

# **SPECIAL ISSUE**



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GAZETTE NOTICE NO. 2885

## **THE CONSTITUTION OF KENYA**

### **REMUNERATION AND BENEFITS OF STATE OFFICERS IN THE EXECUTIVE**

IN EXERCISE of the powers conferred by Article 230 (4) (a), the Salaries and Remuneration Commission has set the remuneration and benefits of State Officers in the Executive as follows:

### **REMUNERATION AND BENEFITS OF STATE OFFICERS IN THE EXECUTIVE**

<i>State Officer</i>	<i>Gross Monthly Remuneration Package (KSh.)</i>
President of the Republic of Kenya	1,237,500 x 103,125 p.a. – 1,340,625 x 103,125 p.a.– 1,443,750 x 103,125 p.a. – 1,546,875 x 103,125 p.a. – 1,650,000
Deputy President	1,051,875 x 87,656 p.a. – 1,139,531 x 87,656 p.a.– 1,227,188 x 87,656 p.a. – 1,314,844 x 87,656 p.a. – 1,402,500
Cabinet Secretary Attorney-General Secretary to the Cabinet Chief of Defence Forces	792,000 x 66,000 p.a. – 858,000 x 66,000 p.a. – 924,000 x 66,000 p.a. – 990,000 x 66,000 p.a. – 1,056,000
Principal Secretary Vice-Chief of the Defence Forces Commander, Kenya Army Director-General (NIS) Inspector-General, National Police Service	655,875 x 54,656 p.a. – 701,531 x 54,656 p.a. – 765,188 x 54,656 p.a. – 819,844 x 54,656 p.a. – 874,500
Director of Public Prosecutions Commander, Kenya Air force Commander, Kenya Navy	640,681 x 30,509 p.a. – 671,190 x 30,509 p.a. – 701,698 x 30,509 p.a. – 732,207 x 30,509 p.a. – 762,715 x 30,509 p.a. – 793,224 x 30,509 p.a. – 823,732 x 30,509 p.a. – 854,241
Deputy Inspector-General, Kenya Police Service Deputy Inspector-General, Administration Police Service	532,500 x 25,357 p.a. – 557,857 x 25,357 p.a. – 583,214 x 25,357 p.a. – 608,571 x 25,357 p.a. – 633,929 x 25,357 p.a. – 659,286 x 25,357 p.a. – 684,643 x 25,357 p.a. – 710,000
Registrar of Political Parties	532,500 x 35,500 p.a. – 568,000 x 35,500 p.a. – 603,500 x 35,500 p.a. – 639,000 x 35,500 p.a. – 674,500 x 35,500 p.a. – 710,000

#### *Notes:*

- (i) A serving State Officer whose remuneration and benefits were set for the position they are holding before the establishment of the Salaries and Remuneration Commission by the relevant authority as provided by law, where such remuneration is above the set remuneration herein shall retain such remuneration.

- (ii) A serving State Officer whose remuneration and benefits were set for the position they are holding by the Salaries and Remuneration Commission on interim basis before this Gazette Notice, where the remuneration is above the set remuneration herein, shall retain such remuneration at fixed levels unless reviewed by the Salaries and Remuneration Commission.
- (iii) New State Officers shall join at the minimum and those currently earning below the total gross minimum remuneration set herein, shall join the scale at the appropriate level.
- (iv) State Officers whose current remuneration levels fall within the structure shall join the structure at the next immediate progression point.
- (v) Unless otherwise specifically stated in this Gazette Notice, all allowances are herein consolidated and capped at forty per centum (40 per cent) of the set total gross remuneration.
- (vi) All other allowances and benefits not specified in this Gazette Notice cease to be payable.
- (vii) Additional benefits accruing to the President and the Deputy President shall be reviewed by the Salaries and Remuneration Commission from time to time.
- (viii) The salary structure existing before this Gazette notice ceases to apply forthwith.

