



THE CONSTITUTION OF KENYA REMUNERATION AND BENEFITS OF STATE OFFICERS IN THE EXECUTIVE



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

REMUNERATION AND BENEFITS OF STATE OFFICERS IN THE EXECUTIVE

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

Notes

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

(a) Benefits

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

- (i) **Accommodation and Subsistence Allowance:-** Retain the existing rates pending review by the Salaries and Remuneration Commission.
- (ii) **Airtime:-** Retain the existing rates pending review by the Salaries and Remuneration Commission.
- (iii) **Security:-** To be provided as advised by the Inspector General, National Police Service.
- (iv) **Official car:-** Chauffeur driven official car; or as reviewed

- by the Salaries and Remuneration Commission.
- (v) **Medical Scheme:-** The medical cover shall be provided per family for self, spouse and up to four children below twenty five years fully dependent on the State Officer as follows:

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

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

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

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

- (vii) **Group Life Assurance-** Officers shall be covered for a value equivalent to three times annual basic salary.

- (viii) **Work Injury Benefit (WIBA):-** Work Injury Benefits Act shall apply where applicable.

- (ix) **Group Personal Accident:-** State Officers serving in the Executive shall be covered for a value equivalent to up to three times annual basic salary where applicable.

- (x) **Home, Utilities and Attendants:-** The President and Deputy President shall be housed by the State and provided with all commensurate home utilities and attendants, subject to review by the Salaries and Remuneration Commission from time to time.

Effective date:- 1st March 2013

Dated the 28th February 2013

SARAH SEREM, EBS
Chairperson, Salaries and Remuneration Commission

THE CONSTITUTION OF KENYA REMUNERATION AND BENEFITS FOR STATE OFFICERS IN PARLIAMENT

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

REMUNERATION AND BENEFITS OF ALL STATE OFFICERS IN PARLIAMENT

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

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

Notes

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

- (a) **Special Parliamentary Duty Allowance**
Members of Parliament who have additional responsibilities as listed below shall be paid an additional allowance as may be apportioned by the Parliamentary Service Commission up to a maximum of Kshs.150,000 per month.

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- (i) Leader of Majority Party;
- (ii) Leader of the Minority Party;
- (iii) Chairperson of Committees;
- (iv) Members of Speakers Panel;
- (v) Chief Whips; and
- (vi) Minority Whips.

(b) Committee Sitting Allowances

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

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

(c) Other Allowances and Benefits

The following benefits shall apply to Parliamentary State Officers:

- (i) **Accommodation and Subsistence Allowances:-** to be paid at existing rates pending review by the Salaries and Remuneration Commission.
- (ii) **Security:-** To be provided as advised by the Inspector

General, National Police Service.

(iii) Mileage Allowance:- shall be paid to Members of Parliament up to a maximum of 52 weeks in one calendar year for the journeys between Nairobi and their Constituencies at AA rates or as reviewed by the Salaries and Remuneration Commission from time to time.

(i) Medical Scheme: Annual Medical cover shall be provided per family for self, spouse and up to four children below twenty five years, who are fully dependent on the Members of Parliament and all other Parliamentary State officers as follows:

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

(iv) Retirement Benefits:- Gratuity scheme at the rate of 31% of annual basic pay, shall be paid at the end of the term and shall not be pensionable.

(v) Group Life Assurance:- State Officers shall be covered for a value equivalent to three times their annual basic salary.

(vi) Work Injury Benefit (WIBA):- Work Injury Benefits Act shall apply.

(vii) Group Personal Accident:- Members of Parliament other Parliamentary State officers shall be covered for a value equivalent to up to three times annual basic salary.

(viii) Home, Utilities and Attendants:- Speakers of Senate and National Assembly shall be housed by the State and provided with all commensurate home utilities

and attendants subject to review by the Salaries and Remuneration Commission from time to time.

Effective date:- 1st March, 2013

Dated the 28th February 2013

SARAH SEREM, EBS

Chairperson, Salaries and Remuneration Commission

Gazette Notice Number 3143

ADDENDUM

1. Car loan – A State Officer serving in Parliament shall, subject availability of funds, be entitled to a car loan of up to Kenya Shillings seven million (Ksh. 7 million) repayable at an interest rate of three per cent (3%) per annum within five (5) years of before end of term, whichever is earlier.
2. Mortgage Scheme- A State Officer serving in Parliament shall, subject to availability of funds, be entitled to a mortgage of up to Kenya Shillings twenty million (Ksh. 20 Million) repayable at an interest rate of three percent (3%) per annum within five (5) years or before end of term, whichever is earlier.

