Ref. No. SRC/TS/JSC/3/35/8

30th April, 2014

Hon Justice Dr. Willy M. Mutunga, Djur, SC, EGH
Chief Justice, President, Supreme Court and Chairman, JSC
Judicial Service Commission
NAIROBI

Dear Mr. Quro,

REMUNERATION AND BENEFITS FOR STATE OFFICERS IN THE JUDICIARY


Subsequent to the above Circular and the Judicial Service Commission’s letter Ref. No. CRJ/SEC/1 dated 16th January 2014, several consultative meetings between the two Commissions were held. The Salaries and Remuneration Commission during its 45th Special Commission Meeting held on 30th April, 2014 approved the implementation of the Remuneration and Benefits for the Chief Justice, Deputy Chief Justice and Judges as follows:

A. The Remuneration Structure.

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<tr>
<th>State Officer</th>
<th>Gross Monthly Remuneration Package Kenya Shillings per month</th>
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Implementation Notes

1. A new Chief Justice, Deputy Chief Justice, Judge of the Court of Appeal and Judge of the High Court shall join the scale at the Minimum level of the Remuneration Scale.

2. Judges serving in the High Court as at 30th April 2014, shall enter the Remuneration Scale as follows:
   a. Judges appointed prior to 2003 Kshs.782,353 per month
   b. Judges appointed between 2003 and 2004 Kshs.751,121 per month
   c. Judges appointed between 2007 and 2009 Kshs.719,889 per month
   d. Judges appointed between 2011 and 2012 Kshs.688,658 per month

3. Judges serving in the Court of Appeal as at 30th April 2014, shall enter the Remuneration Scale as follows:
   a. Judges appointed prior to 2010 Kshs.989,364 per month
   b. Judges appointed in 2011 Kshs.956,015 per month
   c. Judges appointed in 2012 Kshs.922,666 per month

4. Judges serving in the Supreme Court as at 30th April 2014, shall enter the Remuneration Scale as follows:
   a. The Chief Justice Kshs.1,327,888 per month
   b. The Deputy Chief Justice Kshs.1,121,116 per month
   c. Supreme Court Judges:-
      (i) A Supreme Court Judge who has served in the Judiciary for more than Twenty (20) Years - Kshs.1,111,901 per month.
      (ii) Supreme Court Judges who have served in the Judiciary for less than Twenty (20) Years - Kshs.1,005,268 per month.

5. Unless otherwise specifically stated in this letter, all allowances have been consolidated and capped at forty per centum (40 per cent) of the set total gross remuneration package while 60% of the set remuneration package above is the basic salary. (For example, the total gross monthly remuneration for the Chief Justice is made up of 60% basic salary of Kshs.594,000 per month and 40% consolidated allowances of Kshs.396,000 per month totalling to Kshs.990,000 per month).

6. All other allowances and benefits not specified in this letter cease to be payable.

7. The salary structure existing for Chief Justice, Deputy Chief Justice and Judges before this letter ceases to apply forthwith.

B. Other Benefits

1. Non-practice Allowance:- To be paid at the rate of Kshs.13,500 p.m. to all Judges.

2. Special Judicial Duty Allowance:- Payable to the judges with additional judicial special responsibilities as per JSC approved schedule provided to SRC up to a maximum of Kshs.150,000 p.m. for up to not more than 150 Judicial Officers.

3. The existing Extra Duty Allowance currently paid to the designated twenty-two (22) Judges shall continue to be paid at the existing rate as initially awarded in addition to the SRC set remuneration.

4. Pension:- To maintain current rates as at 30th April 2014.
5. **Subsistence and Accommodation Allowances (Per Diem):**- to be paid at existing rates pending review by the Salaries and Remuneration Commission.

6. **Medical Scheme:**- Annual Medical cover shall be provided per family for self, spouse and up to four children below twenty five years, who are fully dependent as follows:-

**Chief Justice, Deputy Chief Justice and Judges:**

- **Inpatient**  Kshs. 10 million
- **Outpatient**  Kshs. 300,000
- **Maternity**  Kshs. 150,000
- **Dental**  Kshs. 75,000
- **Optical**  Kshs. 75,000

1. **Medical-Ex-gratia:**- Shall be considered by the JSC on a case by case basis provided SRC is notified.

2. **Group Life Assurance:**- Retain existing rates and on expiry revert to three years equivalent cover for State Officers’ annual basic salary.

3. **Group Personal Accident:**- Retain existing rates and on expiry revert to three years equivalent cover of State Officers’ annual basic salary.


5. **Home, Utilities and Attendants:**- Chief Justice and Deputy Chief Justice shall be housed by the State and provided with all commensurate home utilities and attendants subject to review by the Salaries and Remuneration Commission from time to time.

6. **Car Loan:**- Payable in line with staff entitlements by Judicial Service (Judiciary Motor Car loan Scheme Fund) Regulations 2012.

7. **House Mortgage:**- Payable in line with staff entitlements specified by Judicial Service (Judiciary Mortgages Scheme Fund) Regulations 2012.

C. **Duty Facilitation Benefits**

1. **Airtime:** Retain the existing rates and subsequently as reviewed by Salaries and Remuneration Commission.

2. **Security:** To be provided as advised by the Inspector General, National Police Service.

3. **Official Car:** Chauffer driven cars for Chief Justice, Deputy Chief Justice and Judges.

Yours sincerely,

Sarah J. C. Serem (Mrs), EBS.,
CHAIRPERSON

CC:  Mr. Henry Rotich  
Cabinet Secretary  
National Treasury  
NAIROBI

Mr. Edward Ouko  
Auditor General  
NAIROBI

Mrs. Agnes Odhiambo  
Controller of Budget  
NAIROBI