

# **SPECIAL ISSUE**



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GAZETTE NOTICE NO. 10346

## THE CONSTITUTION OF KENYA

### THE SALARIES AND REMUNERATION COMMISSION ACT, 2011

#### SALARIES AND REMUNERATION COMMISSION

##### REMUNERATION AND BENEFITS FOR STATE OFFICERS IN THE EXECUTIVE OF THE NATIONAL GOVERNMENT

IN EXERCISE of the mandate of the Salaries and Remuneration Commission (SRC), as provided under Article 230 (4) (a) of the Constitution of Kenya, the SRC has reviewed and set the remuneration and benefits for State Officers in the Executive of the National Government under the Third Remuneration and Benefits Review Cycle that covers Financial Years (FY) 2021/2022–2024/2025.

In setting the remuneration and benefits herein, SRC took into account the principles set out in Article 230 (5) of the Constitution and section 12 of SRC Act, 2011. Consequently, SRC has reviewed and set the remuneration and benefits for implementation in two phases in FY 2023/2024 – 2024/2025 as follows:

#### 1. Monthly remuneration for State Officers in the Executive of the National Government

Table 1: Monthly remuneration structure for State Officers in the Executive of the National Government to be implemented in financial year 2023/2024, with effect from 1st July, 2023.

| <i>State Officer</i>                                    | <i>Basic Salary</i> | <i>House Allowance</i> | <i>Commuter Allowance</i> | <i>Salary Market Adjustment</i> | <i>Gross Salary</i> |
|---------------------------------------------------------|---------------------|------------------------|---------------------------|---------------------------------|---------------------|
| President of the Republic of Kenya                      | 866,250             | 350,000                | Official                  | 227,500                         | 1,443,750*          |
| Deputy President                                        | 736,313             | 300,000                | Official                  | 190,875                         | 1,227,188*          |
| Prime Cabinet Secretary                                 | 574,200             | 200,000                | Official                  | 182,800                         | 957,000             |
| Cabinet Secretary                                       | 574,200             | 200,000                | Official                  | 182,800                         | 957,000             |
| Attorney-General                                        | 574,200             | 200,000                | Official                  | 182,800                         | 957,000             |
| Head of Public Service                                  | 574,200             | 200,000                | Official                  | 182,800                         | 957,000             |
| Secretary to the Cabinet                                | 574,200             | 200,000                | Official                  | 182,800                         | 957,000             |
| Principal Secretary                                     | 475,511             | 150,000                | Official                  | 167,008                         | 792,519             |
| Inspector-General, National Police Service              | 475,511             | 150,000                | Official                  | 167,008                         | 792,519             |
| Director-General, National Intelligence Service         | 475,511             | 150,000                | Official                  | 167,008                         | 792,519             |
| Deputy Inspector-General, Kenya Police Service          | 391,645             | 100,000                | Official                  | 161,097                         | 652,742             |
| Deputy Inspector-General, Administration Police Service | 391,645             | 100,000                | Official                  | 161,097                         | 652,742             |
| Director of Criminal Investigations                     | 391,645             | 100,000                | Official                  | 161,097                         | 652,742             |

\*The remuneration structures are retained as per the Gazette Notice No. 8792 of 27th July, 2022.

Table 2: Monthly Remuneration structure for State Officers in the Executive of the National Government to be implemented in financial year 2024/2025, with effect from 1st July, 2024

| <i>State Officer</i>                                    | <i>Basic Salary</i> | <i>House Allowance</i> | <i>Commuter Allowance</i> | <i>Salary Market Adjustment</i> | <i>Gross Salary</i> |
|---------------------------------------------------------|---------------------|------------------------|---------------------------|---------------------------------|---------------------|
| President of the Republic of Kenya                      | 866,250             | 350,000                | Official                  | 227,500                         | 1,443,750*          |
| Deputy President                                        | 736,313             | 300,000                | Official                  | 190,875                         | 1,227,188*          |
| Prime Cabinet Secretary                                 | 594,000             | 200,000                | Official                  | 196,000                         | 990,000             |
| Cabinet Secretary                                       | 594,000             | 200,000                | Official                  | 196,000                         | 990,000             |
| Attorney-General                                        | 594,000             | 200,000                | Official                  | 196,000                         | 990,000             |
| Head of Public Service                                  | 594,000             | 200,000                | Official                  | 196,000                         | 990,000             |
| Secretary to the Cabinet                                | 594,000             | 200,000                | Official                  | 196,000                         | 990,000             |
| Principal Secretary                                     | 491,906             | 150,000                | Official                  | 177,938                         | 819,844             |
| Inspector-General, National Police Service              | 491,906             | 150,000                | Official                  | 177,938                         | 819,844             |
| Director-General, National Intelligence Service         | 491,906             | 150,000                | Official                  | 177,938                         | 819,844             |
| Deputy Inspector-General, Kenya Police Service          | 410,540             | 150,000                | Official                  | 123,693                         | 684,233             |
| Deputy Inspector-General, Administration Police Service | 410,540             | 100,000                | Official                  | 173,693                         | 684,233             |
| Director of Criminal Investigations                     | 410,540             | 100,000                | Official                  | 173,693                         | 684,233             |

Table 2: The remuneration structures are retained as per the gazette notice No. 8792 of 27th July, 2022.

*Notes:*

- (a) A serving State officer and a State officer appointed on or after the effective date of this Gazette Notice shall be paid the monthly remuneration set herein.
- (b) The monthly remuneration set herein is fixed for the term of office of the State officer, unless reviewed and set by SRC.
- (c) Salary Market Adjustment is a salary modification that takes into account salary market positioning.
- (d) The basic salary is as set herein.
- (e) For purposes of gratuity and pension, the pensionable emolument shall be based on the monthly basic salary set herein.
- (f) The deconsolidated remuneration structure set herein is in compliance with the judgment of the Employment and Labour Relations Court Petition 29 of 2019 in Nairobi.

2. Benefits for State Officers in the Executive of the National Government

- (a) Official Transport:
  - (i) The President and the Deputy President: Shall be provided with official transport in line with prevailing government transport policy.
  - (ii) Other State Officers in the Executive of the National Government: Shall be provided with an official car of engine capacity not exceeding 3000cc.
- (b) Medical Benefit: An annual medical cover shall be provided to the State officer, one spouse and up to four children below the age of 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
- (c) Retirement Benefit:
  - (i) The President: The Presidential Retirement Benefits Act, 2003, shall apply.
  - (ii) The Deputy President: The Retirement Benefits for Deputy President and Designated State Officers Act, 2015, shall apply.
  - (iii) There shall be two options of retirement benefits for State Officers, pension or gratuity, as follows:

A State officer, serving or appointed for a fixed term of office, shall be paid a service gratuity at the rate of 31 per cent of the annual pensionable emoluments for the term served;

OR

Where a pension scheme is established for State Officers appointed for a fixed term of office, SRC shall review and set the rate of contribution by the employer to the scheme, and any other financial retirement benefits.

*Note:* A State officer shall not benefit from both pension and gratuity benefits from the same public body for a similar period.

(d) Special Responsibility Allowance: Shall be paid to:

- (i) The Prime Cabinet Secretary at the rate of Ksh. 150,000/- per month to compensate for the added responsibility over and above the duties for which a regular remuneration is paid.
- (ii) Principal Secretaries in charge of Ministry of Interior, National Treasury and Ministry of Foreign Affairs at the rate of Ksh. 100,000/- per month to compensate for the added responsibility over and above the duties for which a regular remuneration is paid.

