUP CPSB 15

**Current Salary Scale:** Ksh. 14,610 x 510 -15,120 x 550 - 15,670 x 580 - 16,250 p.m.

#### **Current Salary Ksh. p.m.**

14,610

15,120

15,670

16,250



## CONVERSION TABLE NO. 5

### JOB GROUP CPSB 14

**Current Salary Scale:** Ksh. 15,670 x 580 - 16,250 x 640 - 16,890 x 680 - 17,570 p.m.

**Current Salary Ksh.  
p.m.**

15,670

16,250

16,890

17,570

## CONVERSION TABLE NO. 6

### JOB GROUP CPSB 13

**Current Salary Scale:** Ksh. 16,890 x 680 - 17,570 x 700 - 18,270 x 780 -  
19,050 x 800 - 19,850 x 950 - 20,800 p.m.

#### Current Salary Ksh. p.m.

16,890

17,570

18,270

19,050

19,850

20,800

## CONVERSION TABLE NO. 7

### JOB GROUP CPSB 12

Current Salary Scale: Ksh. 21,500 x 1,000 - 22,500 x 1,030 - 23,530 x 1,050 - 24,580 x 1,070  
- 25,650 x 1,080 - 26,730 x 1,110 - 27,840 x 1,130 - 28,970p.m.

**New Salary Scale: Ksh. 22,270 x 1,040 - 23,310 x 1,070 - 24,380 x 1,090 - 25,470  
x 1,110 - 26,580 x 1,120 - 27,700 x 1,150 - 28,850 x  
1,170 - 30,020 p.m.**

Current Salary Ksh. p.m.	New Salary Ksh. p.m.
21,500	22,270
22,500	23,310
23,530	24,380
24,580	25,470
25,650	26,580
26,730	27,700
27,840	28,850
28,970	30,020

## CONVERSION TABLE NO. 8

### JOB GROUP CPSB 11

Current Salary Scale: Ksh. 24,580 x 1,070 - 25,650 x 1,080 - 26,730 x 1,110 - 27,840 x 1,130  
- 28,970 x 1,200 - 30,170 x 1,260 - 31,430 x 1,330 - 32,760  
p.m.

**New Salary Scale: Ksh. 25,470 x 1,110 - 26,580 x 1,120 - 27,700 x 1,150 -  
28,850 x 1,170 - 30,020 x 1,250 - 31,270 x 1,300 -  
32,570 x 1,380 - 33,950 p.m.**

Current Salary Ksh. p.m.	New Salary Ksh. p.m.
24,580	25,470
25,650	26,580
26,730	27,700
27,840	28,850
28,970	30,020
30,170	31,270
31,430	32,570
32,760	33,950



## CONVERSION TABLE NO. 9

### JOB GROUP CPSB 10

Current Salary Scale: Ksh.30,170 x 1,260 - 31,430 x 1,330 - 32,760 x 1,380 - 34,140 x 1,460  
- 35,600 x 1,470 - 37,070 x 1,470 - 38,540 x 1,520 - 40,060  
p.m.

**New Salary Scale: Ksh. 31,270 x 1,300 - 32,570 x 1,380 - 33,950 x 1,390 - 35,340  
x 1,460 - 36,800 x 1,470 - 38,270 x 1,470 - 39,740 x  
1,520 - 41,260 p.m.**

<b>Current Salary Ksh. p.m.</b>	<b>New Salary Ksh. p.m.</b>
30,170	31,270
31,430	32,570
32,760	33,950
34,140	35,340
35,600	36,800
37,070	38,270
38,540	39,740
40,060	41,260

## CONVERSION TABLE NO. 10

### JOB GROUP CPSB 09

Current Salary Scale: Ksh.37,070 x 1,470 - 38,540 x 1,520 - 40,060 x 1,710 - 41,770 x 1,910  
- 43,680 x 2,000 - 45,680 x 2,100 - 47,780 x 2,170 - 49,950  
p.m.

**New Salary Scale: Ksh.38,270 x 1,470 - 39,740 x 1,520 - 41,260 x 1,710 - 42,970  
x 1,920 - 44,890 x 2,000 - 46,890 x 2,110 - 49,000 x  
2,170 - 51,170 p.m.**

Current Salary Ksh. p.m.	New Salary Ksh. p.m.
37,070	38,270
38,540	39,740
40,060	41,260
41,770	42,970
43,680	44,890
45,680	46,890
47,780	49,000
49,950	51,170

## CONVERSION TABLE NO. 11

### JOB GROUP CPSB 08

Current Salary Scale: Ksh.41,770 x 1,910 - 43,680 x 2,000 - 45,680 x 2,100 - 47,780 x 2,170  
- 49,950 x 2,550 - 52,500 x 2,650 - 55,150 x 2,750 - 57,900  
p.m.

**New Salary Scale: Ksh.42,970 x 1,920 - 44,890 x 2,000 - 46,890 x 2,110 - 49,000  
x 2,170 - 51,170 x 2,550 - 53,720 x 2,650 - 56,370 x  
2,750 - 59,120 p.m.**

**Current Salary  
Ksh. p.m.**

**New Salary  
Ksh. p.m.**

41,770

42,970

43,680

44,890

45,680

46,890

47,780

49,000

49,950

51,170

52,500

53,720

55,150

56,370

57,900

59,120

## CONVERSION TABLE NO. 12

### JOB GROUP CPSB 07

Current Salary Scale: Ksh. 47,780 x 2,170 - 49,950 x 2,550 - 52,500 x 2,650 - 55,150 x 2,750  
- 57,900 x 2,920 - 60,820 x 3,080 - 63,900 p.m.

