



PRESS STATEMENT

SALARY STRUCTURES FOR STATE OFFICERS 2017-22

Setting of the Remuneration and Benefits for State Officers in 2013

In 2013, Salaries and Remuneration Commission set the remuneration and benefits structure for State Officers. In order to come up with the salary structure, the Commission carried out a comprehensive job evaluation exercise which resulted in the grading of the State Officers based on their relative worth.

Thereafter, appropriate remuneration benchmarks were used to set the remuneration levels of the graded jobs. Economic factors such as Gross Domestic Product (GDP), ordinary revenue, expenditure and public service wage bill sustainability were considered in determination of remuneration.

As per the Commission's mandate to set and regularly review salary and benefits for State Officers, the Commission is this morning announcing the reviewed salary structure for the period 2017-2022. This is in line with its 4 year review policy and in readiness for implementation when the newly elected State Officers are sworn into office after the general elections of 8th August, 2017.

For purposes of clarity, it will be prudent to first of all clarify that "State Officer" as defined by the Constitution in article 260 means a person holding a State Office. They include the President, Deputy President, Speaker, Governor, Senator, MP, MCAs among others.

Review of State Officers Remuneration and Benefits

In the determination of the 2017-2022 remuneration and benefits, the Commission conducted salary survey in selected Countries of comparable GDP levels. The survey focused on the principles that are commonly used to determine the remuneration and benefits structures. Further, the need to reduce disparities in remuneration levels both vertically and horizontally was also taken into consideration. The Commission also considered various policy issues and principles including the Constitutional principles set out under Article 230(5). Some of these principles include:

1. Objectivity and Impartiality

2. Equity and Fairness
3. Competitiveness
4. Affordability and Sustainability
5. Adequacy
6. Legal Compliance
7. Transparency and Public Participation

Why Review Remuneration for State Officers

The last four years has been a period of critical evaluation of the State Officers' jobs and their remuneration provisions and whether they are aligned to the country's broader objectives. The Commission felt it was important to:

- Scrutinize if the current remuneration structure is properly aligned to the objectives of the Constitution, and particularly, if it facilitates transparency, accountability and efficient governance.
- Determine whether State Officers' remuneration levels and practices are in line with remuneration practices globally.
- Identify loopholes that have allowed misuse of allowances and benefits and allocation of illegal allowances and benefits.
- The remuneration structure conform to permissible fixed contract terms of service.

Most notably, the review of State Officers' remuneration is aimed at promoting the Constitutional spirit of fair, competitive, transparent and sustainable remuneration that will lead to good governance, address corruption and misuse of benefits and allowances.

The Salary Structure for State Officers 2017-22

The recommended remuneration structure for State Officers for the period 2017-2022 is anchored on comprehensive job evaluation undertaken in 2013. This is because there was no significant change in the jobs since then, hence no need for conducting another job evaluation. It also takes into account the performance of the economy and cost of living in the country. Indeed, a key plank in the review of the salary structure is that of affordability and of course ensuring relativity of the wage structure between the State officers and the other public service.

The Commission has not only engaged with various state organs but also consulted widely with religious organizations, special interest groups, and members of the public on this matter and in order to factor the aspirations and hopes of Kenyans. In these engagements, Kenyans have told us in no uncertain terms that Public office is a public trust. Public officers and employees must, at all times, be accountable to the people,

serve them with utmost responsibility, integrity, loyalty, and efficiency; act with patriotism and justice, and lead modest lives. As a Commission, our wish is to ensure there is equity, fairness and harmony in remuneration and benefits. It is our intention to provide, through defensible grading and salary structure, to create industrial peace hence a conducive working environment for public service. This will be a stepping stone for providing efficient and effective essential service to *Wanjiku* and also facilitate the right environment for economic growth and development.