- (e) Group Life Insurance: A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments.
- (f) Group Personal Accident: A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments, and other benefits as eligible under Group Personal Accident cover.
- (g) Car Loan and Mortgage Benefit: State Officers in the Executive of the National Government shall be eligible to a Car Loan and Mortgage, as follows:

| <i>State Officer</i>                                                                                                                            | <i>Car Loan</i>       | <i>Mortgage</i>       |
|-------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|
| Cabinet Secretary<br>Attorney-General<br>Secretary to the Cabinet                                                                               | Up to Ksh. 10 million | Up to Ksh. 40 million |
| Principal Secretary<br>Inspector-General, National Police Service<br>Director-General, National Intelligence Service                            | Up to Ksh. 8 million  | Up to Ksh. 35 million |
| Deputy Inspector, General Kenya Police Service<br>Deputy Inspector-General Administration Police Service<br>Director of Criminal Investigations | Up to Ksh. 6 million  | Up to Ksh. 30 million |

*Notes:*

- (i) The applicable rate of interest shall be 3 per cent per annum, for the duration of the loan.
  - (ii) The duration of the scheme shall be a maximum of twenty (20) years for Mortgage Schemes and five (5) years for Car Loan.
  - (iii) The car loan and mortgage shall be administered and managed centrally by the National Treasury, within existing applicable regulations to govern the schemes, and subject to the availability of funds.
  - (h) Daily Subsistence Allowance for local and foreign travels: Shall be paid to State Officers in the Executive of the National Government, as per the rates reviewed and set by SRC from time to time.
  - (i) Airtime: Shall be paid up to a maximum of Ksh. 20,000 per month.
  - (j) Official Residence: The President and Deputy President shall be provided with an official residence together with commensurate home utilities and attendants by the State. The official residence shall be a physical building/house owned by government. The benefit shall not be commuted to cash in lieu of an official residence.
  - (k) Security: Shall be provided as advised by the Inspector-General of Police and shall not be commuted to cash.
  - (l) Annual Leave Allowance: Shall be paid at the rate of Ksh. 50,000 per annum and leave days shall not be commuted to cash.
3. Any remuneration and benefits not specified in this Gazette Notice is not payable unless subsequently set by SRC.

*Effective dates:*

Table 1 for the period 2023/2024 is 1st July, 2023; and  
Table 2 for the period 2024/2025 is 1st July, 2024.

LYN C. MENGICH,  
*Chairperson, Salaries and Remuneration Commission.*

GAZETTE NOTICE NO. 10347

## THE CONSTITUTION OF KENYA

## THE SALARIES AND REMUNERATION COMMISSION ACT, 2011

## SALARIES AND REMUNERATION COMMISSION

## REMUNERATION AND BENEFITS FOR STATE OFFICERS IN THE SENATE AND NATIONAL ASSEMBLY

IN EXERCISE of the mandate of the Salaries and Remuneration Commission (SRC), as provided under Article 230 (4) (a) of the Constitution of Kenya, 2010, SRC has reviewed and set the remuneration and benefits for State Officers in the Senate and National Assembly under the Third Remuneration and Benefits Review Cycle that covers Financial Years (FY) 2021/2022-2024/2025.

In setting the remuneration and benefits herein, SRC took into account the principles set out in Article 230(5) of the Constitution and Section 12 of SRC Act, 2011. Consequently, SRC has reviewed and set the remuneration and benefits for implementation in two phases in FY 2023/2024 – 2024/2025 as follows:

## 1. Monthly Remuneration structure for State Officers in the Senate and National Assembly

Table 1: Monthly remuneration structure for State Officers in the Senate and National Assembly to be implemented in financial year 2023/2024, with effect from 1st July, 2023.

| <i>State Officer</i>                    | <i>Basic Salary</i> | <i>House Allowance</i> | <i>Commuter Allowance</i> | <i>Salary Market Adjustment</i> | <i>Gross Salary</i> |
|-----------------------------------------|---------------------|------------------------|---------------------------|---------------------------------|---------------------|
| Speaker of the National Assembly        | 711,196             | 250,000                | Official                  | 224,131                         | 1,185,327           |
| Speaker of the Senate                   | 711,196             | 250,000                | Official                  | 224,131                         | 1,185,327           |
| Deputy Speaker of the National Assembly | 568,957             | 200,000                | Official                  | 179,304                         | 948,261             |
| Deputy Speaker of the Senate            | 568,957             | 200,000                | Official                  | 179,304                         | 948,261             |
| Leader of Majority Party                | 470,861             | 150,000                | Official                  | 163,907                         | 784,768             |

| <i>State Officer</i>                   | <i>Basic Salary</i> | <i>House Allowance</i> | <i>Commuter Allowance</i> | <i>Salary Market Adjustment</i> | <i>Gross Salary</i> |
|----------------------------------------|---------------------|------------------------|---------------------------|---------------------------------|---------------------|
| Leader of the Minority Party           | 470,861             | 150,000                | Official                  | 163,907                         | 784,768             |
| Member of the National Assembly/Senate | 435,301             | 150,000                | Official                  | 140,201                         | 725,502             |

Table 2: Monthly remuneration structure for State Officers in the Senate and National Assembly to be implemented in financial year 2024/2025, with effect from 1st July, 2024.

| <i>State Officer</i>                    | <i>Basic Salary</i> | <i>House Allowance</i> | <i>Commuter Allowance</i> | <i>Salary Market Adjustment</i> | <i>Gross Salary</i> |
|-----------------------------------------|---------------------|------------------------|---------------------------|---------------------------------|---------------------|
| Speaker of the National Assembly        | 725,017             | 250,000                | Official                  | 233,345                         | 1,208,362           |
| Speaker of the Senate                   | 725,017             | 250,000                | Official                  | 233,345                         | 1,208,362           |
| Deputy Speaker of the National Assembly | 580,014             | 200,000                | Official                  | 186,676                         | 966,690             |
| Deputy Speaker of the Senate            | 580,014             | 200,000                | Official                  | 186,676                         | 966,690             |
| Leader of Majority Party                | 480,011             | 150,000                | Official                  | 170,008                         | 800,019             |
| Leader of the Minority Party            | 480,011             | 150,000                | Official                  | 170,008                         | 800,019             |
| Member of the National Assembly/Senate  | 443,760             | 150,000                | Official                  | 145,840                         | 739,600             |

**Notes:**

- The monthly remuneration is fixed for the term of office of a Member of Parliament, unless reviewed and set by SRC.
- The remuneration set herein takes into account the reviewed job evaluation grading for the State Officers in the County Assembly and includes compensation for plenary sitting.
- Salary Market Adjustment is a salary modification that takes into account salary market positioning.
- The basic salary is as set herein.
- For purposes of gratuity and pension, the pensionable emolument shall be based on the monthly basic salary set herein.
- The deconsolidated remuneration structure set herein is in compliance with the judgment of the Employment and Labour Relations Court Petition 29 of 2019 in Nairobi.

**2. Benefits for State Officers in the Senate and National Assembly**

- Committee Sitting Allowance

State Officers in the Senate and National Assembly who serve in Committees shall be paid Committee Sitting Allowance, as follows:

- Chairperson: Ksh. 15,000 per sitting up to a maximum of Ksh. 240,000 per month.
  - Vice-Chairperson: Ksh. 12,000 per sitting up to a maximum of Ksh. 192,000 per month.
  - Member: Ksh. 7,500 per sitting up to a maximum of Ksh. 120,000 per month.
- Official Transport:
    - Speakers of the Senate and National Assembly: Shall be provided with official transport in line with the prevailing government transport policy.
    - Member of Parliament: Shall be provided with a Motor Vehicle Reimbursement of Ksh. 7,550,000 for purchase of a car to undertake official duties as a Member of Parliament (MP). The Motor Vehicle Reimbursement shall be payable to a Member of Parliament once in a parliamentary term. Any additional cost towards the purchase of the motor vehicle shall be borne by the MP. The Parliamentary Service Commission shall undertake operationalization of the Motor Vehicle Reimbursement administratively.
    - Car Maintenance Allowance: Shall be paid to a Member of Parliament at the rate of Ksh. 356,525 per month.
    - Mileage Claim: A Member of Parliament shall be reimbursed a claimable mileage of one return journey in a week from the National Assembly (Nairobi) to his/her constituency at the rate of Ksh. 152.6 per kilometre.
    - The Claimable Mileage Allowance is zoned into two, and claimable based on actual distance in kilometres (Km), from the National Assembly (Nairobi) to respective constituency as follows:

| <i>Zones</i> | <i>Zoned Distance from the National Assembly (Nairobi) to Constituency Office (in Km)</i> | <i>Maximum Return Journey per Week (in Km)</i> | <i>Rate of Claimable Mileage Reimbursement in Ksh.</i> | <i>Reimbursable Monthly Mileage Claim of up to a Maximum of Ksh.</i> |
|--------------|-------------------------------------------------------------------------------------------|------------------------------------------------|--------------------------------------------------------|----------------------------------------------------------------------|
| 1            | 0 - 350                                                                                   | 700                                            | 152.6                                                  | 462,887                                                              |
| 2            | 351 and above                                                                             | Based on actual distance                       | 152.6                                                  | Based on actual distance                                             |

**Notes:**

- The maximum monthly reimbursable mileage shall be calculated based on 52 weeks in a year as follows: Maximum monthly reimbursable mileage = (maximum weekly return journey in km X 52 weeks X Ksh. 152.6)/12 months.
  - The Parliamentary Service Commission shall ensure that Members of Parliament are reimbursed within the maximum actual distance from the National Assembly (Nairobi) to respective constituency.
  - Any review of the Rate of Claimable Mileage Allowance shall be set by SRC.
- Special Parliamentary Duty Allowance: Shall be paid up to a maximum of Ksh. 150,000 per month to State Officers in the Senate and National Assembly, whose duties involve added parliamentary leadership over and above the duties stipulated in one's terms of service for which a regular salary is paid.