**New Salary Scale: Ksh. 49,000 x 2,170 – 51,170 x 2,550 – 53,720 x 2,650 –  
56,370 x 2,750 – 59,120 x 2,920 – 62,040 x 3,080 –  
65,120 p.m.**

Current Salary Ksh. p.m.	New Salary Ksh. p.m.
47,780	49,000
49,950	51,170
52,500	53,720
55,150	56,370
57,900	59,120
60,820	62,040
63,900	65,120



## CONVERSION TABLE NO. 13

### JOB GROUP CPSB 06

Current Salary Scale: Ksh. 55,150 x 2,750 - 57,900 x 2,920 - 60,820 x 3,080 - 63,900 x 3,440  
- 67,340 x 3,590 - 70,930 x 3,790 - 74,720 x 3,800 - 78,520 x  
3,810 - 82,330 p.m.

New Salary Scale: Ksh. 56,370 x 2,750 - 59,120 x 2,920 - 62,040 x 3,080 - 65,120  
x 3,440 - 68,560 x 3,590 - 72,150 x 3,790 - 75,940 x  
3,800 - 79,740 x 3,810 - 83,550 x 3,810 - 87,360 p.m.

Current Salary Ksh. p.m.	New Salary Ksh. p.m.
55,150	56,370
57,900	59,120
60,820	62,040
63,900	65,120
67,340	68,560
70,930	72,150
74,720	75,940
78,520	79,740
82,330	83,550
-	87,360

## CONVERSION TABLE NO. 14

### JOB GROUP CPSB 05

Current Salary Scale: Ksh. 85,110 x 4,240 - 89,350 x 4,480 - 93,830 x 4,670 - 98,500 x 4,940  
- 103,440 x 5,170 - 108,610 x 5,420 - 114,030 x 5,700 - 119,730 p.m.

**New Salary Scale: Ksh. 87,360 x 3,190 - 90,550 x 4,490 - 95,040 x 4,860 - 99,900  
x 5,010 - 104,910 x 5,240 - 110,150 x 5,500 - 115,650 x  
5,780 - 121,430 p.m.**

<b>Current Salary Ksh. p.m.</b>	<b>New Salary Ksh. p.m.</b>
85,110	87,360
89,350	90,550
93,830	95,040
98,500	99,900
103,440	104,910
108,610	110,150
114,030	115,650
119,730	121,430

## CONVERSION TABLE NO. 15

### JOB GROUP CPSB 04

Current Salary Scale: Ksh. 98,500 x 4,940 - 103,440 x 5,170 - 108,610 x 5,420 - 114,030 x 5,700 - 119,730 x 5,990 - 125,720 x 6,280 - 132,000 p.m.

**New Salary Scale: Ksh. 99,900 x 5,010 – 104,910 x 5,240 – 110,150 x 5,500 – 115,650 x 5,780 – 121,430 x 6,070 – 127,500 x 6,370 – 133,870 p.m.**

Current Salary KS . p.m.	New Salary Ksh. p.m.
98,500	99,900
103,440	104,910
108,610	110,150
114,030	115,650
119,730	121,430
125,720	127,500
132,000	133,870

## CONVERSION TABLE NO. 16

### JOB GROUP CPSB 03

Current Salary Scale: Ksh. 119,730 x 5,990 - 125,720 x 6,280 - 132,000 x 6,480 - 138,480 x 6,670 - 145,150 x 6,860 - 152,010 x 7,060 - 159,070 x 7,710 - 166,780 p.m.

**New Salary Scale: Ksh. 121,430 x 6,070 – 127,500 x 6,370 – 133,870 x 6,570 – 140,440 x 6,770 – 147,210 x 6,960 – 154,170 x 7,160 – 161,330 x 7,810 – 169,140 p.m.**

Current Salary Ksh. p.m.	New Salary Ksh. p.m.
119,730	121,430
125,720	127,500
132,000	133,870
138,480	140,440
145,150	147,210
152,010	154,170
159,070	161,330
166,780	169,140



## CONVERSION TABLE NO. 17

### JOB GROUP CPSB 02

**Current Salary Scale:** Ksh.132,000 x 6,480 - 138,480 x 6,670 - 145,150 x 6,860 - 152,010 x 7,060 - 159,070 x 7,710 - 166,780 x 13,660 - 180,440 x 14,970 - 195,410 p.m.

**New Salary Scale:** Ksh.133,870 x 6,570 - 140,440 x 6,770 - 147,210 x 6,960 - 154,170 x 7,160 - 161,330 x 7,810 - 169,140 x 13,680 - 182,820 x 14,980 - 197,800 p.m.

<b>Current Salary Ksh. p.m.</b>	<b>New Salary Ksh. p.m.</b>
132,000	133,870
138,480	140,440
145,150	147,210
152,010	154,170
159,070	161,330
166,780	169,140
180,440	182,820
195,410	197,800