In this regard, the Commission has reviewed remuneration and benefits for State officers. Some of the key features in the review include the following:-

- i. The payment of a fixed salary structure guided by performance of the economy as opposed to incremental notches
- ii. Reduction of some allowances
- iii. Abolition of some allowances and benefits
- iv. Zoning of transport by clustering them based on distance

PART TWO SUMMARY

1. Remuneration for State Officers in the Executive of the National Government

State Officer	Current Monthly Gross Remuneration Package (Kshs.)	Reviewed Monthly Gross Remuneration Package (Kshs.)
President of the Republic of Kenya	1,650,000	1,443,750
Deputy President	1,402,500	1,227,188
Cabinet Secretary Secretary to the Cabinet Attorney General Chief of Defence Forces	1,056,000	924,000
Principal Secretary Vice Chief of Defence Forces Commander of Kenya Army Director General, National Intelligence Service Inspector General, National Police Service	874,500	765,188
Commander Kenya Airforce Commander Kenya Navy	854,241	747,461

Deputy Inspector General Kenya Police Service	710,000	621,250
Deputy Inspector General Administration Police Service		

2. Remuneration for State Officers in The Senate and The National Assembly

State Officer	Current Monthly Gross Remuneration Package (Kshs.)	Reviewed Monthly Gross Remuneration Package (Kshs.)
Speaker of The Senate Speaker of The National Assembly	1,320,000	1,155,000
Deputy Speaker of The Senate Deputy Speaker of The National Assembly	1,056,000	924,000
Leader of Majority Party, The Senate Leader of Majority Party, The National Assembly Leader of Minority Party, The Senate Leader of Minority Party, The National Assembly	1,020,670	765,188
Member of The Senate Member of The National Assembly	710,000	621,250

3. Remuneration for State Officers in the County Government

State Officer	Current Monthly Gross Remuneration Package (Kshs.)	Reviewed Monthly Gross Remuneration Package (Kshs.)
County Governor	1,056,000	924,000
Deputy Governor	701,441	621,250
Speaker of the County Assembly Member of County Executive Committee	350,000	259,875
Deputy Speaker of County Assembly	240,000	216,563
Member of County Assembly	165,000	144,375

4. Abolished Benefits and Allowances in County Government

The following benefits and allowances are abolished and cease to be payable:

- Governors allowance;
- Deputy Governors allowance;
- Reimbursable Mileage Allowance;
- Sitting Allowance for Plenary Sessions;
- Special Responsibility Allowance;

5. Abolished Benefits and Allowances in The Senate and The National Assembly

The following benefits and allowances are abolished and cease to be payable:

Car Grant;

- Special Parliamentary Allowance;
- Reimbursable Mileage Allowance;
- Sitting Allowance for Plenary Sessions;
- Special Responsibility Allowance.

6. Transport Allowance: State Officers in The Senate and The National Assembly

Zone	One Way Distance (Kilometers)	Maximum Return Journey (Kilometers)	Monthly Transport Allowance for Return Journey (Kshs.)	Maximum Allowance for Return Journey
A	Up to 375	750	266,663	
B	Up to 500	1,000	355,550	
C	Up to 625	1,250	444,438	
D	Up to 750	1,500	533,325	
E	751 and above	-	738,833	

7. Transport Allowance: Members of County Assembly

Zone	One Way Distance (Kilometers)	Maximum Return Journey (Kilometers)	Monthly Transport Allowance for Return Journey (Kshs.)	Maximum Allowance for Return Journey
A	Up to 45	90	22,133	
B	Up to 100	200	49,183	
C	Up to 200	400	98,367	
D	201 and above	-	147,550	

What are the Savings?

The savings accruing from the new salary structure is Ksh. 8, 853,204,952.

Category	Savings from the new salary structure (Kshs.)
EXECUTIVE (Gross Salary)	109,211,688
LEGISLATURE (Gross Salary)	450,008,016
Sitting allowances for MPs	844,800,000
Mileage allowance for MPs	412,540,298
Car grant for MPs	2,080,000,000
COUNTY (Gross Salary for Executive and Legislature)	896,570,520
Sitting allowances for MCAs	2,660,044,800
Mileage Allowance for MCAs	1,266,717,202
Full TimeULL TIME COMMISSIONS	133,312,428
	8,853,204,952

The ultimate goal of SRC is to bring the wage bill, which currently stands at 52%, to sustainable levels of below 35% of the domestic revenue. This will go a long way in ensuring that the public sector wage bill is within the threshold provided for by the Public Finance Management Act. We are accountable to Kenyans; and as public servants, we cannot ignore the element of sacrifice as opposed to pay as we serve our country. We should strive towards being a producing country as opposed to a consuming one. We are appealing to the employing agencies to critically look at the numbers as we have a bloated workforce. The wage bill is a factor of employee numbers and actual remuneration. The aim is to ensure we have optimal numbers in the public sector for efficient and effective service delivery.