**Note:** The Parliamentary Service Commission shall apportion the rate of Special Parliamentary Duty Allowance, up to a maximum of Ksh. 150,000 per month, to each of the designated State Officers with leadership duties in Parliament, based on seniority as provided by the Constitution, Legislation or Standing Orders.

- (d) Medical Benefit: An annual medical cover shall be provided to the State officer, one spouse and up to five children below twenty-five years fully dependent on the State officer, subject to a maximum cover limit, as follows:

Inpatient: KSh. 10 million  
 Outpatient: KSh. 300,000  
 Maternity: KSh. 150,000  
 Dental: KSh. 100,000  
 Optical: KSh. 100,000

- (e) Retirement Benefit: Shall be as reviewed and set by SRC.  
 (f) Group Life Insurance: A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments.  
 (g) Group Personal Accident: A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments, and other benefits as eligible under Group Personal Accident cover.  
 (h) Car Loan and Mortgage Benefit: To be provided to State Officers in the Senate and National Assembly once during a parliamentary term, as follows:

| <i>State Officer</i>                         | <i>Car Loan</i>       | <i>Mortgage</i>       |
|----------------------------------------------|-----------------------|-----------------------|
| Speakers of the Senate and National Assembly | Up to KSh. 10 million | Up to KSh. 40 million |
| Members of the Senate and National Assembly  | Up to KSh. 8 million  | Up to KSh. 35 million |

*Notes:*

- (i) The applicable interest rate shall be 3 per cent per annum, for the duration of the loan.  
 (ii) The Car Loan and Mortgage shall be recoverable within the contract term of a State officer.  
 (iii) The Car Loan and Mortgage shall be administered and managed centrally by the Parliamentary Service Commission within existing applicable regulations to govern the schemes, and subject to the availability of funds.  
 (i) Daily Subsistence Allowance for local and foreign travels: Shall be paid to State Officers in the Senate and National Assembly as per the rates reviewed and set by SRC from time to time.  
 (j) Airtime: To be paid at the following rates:  
 (i) Speakers of the Senate and National Assembly: Up to KSh. 25,000 per month.  
 (ii) Members of the Senate and National Assembly: Up to KSh. 15,000 per month.  
 (k) Official Residence: The Speakers of the Senate and National Assembly shall be provided with an official residence together with commensurate home utilities and attendants by the State. The official residence shall be a physical building/house owned by government. The benefit shall not be commuted to cash in lieu of an official residence.  
 (l) Security: Shall be provided as advised by the Inspector-General of Police and shall not be commuted to cash.  
 (m) Sitting Allowance for Plenary Sessions: Is abolished and ceases to be payable.

3. Any remuneration and benefits not specified herein is not payable, unless subsequently set by SRC.

*Effective dates:*

Table 1 for the period 2023/2024 is 1st July, 2023; and  
 Table 2 for the period 2024/2025 is 1st July, 2024.

LYN C. MENGICH,  
*Chairperson, Salaries and Remuneration Commission.*

GAZETTE NOTICE NO. 10348

THE CONSTITUTION OF KENYA  
 THE SALARIES AND REMUNERATION COMMISSION ACT, 2011  
 SALARIES AND REMUNERATION COMMISSION

REMUNERATION AND BENEFITS FOR STATE OFFICERS IN THE EXECUTIVE OF THE COUNTY GOVERNMENT

IN EXERCISE of the mandate of the Salaries and Remuneration Commission (SRC), as provided under Article 230 (4) (a) of the Constitution of Kenya, 2010, SRC has reviewed and set the remuneration and benefits for State Officers in the Executive of the County Government under the Third Remuneration and Benefits Review Cycle that covers Financial Years (FY) 2021/2022-2024/2025.

In setting the remuneration and benefits herein, SRC took into account the principles set out in Article 230(5) of the Constitution and Section 12 of SRC Act, 2011. Consequently, SRC has reviewed and set the remuneration and benefits for implementation in two phases in FY 2023/2024 – 2024/2025 as follows:

1. Monthly Remuneration for State Officers in the Executive of the County Governments

Table 1: Gross monthly remuneration structure for State Officers in the Executive of the County Governments to be implemented in financial year 2023/2024, with effect from 1st July, 2023.

| <i>State Officer</i>   | <i>Basic Salary</i> | <i>House Allowance</i> | <i>Commuter Allowance</i> | <i>Salary Market Adjustment</i> | <i>Gross Salary</i> |
|------------------------|---------------------|------------------------|---------------------------|---------------------------------|---------------------|
| County Governor        | 574,200             | 200,000                | Official                  | 182,800                         | 957,000             |
| Deputy County Governor | 391,645             | 100,000                | Official                  | 161,097                         | 652,742             |

| <i>State Officer</i>              | <i>Basic Salary</i> | <i>House Allowance</i> | <i>Commuter Allowance</i> | <i>Salary Market Adjustment</i> | <i>Gross Salary</i> |
|-----------------------------------|---------------------|------------------------|---------------------------|---------------------------------|---------------------|
| Member of the Executive Committee | 247,847             | 80,000                 | Official                  | 85,232                          | 413,079             |

Table 2: Gross monthly remuneration structure for State Officers in the Executive of the County Governments to be implemented in financial year 2024/2025, with effect from 1st July, 2024

| <i>State Officer</i>              | <i>Basic Salary</i> | <i>House Allowance</i> | <i>Commuter Allowance</i> | <i>Salary Market Adjustment</i> | <i>Gross Salary</i> |
|-----------------------------------|---------------------|------------------------|---------------------------|---------------------------------|---------------------|
| County Governor                   | 594,000             | 200,000                | Official                  | 196,000                         | 990,000             |
| Deputy County Governor            | 410,540             | 100,000                | Official                  | 173,693                         | 684,233             |
| Member of the Executive Committee | 253,516             | 80,000                 | Official                  | 89,010                          | 422,526             |

*Notes:*

- (a) A serving State officer and a State officer appointed on or after the effective date of this Gazette Notice shall be paid the monthly deconsolidated remuneration package set herein.
- (b) The monthly remuneration set herein is fixed for the term of office of the State officer, unless reviewed and set by SRC.
- (c) The remuneration set herein takes into account the reviewed job evaluation grading under the third remuneration and benefits review cycle.
- (d) Salary Market Adjustment is a salary modification that takes into account salary market positioning
- (e) The basic salary is as set herein.
- (f) For purposes of gratuity and pension, the pensionable emolument shall be based on the monthly basic salary set herein.
- (g) The deconsolidated remuneration structure set herein is in compliance with the judgment of the Employment and Labour Relations Court Petition 29 of 2019 Nairobi.