(a) *Benefits*

The following benefits shall apply to the State Officers serving in the Executive:

- (i) Accommodation and Subsistence Allowance: Retain the existing rates pending review by the Salaries and Remuneration Commission.
- (ii) Airtime: Retain the existing rates pending review by the Salaries and Remuneration Commission.
- (iii) Security: To be provided as advised by the Inspector-General, National Police Service.
- (iv) Official car: Chauffeur driven official car; or as reviewed by the Salaries and Remuneration Commission.
- (v) Medical Scheme: The medical cover shall be provided per family for self, spouse and up to four children below twenty five years fully dependent on the State Officer as follows:

Inpatient	KSh. 10 million
Outpatient	KSh. 300,000
Maternity	KSh. 150,000
Dental	KSh. 75,000
Optical	KSh. 75,000

The State Officers in the Defence Forces shall retain the existing medical scheme arrangement.

- (vi) Retirement Benefits.—A State Officer serving on Permanent and Pensionable terms shall join a contributory pension scheme and contribute at the rate of 7.5% of basic salary with the employer's contribution at the rate of 15% of basic salary.

A State Officer serving on fixed term shall serve on contract and be paid a service gratuity at the end of the term at the rate of 31% of annual basic pay for every year served.

- (vii) *Group Life Assurance*.—Officers shall be covered for a value equivalent to three times annual basic salary.
- (viii) *Work Injury Benefit (WIBA)*.—Work Injury Benefits Act shall apply where applicable.
- (ix) *Group Personal Accident*.—State Officers serving in the Executive shall be covered for a value equivalent to up to three times annual basic salary where applicable.
- (x) Home, Utilities and Attendants.—The President and Deputy President shall be housed by the State and provided with all commensurate home utilities and attendants, subject to review by the Salaries and Remuneration Commission from time to time.

Effective date: 1st March, 2013.

Dated the 28th February, 2013

SARAH SEREM,  
*Chairperson, Salaries and Remuneration Commission.*

GAZETTE NOTICE NO. 2886

THE CONSTITUTION OF KENYA

REMUNERATION AND BENEFITS FOR STATE OFFICERS IN PARLIAMENT

IN EXERCISE of the powers conferred by Article 230 (4) (a), the Salaries and Remuneration Commission has set the remuneration and benefits of State Officers in Parliament as follows:

REMUNERATION AND BENEFITS OF ALL STATE OFFICERS IN PARLIAMENT

<i>State Officer</i>	<i>Gross Monthly Remuneration Package (KSh.)</i>
Speaker of the National Assembly Speaker of the Senate	990,000 x 82,500 p.a. – 1,072,500 x 82,500 p.a. – 1,155,00 x 82,500 p.a. – 1,237,500 x 82,500 p.a. – 1,320,000
Deputy Speaker of the National Assembly Deputy Speaker of the Senate	792,000 x 66,000 p.a. – 858,000 x 66,000 p.a. – 924,000 x 66,000 p.a. – 990,000 x 66,000 p.a. – 1,056,000

<i>State Officer</i>	<i>Gross Monthly Remuneration Package (KSh.)</i>
Leader of Majority Party Leader of the Minority Party Chairpersons of Committees Members of Speakers Panel Chief Whips Minority Whips Member of the National Assembly Member of the Senate	532,500 x 44,375 p.a. – 576,875 x 44,375 p.a.– 621,250 x 44,375 p.a. – 665,625 x 44,375 p.a. – 710,000

*Notes:*

- Members of Parliament and all other Parliamentary State Officers shall join the remuneration structure at the minimum point and progress to the maximum over the term period.
- Unless otherwise specifically stated in this Gazette Notice, all allowances have been consolidated and capped at forty per centum (40 per cent) of the set total gross remuneration package.
- All other allowances and benefits not specified in this Gazette Notice cease to be payable.

*(a) Special Parliamentary Duty Allowance:*

Members of Parliament who have additional responsibilities as listed below shall be paid an additional allowance as may be apportioned by the Parliamentary Service Commission up to a maximum of KSh.150,000 per month.

- Leader of Majority Party;
- Leader of the Minority Party;
- Chairperson of Committees;
- Members of Speakers Panel;
- Chief Whips; and
- Minority Whips.

*(b) Committee Sitting Allowances:*

Members of Parliament and Senate who serve in Committees shall be paid Committee Sitting Allowance as follows:

- Chairperson, KSh.10,000 per day of meeting (s) subject to a maximum of 4 days per week and a maximum of KSh. 160,000 per month.
- Vice-Chairperson, KSh. 8,000 per day of meeting (s) subject to a maximum of 4 days in a week and a maximum of KSh. 128,000 per month.
- Member, KSh. 5,000 per day of meeting (s) subject to a maximum of 4 days in a week and a maximum of KSh. 80,000 per month.

