



Salaries & Remuneration
Commission
Rewarding productivity

PRESS RELEASE

SECOND QUARTER WAGE BILL BULLETIN **(OCTOBER TO DECEMBER 2024)** **WAGE BILL TRENDS**

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

Requests from public institutions

The bulletin highlights key developments in the management of the public wage bill, the prevailing fiscal conditions, and institutional challenges experienced during the transition period following the end of the term of the Second Commission.

Table 1: Status of cases awaiting SRC decision as at end of the second quarter

S/No.	Department	Total backlog awaiting Third Commission decision, as of 24 January 2025
1.	Job Evaluation and Salary Structures	101 (20)
2.	Allowances and Benefits	50 (11)
3.	Collective Bargaining Agreements	19 (8)
4.	Productivity and Performance	4 (0)
	Total	174 (39)

Pending requests awaiting Commission decision

During the period under review, SRC continued to receive requests from public institutions, even though the Commission was not fully constituted following the end of the six-year term of the Chairperson and six Commissioners.

The requests formed the in-tray of matters awaiting consideration by the incoming Third Commission. As of 24 January 2025, 174 requests remained pending, with 39 of them awaiting additional information from institutions.

Advice issued during transition

While no formal determinations were made due to the absence of a fully constituted Commission, SRC Secretariat issued advice to public institutions based on existing policies and/or precedence.

Consequently, SRC issued 73 advice, with Allowances and Benefits accounting for 64.4 per cent, Job Evaluation and Salary Structures at 24.7 per cent, and Collective Bargaining Negotiations at 11.0 per cent.



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Public Wage Bill Trends

County governments

County government expenditure on personnel emoluments (PE) remained above the 35 per cent threshold set by the Public Finance Management (PFM) Regulations, 2015.

The PE is projected to increase from Ksh 38.69 billion in the first quarter, to Ksh 52.16 billion in the second quarter of FY 2024/2025, representing a 34.8 per cent growth.

However, as a proportion of total expenditure, PE decreased from 69.5 per cent in the first quarter, to 61.9 per cent in the second quarter, still above the legal threshold. The PE to ordinary revenue ratio is projected to decline from 44.01 per cent in the first quarter to 41.13 per cent in second quarter.

Only six counties - Nakuru, Kwale, Busia, Tana River, Narok, and Kilifi - complied with PFM Act, 2012, threshold of 35 per cent PE to revenue ratio.

National government

The Controller of Budget report shows that the national government PE is projected to rise from Ksh 170.29 billion in Q2 of FY 2023/2024 to Ksh 212.53 billion in Q2 of FY 2024/2025.

Despite the growth, the PE to total revenue ratio is projected to decrease from 31.7 per cent to 25.7 per cent over the same period, remaining within the recommended threshold.

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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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