



Salaries & Remuneration
Commission
Rewarding productivity

PRESS RELEASE

Clarification on allowances in the public service

Wednesday, 20 April 2022, Nairobi: The Salaries and Remuneration Commission (SRC) makes reference to recent media reports on the management of allowances in the public service.

In 2019, SRC undertook a study that identified 247 different allowances paid invariably to public officers, accounting for 48 per cent of the total public wage bill.

The Commission observed that the absence of a clear and comprehensive policy framework to guide management and administration of allowances in the public service led to the proliferation of allowances and different justification, eligibility criteria, rates and modes of payment. This led to lack of transparency, inequity and unfairness in coverage, multiplicity and high proportions of allowances to basic salaries, and consequently, disparities in the gross pay paid to public officers.

Consequently, and in the discharge of SRC's mandate under Article 230(4) of the Constitution of Kenya, 2010, and in line with the principles provided in Article 230(5) of the constitution, and Section 12 of SRC Act, 2011, SRC developed and issued the Allowances Policy Guideline for the Public Service, 2021.

The Allowances Policy Guideline aims to streamline the management of allowances, with the resulting impact of improving transparency, accountability, equity and fairness of pay. This is intended to ensure that the total public compensation bill is affordable and fiscally sustainable.

In October 2021, the Allowances Policy Guideline went through a consultative and participatory stakeholder and public participation process, as per Articles 10 and 232 of the constitution.

Extensive sensitisation sessions were also undertaken with public service institutions, and which provided an opportunity for SRC to explain the rationale behind the Allowances Policy Guideline. Views from stakeholders in the public service were received and taken into account in the final Allowances Policy Guideline.

The Commission received data from public service institutions, and which are currently being reviewed. The review will inform the advice on allowances for the public service. The streamlining of the allowances covers all public service institutions, at the national and county government levels.

The Commission would like to clarify that no advice has yet been issued on the streamlining of allowances in the public service. Allowances that are currently obtaining shall continue to be paid until SRC issues its advice on allowances for public service institutions. The advice will be aligned with the Allowances Policy Guideline.

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About the Salaries and Remuneration Commission

The Salaries and Remuneration Commission (SRC) is established under Chapter 12, Article 230 of the Constitution of Kenya, 2010. SRC's mandate is to: a) Set and regularly review the remuneration and benefits of all State officers; and, b) Advise the national and county governments on the remuneration and benefits of all other public officers.

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