*(c) Other Allowances and Benefits:*

The following benefits shall apply to Parliamentary State Officers:

- Accommodation and Subsistence Allowances.*—to be paid at existing rates pending review by the Salaries and Remuneration Commission.
- Security.*—To be provided as advised by the Inspector-General, National Police Service.
- Mileage Allowance.*—shall be paid to Members of Parliament per week of travel(s) up to a maximum of 52 weeks in one calendar year for the journeys between Nairobi and their Constituencies at AA rates or as reviewed by the Salaries and Remuneration Commission from time to time.
- Medical Scheme.*—Annual Medical cover shall be provided per family for self, spouse and up to four children below twenty five years, who are fully dependent on the Members of Parliament and all other Parliamentary State officers as follows:
 

Inpatient	KSh. 10 million
Outpatient	KSh. 300,000
Maternity	KSh. 150,000
Dental	KSh. 75,000
Optical	KSh. 75,000
- Retirement Benefits.*—Gratuity scheme at the rate of 31% of annual basic pay, shall be paid at the end of the term and shall not be pensionable.
- Group Life Assurance.*—State Officers shall be covered for a value equivalent to three times their annual basic salary.
- Work Injury Benefit (WIBA).*—Work Injury Benefits Act shall apply.
- Group Personal Accident.*—Members of Parliament and other Parliamentary State officers shall be covered for a value equivalent to up to three times their annual basic salary.
- Home, Utilities and Attendants.*—Speakers of the Senate and National Assembly shall be housed by the State and provided with all commensurate home utilities and attendants subject to review by the Salaries and Remuneration Commission from time to time.

Effective date: 1st March, 2013.

Dated the 28th February, 2013.

SARAH SEREM,  
*Chairperson, Salaries and Remuneration Commission.*

GAZETTE NOTICE NO. 2887

## THE CONSTITUTION OF KENYA

## REMUNERATION AND BENEFITS OF STATE OFFICERS IN THE CONSTITUTIONAL COMMISSIONS AND INDEPENDENT OFFICES

IN EXERCISE of the powers conferred by Article 230 (4) (a), the Salaries and Remuneration Commission has set the Remuneration and Benefits of State Officers in the Constitutional Commissions and Independent Offices as follows:

## REMUNERATION AND BENEFITS OF STATE OFFICERS IN THE CONSTITUTIONAL COMMISSIONS AND INDEPENDENT OFFICES

<i>State Officer</i>	<i>Gross Monthly Remuneration Package (KSh.)</i>
Auditor General	792,000 x 37,714 p.a. – 829,714 x 37,714 p.a. – 867,429 x 37,714 p.a. – 905,143 x 37,714 p.a. – 942,857 x 37,714 p.a. – 980,571 x 37,714 p.a. – 1,018,286 x 37,714 p.a. – 1,056,000
Chairperson, Independent Electoral and Boundaries Commission Chairperson, Commission for the Implementation of the Constitution	792,000 x 52,800 p.a. – 844,800 x 52,800 p.a. – 897,600 x 52,800 p.a. – 950,400 x 52,800 p.a. – 1,003,200 x 52,800 p.a. – 1,056,000
Controller of Budget	655,875 x 31,232 p.a. – 687,107 x 31,232 p.a. – 718,339 x 31,232 p.a. – 749,571 x 31,232 p.a. – 780,804 x 31,232 p.a. – 812,036 x 31,232 p.a. – 843,268 x 31,232 p.a. – 874,500
Vice Chairperson, Independent Electoral and Boundaries Commission Vice-Chairperson, Commission for the Implementation of the Constitution	655,875 x 43,725 p.a. – 699,600 x 43,725 p.a. – 743,325 x 43,725 p.a. – 787,050 x 43,725 p.a. – 830,775 x 43,725 p.a. – 874,500
Chairperson, all other Constitutional Commissions; Member, Independent Electoral and Boundaries Commission Member, Commission for the Implementation of the Constitution	640,681 x 42,712 p.a. – 683,393 x 42,712 p.a. – 726,105 x 42,712 p.a. – 768,817 x 42,712 p.a. – 811,529 x 42,712 p.a. – 854,241
Vice Chairperson, all other Constitutional Commissions Members, all other Constitutional Commissions	532,500 x 35,500 p.a. – 568,000 x 35,500 p.a. – 603,500 x 35,500 p.a. – 639,000 x 35,500 p.a. – 674,500 x 35,500 p.a. – 710,000
Secretary of Constitutional Commission	526,058 x 25,055 p.a. – 551,113 x 25,055 p.a. – 576,167 x 25,055 p.a. – 601,222 x 25,055 p.a. – 626,277 x 25,055 p.a. – 651,332 x 25,055 p.a. – 676,386 x 25,055 p.a. – 701,441

