



Salaries & Remuneration  
Commission  
Rewarding productivity

## **PRESS STATEMENT**

### **SALARY INCREASES UNDER THE THIRD REMUNERATION REVIEW CYCLE - 2023/2024 – 2024/2025**

**Wednesday, 3 July 2024, Nairobi:** The Salaries and Remuneration Commission (SRC) is alive and aligned to the national discourse on the public expenditure, particularly on wages and salaries. This discourse is consistent with SRC's mandate of ensuring affordability and fiscal sustainability of the public wage bill.

SRC is also aware of media stories featured yesterday, 2 July 2024, and today, 3 July 2024, in a section of the media, focusing on salary increases for Members of Parliament and other State officers.

SRC takes this early opportunity to clarify that the salary increases for State officers has not been newly gazetted, as referenced in the media. SRC set and published a Gazette Notice on 9 August 2023, as part of the Third Remuneration and Benefits Review Cycle for State and Other Public Officers, that would be implemented over a two-year period, 2023/2024 and 2024/2025.

This review came after a two-year freeze on pay structures for the period 2021/2022 and 2022/2023, on account of the impact of Covid-19 on the economy. The remaining two years would be implemented in two phases.

The review cycle, which is an obligation pursuant to Section 11(e) of SRC Act, covers the entire public service (both State and other public officers), within the context of affordability and fiscal sustainability, pursuant to Article 230 of the Constitution of Kenya, 2010.

In view of the emerging fiscal constraints and the proposed budget cuts, and in further consultation with stakeholders, including and the National Treasury, SRC has reviewed the setting and advice of pay for the second phase of the implementation – 2024/2025.

Therefore, in consultation with the National Treasury, SRC hereby freezes the upward review of salaries for all State officers, and will review the advice for all other public officers, taking into account the current realities of the economy, a reduced budget and existing contractual commitments, so as to ensure affordability and fiscal sustainability of the wage bill.

SRC has been conscious of the need to ensure prudent fiscal sustainability of the public wage bill and has consistently taken measures towards ensuring that public service operates within the prescribed affordability limits. Consequently, the wage bill has come down from 54.77 per cent of revenue in 2020/2021 to 46.64 per cent in 2022/2023. The wage bill is expected to further decline to 35 per cent by 2028.

SRC welcomes support from all quarters to join efforts towards the goal of achieving the 35 per cent wage-bill-to-revenue ratio.

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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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