2. Benefits for State Officers in the Executive of the County Government

- (a) Official Transport: Shall be provided, as follows:
  - (i) Governor and Deputy Governor: Shall be provided with official car of engine capacity not exceeding 3000cc.
  - (ii) Member of County Executive Committee: Shall be provided with official car of engine capacity not exceeding 2000cc. Where an official car is not available the state officer shall be paid a commuter allowance of Ksh. 24,000 per month in the interim period.
- (b) Medical Benefit: An annual medical cover shall be provided to the State officer, one spouse and up to four children below twenty-five years fully dependent on the State officer, as follows:

| <i>Governor</i>            | <i>Deputy Governor</i>     | <i>Member of County Executive Committee</i> |
|----------------------------|----------------------------|---------------------------------------------|
| Inpatient: KSh. 10 million | Inpatient: KSh. 10 million | Inpatient: KSh. 3 million                   |
| Outpatient: KSh. 300,000   | Outpatient: KSh. 300,000   | Outpatient: KSh. 200,000                    |
| Maternity: KSh. 150,000    | Maternity: KSh. 150,000    | Maternity: KSh. 100,000                     |
| Dental: KSh. 75,000        | Dental: KSh. 75,000        | Dental: KSh. 50,000                         |
| Optical: KSh. 75,000       | Optical: KSh. 75,000       | Optical: KSh. 50,000                        |

- (c) Retirement Benefit: There shall be two options of retirement benefits for State Officers, pension or gratuity, as follows:

A State officer, serving or appointed for a fixed term of office, shall be paid a service gratuity at the rate of 31 per cent of the annual pensionable emoluments for the term served;

OR

Where a pension scheme is established for State Officers appointed for a fixed term of office, SRC shall review and set the rate of contribution by the employer to the scheme, and any other financial retirement benefits.

*Note:* A State officer shall not benefit from both pension and gratuity benefits from the same public body for a similar period.

- (d) Group Life Insurance: A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments.
- (e) Group Personal Accident: A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments, and other benefits as eligible under Group Personal Accident cover.
- (f) Car Loan and Mortgage Benefit: Shall be provided, as follows:

| <i>State officer</i>                 | <i>Car Loan</i>       | <i>Mortgage</i>       |
|--------------------------------------|-----------------------|-----------------------|
| County Governor                      | Up to KSh. 10 million | Up to KSh. 40 million |
| Deputy Governor                      | Up to KSh. 6 million  | Up to KSh. 30 million |
| Member of County Executive Committee | Up to KSh. 4 million  | Up to KSh. 20 million |

*Notes:*

- (i) The applicable rate of interest shall be 3 per cent per annum, for the duration of the loan.
- (ii) The duration of the scheme shall be a maximum of twenty (20) years for Mortgage schemes and five (5) years for Car Loan.
- (iii) The Car Loan and Mortgage schemes shall be administered and managed centrally by the County Treasury, within existing applicable regulations to govern the schemes, and subject to the availability of funds.

- (g) Daily Subsistence Allowance for local and foreign travels: Shall be paid to State Officers in the Executive of the County Governments as per the rates reviewed and set by SRC from time to time.
- (h) Airtime: Shall be paid at the following rates:
- (i) County Governor: Up to KSh. 20,000 per month
  - (ii) Deputy County Governor: Up to KSh. 15,000 per month
  - (iii) Member of County Executive Committee: Up to KSh. 10,000 per month
- (i) Official Residence: The County Governor and Deputy County Governor shall be provided with an official residence together with commensurate home utilities and attendants by the County Government. The official residence shall be a physical building/house owned by government. The benefit shall not be commuted to cash in lieu of an official residence.
- (j) Security: Shall be provided as advised by the Inspector-General of Police, and shall not be commuted to cash.
- (k) Annual Leave Allowance:
- (i) County Governor and Deputy County Governor: Shall be paid at the rate of KSh. 50,000 per annum and leave days shall not be commuted to cash.
  - (ii) Member of County Executive Committee: Shall be paid at the rate of KSh. 35,000 per annum and leave days shall not be commuted to cash.

3. Any remuneration and benefits not specified herein are not payable, unless subsequently set by SRC.

*Effective dates:*

Table 1 for the period 2023/2024 is 1st July, 2023; and  
Table 2 for the period 2024/2025 is 1st July, 2024.

LYN C. MENGICH,  
*Chairperson, Salaries and Remuneration Commission.*

GAZETTE NOTICE NO. 10349

THE CONSTITUTION OF KENYA

THE SALARIES AND REMUNERATION COMMISSION ACT, 2011

SALARIES AND REMUNERATION COMMISSION

REMUNERATION AND BENEFITS FOR STATE OFFICERS IN THE FULL-TIME CONSTITUTIONAL COMMISSIONS AND INDEPENDENT OFFICES

IN EXERCISE of the mandate of the Salaries and Remuneration Commission (SRC), as provided under Article 230 (4) (a) of the Constitution of Kenya, 2010, SRC has reviewed and set the remuneration and benefits for State Officers in the Full-Time Constitutional Commissions and Independent Offices under the Third Remuneration and Benefits Review Cycle that covers Financial Years (FY) 2021/2022-2024/2025.

In setting the remuneration and benefits herein, SRC took into account the principles set out in Article 230 (5) of the Constitution and Section 12 of SRC Act, 2011. Consequently, SRC has reviewed and set the remuneration and benefits for implementation in two phases in FY 2023/2024 – 2024/2025 as follows:

1. Monthly Remuneration for State Officers in the Full-Time Constitutional Commissions and Independent Offices

Table 1: Monthly remuneration structure for State Officers in the Full-Time Constitutional Commissions and Independent Offices to be implemented in financial year 2023/2024, with effect from 1st July, 2023.

| <i>State Officer</i>                                                | <i>Basic Salary</i> | <i>House Allowance</i> | <i>Commuter Allowance</i> | <i>Salary Market Adjustment</i> | <i>Gross Salary</i> |
|---------------------------------------------------------------------|---------------------|------------------------|---------------------------|---------------------------------|---------------------|
| Auditor-General                                                     | 574,200             | 200,000                | Official                  | 182,800                         | 957,000             |
| Chairperson, Independent Electoral and Boundaries Commission (IEBC) | 574,200             | 200,000                | Official                  | 182,800                         | 957,000             |
| Controller of Budget                                                | 475,511             | 150,000                | Official                  | 167,008                         | 792,519             |
| Vice-Chairperson, IEBC                                              | 475,511             | 150,000                | Official                  | 167,008                         | 792,519             |
| Chairperson, in the following Constitutional Commissions:           |                     |                        |                           |                                 |                     |
| (i) Kenya National Commission on Human Rights (KNCHR);              |                     |                        |                           |                                 |                     |
| (ii) National Land Commission (NLC);                                |                     |                        |                           |                                 |                     |
| (iii) Commission on Revenue Allocation (CRA);                       |                     |                        |                           |                                 |                     |
| (iv) Public Service Commission (PSC);                               | 475,511             | 150,000                | Official                  | 167,008                         | 792,519             |
| (v) Salaries and Remuneration Commission (SRC);                     |                     |                        |                           |                                 |                     |
| (vi) Teachers Service Commission (TSC);                             |                     |                        |                           |                                 |                     |
| (vii) National Police Service Commission (NPSC);                    |                     |                        |                           |                                 |                     |
| (viii) Commission on Administrative Justice (CAJ); and              |                     |                        |                           |                                 |                     |
| (ix) National Gender and Equality Commission (NGEC)                 |                     |                        |                           |                                 |                     |
| Member, IEBC                                                        | 475,511             | 150,000                | Official                  | 167,008                         | 792,519             |
| Director, Public Prosecution                                        | 475,511             | 150,000                | Official                  | 167,008                         | 792,519             |
| Registrar of Political Parties                                      | 404,400             | 100,000                | Official                  | 169,600                         | 674,000             |

| <i>State Officer</i>                                                                                                                               | <i>Basic Salary</i> | <i>House Allowance</i> | <i>Commuter Allowance</i> | <i>Salary Market Adjustment</i> | <i>Gross Salary</i> |
|----------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|------------------------|---------------------------|---------------------------------|---------------------|
| Vice-Chairperson in the following Constitutional Commissions: KNCHR NLC; CRA; PSC; SRC; TSC; NPSC; CAJ and NGE                                     | 404,400             | 100,000                | Official                  | 169,600                         | 674,000             |
| Member, in the following Constitutional Commissions: KNCHR; NLC; CRA; PSC; SRC; TSC; NPSC, CAJ and NGE                                             | 404,400             | 100,000                | Official                  | 169,600                         | 674,000             |
| Commission Secretary/CEOs, in the following Commissions: Ethics and Anti-Corruption Commission (EACC), CRA; PSC; TSC; IEBC; and NPSC.              | 404,400             | 100,000                | Official                  | 169,600                         | 674,000             |
| Commission Secretary/CEO: All other Commission Secretaries/CEOs designated as State Officers as per Article 260 of the Constitution of Kenya, 2010 | 391,645             | 100,000                | Official                  | 161,097                         | 652,742             |
| Data Protection Commissioner                                                                                                                       | 385,275             | 100,000                | Official                  | 156,850                         | 642,125             |