*Notes:*

- (i) New State Officers and those currently earning below the total gross minimum remuneration set herein, shall join the scale at the appropriate level.
- (ii) A serving State Officer whose remuneration and benefits were set for the position they are holding before the establishment of the Salaries and Remuneration Commission by the relevant authority as provided by law, where such remuneration is above the set remuneration herein shall retain such remuneration.
- (iii) A serving State Officer whose remuneration and benefits were set for the position they are holding by the Salaries and Remuneration Commission before this Gazette Notice, where the remuneration is above the remuneration set herein, shall retain such remuneration at fixed levels unless reviewed by the Salaries and Remuneration Commission.
- (iv) State Officers whose current remuneration levels fall within the structure shall join the structure at the next immediate progression point.
- (v) Unless otherwise specifically stated in this Gazette Notice, all allowances are herein consolidated and capped at forty per centum (40 per cent) of the set total gross remuneration.
- (vi) All other allowances and benefits not specified in this Gazette Notice cease to be payable.
- (vii) A part time State Officer shall, notwithstanding (vi) above, retain the existing remuneration level pending revision by Salaries and Remuneration Commission.
- (viii) The salary structure existing before this Gazette notice ceases to apply forthwith.

*(a) Duty Facilitation Benefits:*

The following benefits shall apply to the State Officers in Constitutional Commissions and Independent Offices.

- (i) *Airtime*.—Retain the existing rates and subsequently as reviewed by Salaries and Remuneration Commission.
- (ii) *Security*.—To be provided as advised by the Inspector General, National Police Service
- (iii) *Official car*.—Chauffer driven official car; or as reviewed by the Salaries and Remuneration Commission.

*(b) Other Benefits:*

- (i) *Medical Scheme*.—The State Officers in Constitutional Commissions and Independent Offices shall be entitled to full medical cover per family for themselves, spouse and up to four children below twenty five years and fully dependent on the State Officer as follows:

Inpatient	KSh. 10 million
Outpatient	KSh. 300,000
Maternity	KSh. 150,000
Dental	KSh. 75,000
Optical	KSh. 75,000

- (ii) *Retirement Benefits.*—A State Officer serving on Permanent and Pensionable terms shall join a contributory pension scheme and contribute at the rate of 7.5% of basic salary with the employer's contribution at the rate of 15% of basic salary.

A State Officer serving on fixed term shall serve on contract and be paid a service gratuity at the end of the term at the rate of 31% of annual basic pay for every year served.

- (iii) *Group Life Assurance.*—State Officers shall be covered for a value equivalent to three times their annual basic salary
- (iv) *Work Injury Benefit (WIBA).*—Work Injury Benefits Act shall apply.
- (v) *Group Personal Accident.*—State Officers in Constitutional Commissions and Independent Offices shall be covered for a value equivalent to up to three times their annual basic salary.

Effective date 1st March, 2013.

Dated the 28th February, 2013

SARAH SEREM,  
Chairperson, Salaries and Remuneration Commission.

GAZETTE NOTICE NO. 2888

# THE CONSTITUTION OF KENYA

## REMUNERATION AND BENEFITS OF STATE OFFICERS SERVING IN THE COUNTY GOVERNMENT

IN EXERCISE of the powers conferred by Article 230 (4) (a), the Salaries and Remuneration Commission has set the remuneration and benefits of State Officers in the County Government as follows:

