



Salaries & Remuneration
Commission
Rewarding productivity

PRESS RELEASE

SRC launches framework for linking financial rewards to measurable productivity and performance for State and public officers

Monday, 17 April 2023, Nairobi: Improving Kenya's economic performance largely depends on creating a highly productive public service. Recognising productivity and performance is one key strategic intervention to achieving an enhanced economic growth.

Public service productivity is a transformative agenda that will enable the government to drive and align the entire public service towards competitiveness, high and sustained revenue growth, improved service delivery, increased profitability, and improved remuneration.

These were sentiments expressed by high level dignitaries during the official launch, by the Salaries and Remuneration Commission (SRC), of the *Framework for Recognising Productivity and Performance in the Public Service*, held on 14 April 2023, at the Kenya School of Government.

"Whereas organisational success thrives on higher productivity, employees become more productive when they are recognised for their contribution. Recognition improves employee productivity, performance, retention, organisational culture, and acts as a catalyst for efficiency and effectiveness in production and service delivery," said Lyn Mengich, Chairperson, SRC.

"Despite the critical role of productivity in the economic performance of the country, the public service is yet to embrace productivity as a central pillar in service delivery. This is why, the launch of this Framework is so timely and welcome," said Felix Koskei, Chief of Staff and Head of Public Service, during the launch.

He added: "In order to motivate employees to perform to their best, it is important to tie productivity to rewards, whether in form of promotions, bonuses, recognition letters or other forms of recognition. Such recognition will ensure sustainability of any productivity system."

The Framework provides a mechanism for linking financial rewards to measurable productivity and performance for State and public officers.

In rewarding employees in the public service, SRC shall consider the following factors:

- a) The degree to which an institution achieves its productivity and performance targets will determine eligibility and quantum of financial reward. Thus, SRC shall take into consideration performance targets and the productivity index achieved.
- b) SRC will review and set financial rewards for State officers and advice on financial rewards for other public officers that compare well across sectors in the public service.
- c) Financial rewards shall also take into consideration existing contractual obligations, comply with relevant laws, and take into consideration relevant government policies, rules and regulations.

The table below shows productivity and performance-based bonus for State officers and other public officers

Corporate Ratings	Assessment Scores	Percentage Score (%)	Productivity and Performance-based bonus (% of Monthly Basic Salary as reviewed and set for State officers and advised for other public officers by SRC)
Excellent	Achievement exceeding the set target by 30% or more	> 130%	100% multiplied by individual evaluated score
Very Good	Achievement of the set target or exceeding by up to 30%	101%+ ≤ 130%	Up to 100% prorated depending on individual productivity and performance

According to the Framework, the financial rewards will be effected provided that public institution:

- 1) Achieve at least 101 per cent plus (100%+) of the annual performance ratings;
- 2) Improve productivity index;
- 3) For commercial and revenue-generating State corporations, demonstrate cost efficiency, growth in revenue and profit;
- 4) Make the necessary budgetary provision for the productivity and performance-based bonus;
- 5) Submit to SRC a proposal on the productivity and performance-based bonus;
- 6) Employees achieve at least 101 per cent (100%) performance rating.

The productivity and performance-based bonus shall be prorated based on corporate score, and anchored on the basic salary of State officers, other public officers, or accounting officers, in the case of board members.

Besides SRC, several other public service institutions have been apportioned roles and responsibilities for the immediate implementation of the Framework. The Framework will be mainstreamed across the entire public service, at the national and county governments.

--- End ---

Find hereby the following attachments:

- e-copy of the *Framework for Recognising Productivity and Performance in the Public Service*
- Selected photos for use. (Download from WeTransfer Link: <https://we.tl/t-a5DZw4FjCX>)

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.

For more information, contact:

Anthony Mwangi; Mobile: +254 739 579 176; Email: ammwangi@src.go.ke
 For more information, visit: www.src.go.ke