Table 2: Monthly remuneration structure for State Officers in the Full-Time Constitutional Commissions and Independent Offices to be implemented in financial year 2024/2025, with effect from 1st July, 2024

| <i>State Officer</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <i>Basic Salary</i> | <i>House Allowance</i> | <i>Commuter Allowance</i> | <i>Salary Market Adjustment</i> | <i>Gross Salary</i> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|------------------------|---------------------------|---------------------------------|---------------------|
| Auditor-General                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 594,000             | 200,000                | Official                  | 196,000                         | 990,000             |
| Chairperson, Independent Electoral and Boundaries Commission (IEBC)                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 594,000             | 200,000                | Official                  | 196,000                         | 990,000             |
| Controller of Budget                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 491,906             | 150,000                | Official                  | 177,938                         | 819,844             |
| Vice-Chairperson, IEBC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 491,906             | 150,000                | Official                  | 177,938                         | 819,844             |
| Chairperson, in the following Constitutional Commissions:<br>(i) Kenya National Commission on Human Rights (KNCHR);<br>(ii) National Land Commission (NLC);<br>(iii) Commission on Revenue Allocation (CRA);<br>(iv) Public Service Commission (PSC);<br>(v) Salaries and Remuneration Commission (SRC);<br>(vi) Teachers Service Commission (TSC); and<br>(vii) National Police Service Commission (NPSC)<br>(viii) Commission on Administrative Justice (CAJ)<br>(ix) National Gender and Equality Commission (NGEC). | 491,906             | 150,000                | Official                  | 177,938                         | 819,844             |
| Member, IEBC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 491,906             | 150,000                | Official                  | 177,938                         | 819,844             |
| Director, Public Prosecution                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 491,906             | 150,000                | Official                  | 177,938                         | 819,844             |
| Registrar of Political Parties                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 419,160             | 100,000                | Official                  | 179,440                         | 698,600             |
| Vice-Chairperson in the following Constitutional Commissions: KNCHR NLC; CRA; PSC; SRC; TSC; and NPSC; CAJ and NGE                                                                                                                                                                                                                                                                                                                                                                                                      | 419,160             | 100,000                | Official                  | 179,440                         | 698,600             |
| Member, in the following Constitutional Commissions: KNCHR; NLC; CRA; PSC; SRC; TSC; and NPSC                                                                                                                                                                                                                                                                                                                                                                                                                           | 419,160             | 100,000                | Official                  | 179,440                         | 698,600             |
| Commission Secretary/CEOs, in the following Commissions: Ethics and Anti-Corruption Commission (EACC), CRA; PSC; TSC; IEBC; and NPSC.                                                                                                                                                                                                                                                                                                                                                                                   | 419,160             | 100,000                | Official                  | 179,440                         | 698,600             |
| Commission Secretary/CEO: All other Commission Secretaries/CEOs designated as State Officers as per Article 260 of the Constitution of Kenya, 2010                                                                                                                                                                                                                                                                                                                                                                      | 410,540             | 100,000                | Official                  | 173,693                         | 684,233             |
| Data Protection Commissioner                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 404,940             | 100,000                | Official                  | 169,960                         | 674,900             |

*Notes:*

- A serving State officer and a State officer appointed in a Full-Time Constitutional Commission and Independent Office on or after the effective date of this Gazette Notice, shall be paid the monthly remuneration set herein.
- The monthly remuneration set herein is fixed for the term of office of the State officer, unless reviewed and set by SRC.
- Salary Market Adjustment is a salary modification that takes into account salary market positioning.
- The basic salary is as set herein.
- For purposes of gratuity and pension, the pensionable emolument shall be based on the monthly basic salary set herein.
- The deconsolidated remuneration structure set herein is in compliance with the judgment of the Employment and Labour Relations Court Petition 29 of 2019 Nairobi.
- Co-opted Member of Full-Time Constitutional Commissions and Independent Offices: Shall be paid Sitting Allowance at the rate of Ksh. 40,000 per sitting up to a maximum of Ksh. 320,000 per month.

(h) Other Public officers who represent either Ministries, State Departments or any other public body, as per enabling legislation, are not eligible for a monthly retainer.

2. Benefits for State Officers in Full-Time Constitutional Commissions and Independent Offices

(a) Official Transport: State Officers in Full-Time Constitutional Commissions and Independent Offices shall be provided with an official car of engine capacity not exceeding 3000cc.

(b) Medical Benefit: An annual medical cover shall be provided to the State officer, one 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

(c) Retirement Benefit: There shall be two options of retirement benefits for State Officers, pension or gratuity, as follows:

A State officer, serving or appointed for a fixed term of office, shall be paid a service gratuity at the rate of 31 per cent of the annual pensionable emoluments for the term served;

OR

Where a pension scheme is established for State Officers appointed for a fixed term of office, SRC shall review and set the rate of contribution by the employer to the scheme, and any other financial retirement benefits.

*Note:* A State officer shall not benefit from both pension and gratuity benefits from the same public body for a similar period.

(d) Group Life Insurance: A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments.

(e) Group Personal Accident: A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments, and other benefits as eligible under Group Personal Accident cover.

(f) Car Loan and Mortgage Benefit: Shall be provided, as follows:

| <i>State Officer</i>                                                                                                                                                                                                                                                          | <i>Car Loan</i>       | <i>Mortgage</i>       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|
| Auditor-General<br>Chairperson, IEBC                                                                                                                                                                                                                                          | Up to Ksh. 10 million | Up to Ksh. 40 million |
| Chairpersons, Constitutional Commissions<br>Director Public Prosecution<br>Controller of Budget                                                                                                                                                                               | Up to Ksh. 8 million  | Up to Ksh. 35 million |
| Vice-Chairperson, Constitutional Commissions<br>Commission Member, Constitutional Commissions<br>Registrar of Political Parties<br>Commission Secretary/CEO of Constitutional Commissions designated as State Officers, as per Article 260 of the Constitution of Kenya, 2010 | Up to Ksh. 6 million  | Up to Ksh. 30 million |
| Data Protection Commissioner                                                                                                                                                                                                                                                  | Up to Ksh. 5 million  | Up to Ksh. 25 million |

*Notes:*

(i) The applicable rate of interest shall be 3 per cent per annum, for the duration of the loan.

(ii) The duration of the scheme shall be a maximum of twenty (20) years for mortgage schemes and five (5) years for Car Loan.

(iii) The Car Loan and Mortgage shall be administered and managed centrally by the National Treasury, within existing applicable regulations to govern the schemes, and subject to the availability of funds.

(g) Special Responsibility Allowance: Shall be paid at the rate of Ksh. 25,000 per month to the Vice-Chairperson of full-time constitutional commission to compensate for the added responsibility over and above the duties for which a regular remuneration is paid.

(h) Daily Subsistence Allowance for local and foreign travels: Shall be paid to State Officers in Full-Time Constitutional Commissions, as per the rates reviewed and set by SRC from time to time.

(i) Airtime: Shall be paid, as follows:

| <i>State Officer</i>                                                                                                                       | <i>Airtime per month</i>      |
|--------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| Auditor-General<br>Chairperson: Full-Time Constitutional Commission<br>Controller of Budget<br>Director of Public Prosecution              | Up to KSh. 20,000 per a month |
| Vice-Chairperson and Members: Full-Time Constitutional Commission<br>Registrar of Political Parties<br>Data Protection Commissioner        | Up to KSh. 15,000 per a month |
| Commission Secretary/CEO in Constitutional Commissions designated as State Officers, as per Article 260 of the Constitution of Kenya, 2010 | Up to KSh. 15,000 per a month |

(j) Security: Shall be provided as advised by the Inspector-General of Police, and shall not be commuted to cash.

(k) Annual Leave Allowance: Shall be paid at the rate of Ksh. 50,000 per annum, and leave days shall not be commuted to cash.