## REMUNERATION AND BENEFITS OF STATE OFFICERS SERVING IN THE COUNTY GOVERNMENT

<i>State Officer</i>	<i>Gross Monthly Remuneration Package (KSh.)</i>
County Governor	640,681 x 53,390 p.a. – 694,071 x 53,390 p.a. – 747,461 x 53,390 p.a. – 800,851 x 53,390 p.a. – 854,241
Deputy County Governor	461,250 x 38,438 p.a.– 449,688 x 38,438 p.a.– 538,125 x 38,438 p.a.– 576,563 x 38,438 p.a. – 615,000
Speaker of the County Assembly Member of the Executive Committee	225,000 x 18,750 p.a.– 243,750 x 18,750 p.a.– 262,500 x 18,750 p.a.– 281,250 x 18,750 p.a. – 300,000
Member of the County Assembly	79,200 x 6,600 p.a.– 85,800 x 6,600 p.a.– 92,400 x 6,600 p.a.– 99,000 x 6,600 p.a. – 105,600

### Notes:

- (i) A State Officer joining the Public Service at the County Government shall adopt the minimum entry point of the respective remuneration scales.
- (ii) Unless otherwise specifically stated in this Gazette Notice, all allowances have been consolidated and capped at forty per centum (40 per cent) of the set total gross remuneration package.
- (iii) All other allowances and benefits not specified in this Gazette Notice cease to be payable.

### (a) Additional Allowances and Benefits:

The following additional allowances shall apply to State Officers serving in the County Government:

- (i) Governor Allowance: To be paid at the rate of KSh. 80,000 per month
- (ii) Deputy Governor Allowance: To be paid at the rate of KSh. 64,000 per month
- (iii) County Assembly Committee Sitting Allowances: To be paid to a County Representative as follows:
- Chairperson: KSh.5,000 per day of meeting(s) for a maximum of 4 days in a week subject to a maximum of KSh. 80,000 per month
  - Vice Chairperson: KSh. 4,000 per day of meeting(s) for a maximum of 4 days in a week subject to a maximum of KSh. 64,000 per month
  - Member: KSh. 3,000 per day of meeting(s) for a maximum of 4 days in a week subject to a maximum of KSh. 48,000 per month

### (b) Other Allowances and Benefits:

The following allowances and benefits shall apply to the State Officers in the County Government as applicable:

- (i) *Accommodation and Subsistence Allowances.*—To be paid at the existing rates applicable in the Public Service pending review by the Salaries and Remuneration Commission.
- (ii) *Airtime.*—Airtime shall be provided as follows:



1. Governor: KSh. 10,000 per month
2. Deputy Governor: KSh. 7,500 per month
3. County Assembly Speaker: KSh. 5,000 per month

- (iii) Security: To be provided as advised by the Inspector General, National Police Service, where applicable.
- (iv) Official car: Chauffeur driven official car for Governor and Deputy Governor; or as may be reviewed by the Salaries and Remuneration Commission.
- (v) Medical Scheme: Annual Medical cover shall be provided per family for self, spouse and up to four children below twenty five years, who are fully dependent on the County State Officer as follows:

Governor:

Inpatient	KSh. 10 million
Outpatient	KSh. 300,000
Maternity	KSh. 150,000
Dental	KSh. 75,000
Optical	KSh. 75,000

Deputy Governor:

Inpatient	KSh. 5 million
Outpatient	KSh. 150,000
Maternity	KSh. 50,000
Dental	KSh. 25,000
Optical	KSh. 25,000

County Assembly Speaker, County Representative and County Executive Officer:

Inpatient	KSh. 1 million
Outpatient	KSh. 100,000
Maternity	KSh. 50,000
Dental	KSh. 20,000
Optical	KSh. 20,000

- (vi) Retirement Benefits: A County State Officer shall serve on contract and be paid a service gratuity at the end of the term at the rate of 31% of annual basic pay for every year served.
- (vii) Group Life Assurance: County State Officers shall be covered for a value equivalent to three times their annual basic salary.
- (viii) Work Injury Benefit (WIBA): Work Injury Benefits Act shall apply.
- (ix) Group Personal Accident: State Officers in County Government shall be covered for a value equivalent to up to three times their annual basic salary.
- (x) Home, Utilities and Attendants: A County Governor shall be housed by the State and provided with all commensurate home utilities and home attendants, subject to review by Salaries and Remuneration Commission from time to time.

Effective date: 1st March, 2013.

Dated the 28th February, 2013.

SARAH SEREM,  
*Chairperson, Salaries and Remuneration Commission.*