



Salaries & Remuneration
Commission
Rewarding productivity

PRESS RELEASE

FIRST QUARTER WAGE BILL BULLETIN **(JULY TO SEPTEMBER 2024)** **WAGE BILL TRENDS**

Tuesday, 29 April 2025, Nairobi: The Salaries and Remuneration Commission (SRC) has released the First Quarter Wage Bill Bulletin covering the period July to September 2024, for the financial year (FY) 2024/2025. An extract is presented below (*See bulletin for details*):

Requests from public institutions

During the first quarter of FY 2024/2025, SRC received 88 requests from public institutions, valued at Ksh 10.35 billion, compared to Ksh 39.80 billion received in the first quarter of FY 2023/2024. Of these, SRC approved Ksh 6.45 billion (62.35%), resulting in a saving of Ksh 3.8 billion for the public service.

Of the 88 requests, 13 were on CBA reviews (15%); 62 on allowances and benefits (70%), 4 on bonus requests (5%) and 9 on job evaluation and salary reviews (10%).

Table 1: Cost of requests received and approved by SRC during FY 2023/2024, and the first quarter of FY 2024/2025.

Financial Year	Quarter	Requests by Public Service Institutions (Ksh 'Million')		
		Received	Approved	Approved as % of Received
FY 2023 / 2024	Q1	39,801.57	24,052.58	60.43
	Q2	1,845.89	919.08	49.79
	Q3	4,903.41	4,709.44	96.04
	Q4	5,464.27	2,524.79	46.21
	Total	52,015.14	32,205.89	61.92
FY 2024 / 2025	Q1	10,352.06	6,454.72	62.35

Public Wage Bill Trends

County governments

County government expenditure on Personnel Emoluments (PE) in the first quarter of FY 2024/2025 was estimated at Ksh 40.47 billion, slightly lower than the Ksh 41.79 billion recorded in the first quarter of FY 2023/2024. As a proportion of total revenue, the PE stood at 40.64 per cent, down from 42.09 per cent, but still above the 35 per cent threshold set in the Public Finance Management (PFM) Regulations, 2015.



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National government

The national government PE expenditure in the first quarter of FY 2024/2025 was estimated at Ksh 111.09 billion, compared to Ksh 120.99 billion in the same period in FY 2023/2024. The PE, as a share of total expenditure (excluding national security and Consolidated Fund Services), declined from 23.53 per cent to 19.72 per cent.

Economic indicators

The following are the key highlights of the relevant economic indicators and parameters that directly or indirectly affect the fiscal sustainability of the public service wage bill.

The wage bill to nominal GDP ratio is estimated to drop to 7.29 per cent, and then to 6.92 per cent in FY 2022/2023 and 2023/2024, respectively.

The wage bill to ordinary revenue ratio declined from 54.77 per cent in FY 2020/2021 to 47.06 per cent in FY 2021/2022, and estimated to have reduced further to 46.64 per cent and 46.23 per cent in FY 2022/2023 and 2023/2024, respectively.

The total wage bill is estimated to continue growing, but at slightly lower rates of 6.36 per cent and 6.37 per cent in FY 2022/2023 and 2023/2024, respectively.

Wage employment and payment in the public service

As the largest employer in public service, TSC registered an employee growth of 8.72 per cent in 2023, while county governments registered a growth of 1.89 per cent to 221,400 employees.

Employment in parastatal bodies and State corporations controlled by the government grew by 1.12 per cent and 1.04 per cent in 2023, respectively, while employment in ministries and other extra-budgetary institutions registered an increase of 3.36 per cent.

The public service wage payments grew by 6.36 per cent from Ksh 1.04 trillion in FY 2021/2022, to Ksh 1.1 trillion in FY 2022/2023, and estimated to grow further by a similar rate to Ksh 1.17 trillion in FY 2023/2024.

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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.

For more information, contact:

Anthony Mwangi; Mobile: +254 739 579 176; Email: ammwangi@src.go.ke

For more information, visit: www.src.go.ke