3. Any remuneration and benefits not specified herein is not payable, unless subsequently set by SRC.

*Effective dates:*

Table 1 for the period 2023/2024 is 1st July, 2023; and

Table 2 for the period 2024/2025 is 1st July, 2024.

LYN C. MENGICH,  
*Chairperson, Salaries and Remuneration Commission.*

GAZETTE NOTICE NO. 10350

THE CONSTITUTION OF KENYA  
THE SALARIES AND REMUNERATION COMMISSION ACT, 2011  
SALARIES AND REMUNERATION COMMISSION

REMUNERATION AND BENEFITS FOR STATE OFFICERS IN THE COUNTY ASSEMBLY

IN EXERCISE of the mandate of the Salaries and Remuneration Commission (SRC), as provided under Article 230 (4) (a) of the Constitution of Kenya, 2010, SRC has reviewed and set the remuneration and benefits for State Officers in the County Assembly under the Third Remuneration and Benefits Review Cycle that covers Financial Years (FY) 2021/2022-2024/2025.

In setting the remuneration and benefits herein, SRC took into account the principles set out in Article 230 (5) of the Constitution and Section 12 of SRC Act, 2011. Consequently, SRC has reviewed and set the remuneration and benefits for implementation in two phases in FY 2023/2024 – 2024/2025 as follows:

1. Monthly Remuneration for State Officers in the County Assembly

Table 1: Monthly remuneration structure for State Officers in the County Assembly to be implemented in financial year 2023/2024, with effect from 1st July, 2023

| <i>State Officer</i>                  | <i>Basic Salary</i> | <i>House Allowance</i> | <i>Commuter Allowance</i> | <i>Salary Market Adjustment</i> | <i>Gross Salary</i> |
|---------------------------------------|---------------------|------------------------|---------------------------|---------------------------------|---------------------|
| Speaker of the County Assembly        | 322,202             | 80,000                 | Official                  | 134,801                         | 537,003             |
| Deputy Speaker of the County Assembly | 139,033             | 60,000                 | Official                  | 32,689                          | 231,722             |
| Leader of the Majority/Minority Party | 114,794             | 50,000                 | Official                  | 26,530                          | 191,324             |
| Member of the County Assembly         | 92,689              | 50,000                 | Official                  | 11,792                          | 154,481             |

Table 2: Monthly remuneration structure for State Officers in the County Assembly to be implemented in financial year 2024/2025, with effect from 1st July, 2024

| <i>State Officer</i>                  | <i>Basic Salary</i> | <i>House Allowance</i> | <i>Commuter Allowance</i> | <i>Salary Market Adjustment</i> | <i>Gross Salary</i> |
|---------------------------------------|---------------------|------------------------|---------------------------|---------------------------------|---------------------|
| Speaker of the County Assembly        | 329,570             | 80,000                 | Official                  | 139,713                         | 549,283             |
| Deputy Speaker of the County Assembly | 148,766             | 60,000                 | Official                  | 39,177                          | 247,943             |
| Leader of the Majority/Minority Party | 122,830             | 50,000                 | Official                  | 31,887                          | 204,717             |
| Member of the County Assembly         | 98,753              | 50,000                 | Official                  | 15,835                          | 164,588             |

*Notes:*

- (a) The monthly remuneration is fixed for the term of office for the State officer in the County Assembly, unless reviewed and set by SRC.
- (b) The remuneration set herein takes into account the reviewed job evaluation grading for the State Officers in the County Assembly and includes compensation for plenary sitting.
- (c) Salary Market Adjustment is a salary modification that takes into account salary market positioning.
- (d) The basic salary is as set herein.
- (e) For purposes of gratuity and pension, the pensionable emolument shall be based on the monthly basic salary set herein.
- (f) The deconsolidated remuneration structure set herein is in compliance with the judgment of the Employment and Labour Relations Court Petition 29 of 2019 in Nairobi.

2. Benefits for State Officers in the County Assemblies

(a) Committee Sitting Allowance

State Officers in the County Assembly, who serve in Committees, shall be paid Committee Sitting Allowance, as follows:

- (i) Chairperson: Ksh. 6,500 per sitting up to a maximum of Ksh. 104,000 per month.
  - (ii) Vice-Chairperson: Ksh. 5,200 per sitting up to a maximum of Ksh. 83,200 per month.
  - (iii) Member: Ksh. 3,900 per sitting up to a maximum of Ksh. 62,400 per month.
- (b) Official Transport:
- (i) Speaker of the County Assembly: Shall be provided with an official car of engine capacity not exceeding 2000cc.
  - (ii) Deputy Speaker and Member of County Assembly: Shall be provided a Motor Vehicle Reimbursement of Ksh. 2,212,000 for the purchase of a car of engine capacity not exceeding 1800cc, for official duties as a Member of County Assembly. The Motor Vehicle Reimbursement shall be payable once in a county assembly term. Any additional cost towards the purchase of the motor vehicle shall be borne by the MCA. The County Assembly Service Board shall undertake operationalization of the Motor Vehicle Reimbursement administratively.

(iii) Car Maintenance Allowance: Shall be paid to Deputy Speaker and Members of County Assembly at the rate of Ksh. 30,167 per month.

(iv) Mileage Claim: A Deputy Speaker and a Member of County Assembly shall be reimbursed a claimable mileage allowance of one return journey per week from respective county assembly office to respective ward at the rate of Ksh. 77.35 per kilometre. The claimable mileage allowance is zoned and claimable up to a maximum for respective ward, as follows:

| Zone | One Way Distance (Km) | Maximum Return Journey (Km) | Rate of Claimable Mileage Reimbursement (Ksh.) | Reimbursable Monthly Mileage Claim of up to a Maximum of KSh. |
|------|-----------------------|-----------------------------|------------------------------------------------|---------------------------------------------------------------|
| 1    | 0 – 45                | 90                          | 77.35                                          | 30,167                                                        |
| 2    | 46 – 80               | 160                         | 77.35                                          | 53,629                                                        |
| 3    | 81 – 115              | 230                         | 77.35                                          | 77,092                                                        |
| 4    | 116 – 150             | 300                         | 77.35                                          | 100,555                                                       |
| 5    | 151 – 185             | 370                         | 77.35                                          | 124,018                                                       |
| 6    | 186 and above         | 440                         | 77.35                                          | 147,481                                                       |

Notes:

- (i) The maximum monthly reimbursable mileage is to be calculated based on 52 weeks in a year, as follows: Maximum monthly reimbursable mileage = (maximum weekly return journey in km X 52 weeks X Ksh. 77.35)/12 months.
- (ii) The respective County Assembly Service Board shall ensure that Members of County Assembly are reimbursed within the maximum reimbursable mileage claim for respective ward.
- (iii) Any review of the Rate of Claimable Mileage Allowance shall be set by SRC.
- (c) Special County Assembly Duty Allowance: Shall be paid per month to specific designated offices in recognition of the added responsibilities, as follows:

| Position                       | Monthly Limits (Ksh. per month) |
|--------------------------------|---------------------------------|
| Chief Whip                     | 29,000                          |
| Deputy Leader of Majority      |                                 |
| Deputy Leader of Minority      |                                 |
| Member of Speaker's Panel      | 27,000                          |
| Chairperson of Committee       | 26,000                          |
| Deputy Chief Whip              |                                 |
| Other Whips                    |                                 |
| Vice-Chairperson of Committees | 23,000                          |

Notes:

- (i) Special County Assembly Duty Allowance is paid to State Officers in the County Assemblies whose duties involve added responsibility over and above the duties stipulated in one's terms of service for which a regular salary is paid.
- (ii) Special County Assembly Duty Allowance is applicable to State Officers in the County Assemblies who are serving in the enlisted leadership positions. It ceases to be paid when the jobholder ceases to hold the leadership position.
- (d) Medical Benefit for Speaker and Member of County Assembly: An annual medical cover shall be provided to the State officer, one spouse and up to four children below twenty-five years fully dependent on the State officer, as follows:
  - Inpatient: Ksh. 3 million
  - Outpatient: Ksh. 200,000
  - Maternity: Ksh. 100,000
  - Dental: Ksh. 50,000
  - Optical: Ksh. 50,000
- (e) Retirement Benefit: There shall be two options of retirement benefits for State Officers, pension or gratuity, as follows:

A State officer, serving or appointed for a fixed term of office, shall be paid a service gratuity at the rate of 31 per cent of the annual pensionable emoluments for the term served.

OR

Where a pension scheme is established for State Officers appointed for a fixed term of office, SRC shall review and set the rate of contribution by the employer to the scheme, and any other financial retirement benefits.

Note: A State officer shall not benefit from both pension and gratuity benefits from the same public body for a similar period.

- (f) Group Life Insurance: A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments.
- (g) Group Personal Accident: A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments, and other benefits as eligible under Group Personal Accident cover.
- (h) Car Loan and Mortgage Benefit: Shall be provided, as follows:

| State officer                                | Car Loan             | Mortgage              |
|----------------------------------------------|----------------------|-----------------------|
| Speaker of the County Assembly               | Up to Ksh. 4 million | Up to Ksh. 20 million |
| Deputy Speaker and Member of County Assembly | Up to Ksh. 2 million | Up to Ksh. 3 million  |

Notes:

- (i) The applicable rate of interest shall be 3 per cent per annum, for the duration of the loan.

- (ii) Members of County Assembly may access a maximum value of Ksh. 5 million loan for the purchase of a car and/or house.
  - (iii) The Car Loan shall be recoverable within the contract term of a State officer.
  - (iv) The Car Loan and Mortgage shall be administered and managed centrally by the County Assembly Service Board within existing applicable regulations to govern the schemes, and subject to the availability of funds.
  - (i) Daily Subsistence Allowance for local and foreign travels: Shall be paid to State Officers in the County Assembly as per the rates reviewed and set by SRC from time to time.
  - (j) Airtime: Shall be paid at the following rates:
    - (i) Speaker of the County Assembly: Up to Ksh. 10,000 per month.
    - (ii) Member of the County Assembly: Up to Ksh. 5,000 per month.
  - (k) Official Residence: The Speaker of the County Assembly shall be provided with an official residence together with commensurate home utilities and attendants by the State. The official residence shall be a physical building/house owned by the county government. The benefit shall not be commuted to cash in lieu of an official residence.
  - (l) Security: Shall be provided as advised by the Inspector-General of Police and shall not be commuted to cash.
  - (m) Abolished Benefits and Allowances: The following benefits and allowances are abolished and cease to be payable:
    - (i) Transport Facilitation Benefit in the form of a Car Grant.
    - (ii) Sitting Allowance for Plenary Sessions.
3. Any remuneration and benefits not specified herein is not payable unless subsequently set by SRC.

*Effective dates:*

Table 1 for the period 2023/2024 is 1st July, 2023; and  
Table 2 for the period 2024/2025 is 1st July, 2024.

LYN C. MENGICH,  
*Chairperson, Salaries And Remuneration Commission.*

GAZETTE NOTICE NO. 10351

THE CONSTITUTION OF KENYA

THE SALARIES AND REMUNERATION COMMISSION ACT, 2011

SALARIES AND REMUNERATION COMMISSION

REMUNERATION AND BENEFITS FOR STATE OFFICERS IN THE PART-TIME CONSTITUTIONAL COMMISSIONS - ETHICS AND ANTI-CORRUPTION COMMISSION

IN EXERCISE of the mandate of the Salaries and Remuneration Commission (SRC), as provided under Article 230 (4) (a) of the Constitution of Kenya, 2010, SRC has reviewed and set the remuneration and benefits for State Officers in the Part-Time Constitutional Commissions - Ethics and Anti-corruption Commission (EACC) under the Third Remuneration and Benefits Review Cycle that covers Financial Years (FY) 2021/2022-2024/2025.

In setting the remuneration and benefits herein, SRC took into account the principles set out in Article 230(5) of the Constitution and Section 12 of SRC Act, 2011. Consequently, SRC has reviewed and set the remuneration and benefits for implementation in two phases in FY 2023/2024 – 2024/2025 as follows:

1. Monthly Remuneration for State Officers in EACC

| <i>State Officer</i>   | <i>Monthly Retainer (KSh.)</i> |
|------------------------|--------------------------------|
| Chairperson: EACC      | 365,000                        |
| Vice-Chairperson: EACC | 310,000                        |
| Member: EACC           | 290,000                        |

*Notes:*

- (a) A State officer in EACC, appointed on or after the effective date of this circular, shall be paid the remuneration set herein.
  - (b) A serving State officer, whose remuneration for the office they are holding was set by SRC, shall retain such remuneration until the expiry of the current term of office.
  - (c) The monthly retainer set herein is fixed for the term of office of the State officer, unless reviewed and set by SRC.
  - (d) For purposes of gratuity and pension, the annual pensionable emolument is computed based on 60 per cent of the monthly retainer set herein.
  - (e) Other Public officers who represent either Ministries, State Departments or any other public body, as per enabling legislation, are not eligible to a monthly retainer.
2. Benefits for State Officers in EACC
- (a) Sitting Allowance
 

A State officer serving in EACC shall be paid Sitting Allowance, as follows:

    - (i) Chairperson: KSh. 50,000 per sitting:

*Notes:*

- (i) The total monthly remuneration for the Chairperson of EACC is set up to a maximum of 60 percent of the gross monthly remuneration for the Chairperson of a Full-Time Constitutional Commission evaluated at the same remuneration grade as reviewed and set by SRC.
- (ii) The sitting allowance per month for a serving Chairperson of EACC is retained and shall not exceed KSh. 765,188.
- (iii) SRC shall progressively harmonize the total monthly remuneration for the Chairperson of EACC to a maximum of 60 percent of the gross monthly remuneration for the Chairperson of a Full-Time Constitutional Commission evaluated at the same remuneration grade.
- (ii) Vice-Chairperson and Member: KSh. 45,000 and KSh. 40,000 per sitting, respectively.

*Notes:*

- (i) The total monthly remuneration for the Vice-Chairperson and Member of EACC is set up to a maximum of 60 percent of the gross monthly remuneration for the Vice-Chairperson and Member of a Full-Time Constitutional Commission evaluated at the same remuneration grade as reviewed and set by SRC.
- (ii) The sitting allowance per month for a serving Vice-Chairperson and Member of EACC is retained and shall not exceed Ksh. 650,000 and Ksh. 610,000 respectively.
- (iii) SRC shall progressively harmonize the total monthly remuneration for the Vice-Chairperson and Member of EACC to a maximum of 60 percent of the gross monthly remuneration for the Vice-Chairperson and Member of a Full-Time Constitutional Commission respectively, evaluated at the same remuneration grade.
- (b) Official Transport: Chairperson in EACC shall be provided with an official car of engine capacity not exceeding 3000cc.
- (c) Commuter Allowance: Shall be paid to the Vice-Chairperson and Member of EACC at the rate of KSh. 30,000 per month.
- (d) Medical Benefit: An annual medical cover shall be provided to 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
- (e) Group Life Insurance: A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments.
- (f) Group Personal Accident: A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments, and other benefits as eligible under Group Personal Accident cover.
- (g) Car Loan and Mortgage Benefit: Shall be provided, as follows:

| <i>State Officer</i>        | <i>Car Loan</i>      | <i>Mortgage</i>       |
|-----------------------------|----------------------|-----------------------|
| Chairperson                 | Up to Ksh. 8 million | Up to KSh. 35 million |
| Vice-Chairperson and Member | Up to Ksh. 6 million | Up to KSh. 30 million |

*Notes:*

- (i) The applicable rate of interest shall be 3 per cent per annum, for the duration of the loan.
  - (ii) The duration of the scheme shall be a maximum of twenty (20) years for mortgage schemes and five (5) years for Car Loan.
  - (iii) The car loan and mortgage shall be administered and managed centrally by the National Treasury within existing requisite regulations to govern the schemes, and subject to the availability of funds.
  - (iv) A serving State officer whose car loan and mortgage benefit were set and provided for in their appointment letters shall retain such car loan and mortgage benefit within the existing applicable regulations that govern the relevant scheme.
  - (h) Daily Subsistence Allowance for local and foreign travels: Shall be paid to State Officers in EACC, as per the rates reviewed and set by SRC.
  - (i) Airtime: Chairperson shall be paid at the rate of Ksh. 20,000 per month.
  - (j) Security: Shall be provided as advised by the Inspector-General of Police, and shall not be commuted to cash.
3. Any remuneration and benefits not specified herein are not payable, unless subsequently set by SRC.

*Effective date:* 1st July 2023

LYN C. MENGICH,  
*Chairperson, Salaries And Remuneration Commission.*

GAZETTE NOTICE NO. 10352

THE CONSTITUTION OF KENYA

THE SALARIES AND REMUNERATION COMMISSION ACT, 2011

SALARIES AND REMUNERATION COMMISSION

REMUNERATION AND BENEFITS FOR STATE OFFICERS IN THE FULL-TIME CONSTITUTIONAL COMMISSIONS - PARLIAMENTARY SERVICE COMMISSION

IN EXERCISE of the mandate of the Salaries and Remuneration Commission (SRC), as provided under Article 230 (4) (a) of the Constitution of Kenya, 2010, SRC has reviewed and set the remuneration and benefits for State Officers in the Parliamentary Service Commission under the Third Remuneration and Benefits Review Cycle that covers Financial Years (FY) 2021/2022-2024/2025.

In setting the remuneration and benefits herein, SRC took into account the principles set out in Article 230 (5) of the Constitution and Section 12 of SRC Act, 2011. Consequently, SRC has reviewed and set the remuneration and benefits for implementation in two phases in FY 2023/2024 – 2024/2025 as follows:

1. Monthly Remuneration for State Officers in the Parliamentary Service Commission for FY 2022/2023

Table 1: Monthly remuneration structure for State Officers in the Parliamentary Service Commission to be implemented in financial year 2023/2024, with effect from 1st July, 2023.

| <i>State Officer</i>                                                | <i>Basic Salary</i> | <i>House Allowance</i> | <i>Commuter Allowance</i> | <i>Salary Market Adjustment</i> | <i>Gross Salary</i> |
|---------------------------------------------------------------------|---------------------|------------------------|---------------------------|---------------------------------|---------------------|
| Member, Parliamentary Service Commission (Non-Member of Parliament) | 404,400             | 100,000                | Official                  | 169,600                         | 674,000             |

Table 2: Monthly remuneration structure for State Officers in the Parliamentary Service Commission to be implemented in financial year 2024/2025, with effect from 1st July, 2024

| <i>State Officer</i>                                                | <i>Basic Salary</i> | <i>House Allowance</i> | <i>Commuter Allowance</i> | <i>Salary Market Adjustment</i> | <i>Gross Salary</i> |
|---------------------------------------------------------------------|---------------------|------------------------|---------------------------|---------------------------------|---------------------|
| Member, Parliamentary Service Commission (Non-Member of Parliament) | 419,160             | 100,000                | Official                  | 179,440                         | 698,600             |

*Notes:*

- (a) A serving State officer and a State officer appointed in a Full-Time Constitutional Commission and Independent Office on or after the effective date of this circular, shall be paid the monthly remuneration set herein.
- (b) The monthly remuneration set herein is fixed for the term of office of the State officer, unless reviewed and set by SRC.
- (c) Salary Market Adjustment is a salary modification that takes into account salary market positioning.
- (d) The basic salary is as set herein.
- (e) For purposes of gratuity and pension, the pensionable emolument shall be based on the monthly basic salary set herein.
- (f) The deconsolidated remuneration structure set herein is in compliance with the judgment of the Employment and Labour Relations Court Petition 29 of 2019 Nairobi.

2. Co-opted Member of Full-Time Constitutional Commissions and Independent Offices: Shall be paid Sitting Allowance at the rate of KSh. 40,000 per sitting up to a maximum of KSh. 320,000 per month.

3. Benefits for State Officers in Parliamentary Service Commission

- (a) Sitting Allowance
  - (i) Chairperson: KSh. 50,000 per sitting:

*Notes:*

- (i) The total monthly remuneration for the Chairperson of Parliamentary Service Commission is set up to a maximum of 60 percent of the gross monthly remuneration for the Chairperson of a Full-Time Constitutional Commission evaluated at the same remuneration grade as reviewed and set by SRC.
- (ii) The sitting allowance per month for a serving Chairperson of Parliamentary Service Commission is retained and shall not exceed KSh. 765,188.
- (iii) SRC shall progressively harmonize the total monthly remuneration for the Chairperson of Parliamentary Service Commission to a maximum of 60 percent of the gross monthly remuneration for the Chairperson of a Full-Time Constitutional Commission evaluated at the same remuneration grade.
- (iii) Vice-Chairperson (Member of Parliament) and Member (Member of Parliament): KSh. 45,000 and KSh. 40,000 per sitting, respectively.

*Notes:*

- (i) The total monthly remuneration for the Vice-Chairperson (Member of Parliament) and Member (Member of Parliament) of Parliamentary Service Commission is set up to a maximum of 60 percent of the gross monthly remuneration for the Vice-Chairperson and Member of a Full-Time Constitutional Commission evaluated at the same remuneration grade as reviewed and set by SRC.
- (ii) The sitting allowance per month for a serving Vice-Chairperson (Member of Parliament) and Member (Member of Parliament) of Parliamentary Service Commission is retained and shall not exceed KSh. 650,000 and KSh. 610,000 respectively.
- (iii) SRC shall progressively harmonize the total monthly remuneration for the Vice-Chairperson and Member of Parliamentary Service Commission to a maximum of 60 percent of the gross monthly remuneration for the Vice-Chairperson and Member of a Full-Time Constitutional Commission respectively, evaluated at the same remuneration grade.
- (b) Official Transport: State Officers serving Full-Time in Constitutional Commissions and Independent Offices shall be provided with an official car of engine capacity not exceeding 3000cc.
- (c) Medical Benefit: An annual medical cover shall be provided to the State officer, as follows:
  - Inpatient: KSh. 10 million
  - Outpatient: KSh. 300,000
  - Maternity: KSh. 150,000
  - Dental: KSh. 100,000
  - Optical: KSh. 100,000
- (d) Retirement Benefit: There shall be two options of retirement benefits for Member, Parliamentary Service Commission (Non-Member of Parliament), pension or gratuity, as follows:

A State officer, serving or appointed for a fixed term of office, shall be paid a service gratuity at the rate of 31 per cent of the annual pensionable emoluments for the term served;

OR

Where a pension scheme is established for State Officers appointed for a fixed term of office, SRC shall review and set the rate of contribution by the employer to the scheme, and any other financial retirement benefits.

*Note:* A State officer shall not benefit from both pension and gratuity benefits from the same public body for a similar period.

- (e) Group Life Insurance: A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments.
- (f) Group Personal Accident: A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments, and other benefits as eligible under Group Personal Accident cover.
- (g) Car Loan and Mortgage Benefit: Shall be provided, as follows:

| <i>State Officer</i>                     | <i>Car Loan</i>      | <i>Mortgage</i>       |
|------------------------------------------|----------------------|-----------------------|
| Member, Parliamentary Service Commission | Up to Ksh. 6 million | Up to Ksh. 30 million |

*Notes:*

- (i) The applicable interest rate shall be 3 per cent per annum, for the duration of the loan.
  - (ii) The Car Loan shall be recoverable within the contract term of a State officer.
  - (iii) The Car Loan and Mortgage shall be administered and managed centrally by the Parliamentary Service Commission within existing applicable regulations to govern the schemes, and subject to the availability of funds.
  - (h) Daily Subsistence Allowance for local and foreign travels: Shall be paid to Member, Parliamentary Service Commission, as per the rates reviewed and set by SRC from time to time.
  - (i) Airtime: A Member shall be paid at the rate of Ksh. 15,000 per month.
  - (j) Security: A Member shall be provided as advised by the Inspector-General of Police, and shall not be commuted to cash.
  - (k) Annual Leave Allowance: A Member shall be paid at the rate of KSh. 50,000 per annum, and leave days shall not be commuted to cash.
4. Any remuneration and benefits not specified herein are not payable, unless subsequently set by SRC.

*Effective dates:*

Table 1 for the period 2023/2024 is 1st July, 2023; and  
Table 2 for the period 2024/2025 is 1st July, 2024.

LYN C. MENGICH,  
*Chairperson, Salaries And Remuneration Commission.*