Dated the 8th March, 2013.

GAZETTE NOTICE NO. 2887

**THE CONSTITUTION OF KENYA
REMUNERATION AND BENEFITS OF STATE OFFICERS IN THE CONSTITUTIONAL COMMISSIONS AND INDEPENDENT OFFICES**

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

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

State Officer	Gross Monthly Remuneration Package (Kshs.)
Auditor General	792,000 x 37,714 p.a. – 829,714 x 37,714 p.a. – 867,429 x 37,714 p.a. – 905,143 x 37,714 p.a. – 942,857 x 37,714 p.a. – 980,571 x 37,714 p.a. – 1,018,286 x 37,714 p.a. – 1,056,000
Chairperson, Independent Electoral and Boundaries Commission	792,000 x 52,800 p.a. – 844,800 x 52,800 p.a. – 897,600 x 52,800 p.a. – 950,400 x 52,800 p.a. – 1,003,200 x 52,800 p.a. – 1,056,000
Chairperson, Commission for the Implementation of the Constitution	
Controller of Budget	655,875 x 31,232 p.a. – 687,107 x 31,232 p.a. – 718,339 x 31,232 p.a. – 749,571 x 31,232 p.a. – 780,804 x 31,232 p.a. – 812,036 x 31,232 p.a. – 843,268 x 31,232 p.a. – 874,500
Vice Chairperson, Independent Electoral and Boundaries Commission	655,875 x 43,725 p.a. – 699,600 x 43,725 p.a. – 743,325 x 43,725 p.a. – 787,050 x 43,725 p.a. – 830,775 x 43,725 p.a. – 874,500
Vice-Chairperson, Commission for the Implementation of the Constitution	

State Officer	Gross Monthly Remuneration Package (Kshs.)
Chairperson, all other Constitutional Commissions	
Member, Independent Electoral and Boundaries Commission	640,681 x 42,712 p.a. – 683,393 x 42,712 p.a. – 726,105 x 42,712 p.a. – 768,817 x 42,712 p.a. – 811,529 x 42,712 p.a. – 854,241
Member, Commission for the Implementation of the Constitution	
Vice Chairperson, all other Constitutional Commissions	532,500 x 35,500 p.a. – 568,000 x 35,500 p.a. – 603,500 x 35,500 p.a. – 639,000 x 35,500 p.a. – 674,500 x 35,500 p.a. – 710,000
Members, all other Constitutional Commissions	
Secretary of Constitutional Commission	526,058 x 25,055 p.a. – 551,113 x 25,055 p.a. – 576,167 x 25,055 p.a. – 601,222 x 25,055 p.a. – 626,277 x 25,055 p.a. – 651,332 x 25,055 p.a. – 676,386 x 25,055 p.a. – 701,441

Notes

- (i) New State Officers and those currently earning below the total gross minimum remuneration set herein, shall join the scale at the appropriate level.
- (ii) A serving State Officer whose remuneration and benefits were set for the position they are holding before the establishment of the Salaries and Remuneration Commission by the relevant authority as provided by law, where such remuneration is above the set remuneration herein shall retain such remuneration.
- (iii) A serving State Officer whose remuneration and benefits were set for the position they are holding by the Salaries and Remuneration Commission before this Gazette Notice, where the remuneration is above the remuneration set herein, shall retain such remuneration

at fixed levels unless reviewed by the Salaries and Remuneration Commission.

- (iv) State Officers whose current remuneration levels fall within the structure shall join the structure at the next immediate progression point.
- (v) Unless otherwise specifically stated in this Gazette Notice, all allowances are herein consolidated and capped at forty per centum (40 per cent) of the set total gross remuneration.
- (vi) All other allowances and benefits not specified in this Gazette Notice cease to be payable.
- (vii) A part time State Officer shall, notwithstanding (vi) above, retain the existing remuneration level pending revision by Salaries and Remuneration Commission.
- (viii) The salary structure existing before this Gazette notice ceases to apply forthwith.

(a) Duty Facilitation Benefits

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

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

(b) Other Benefits

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

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

and be paid a service gratuity at the end of the term at the rate of 31% of annual basic pay for every year served.

Effective date:- 1st March 2013

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

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

Dated the 28th February 2013

SARAH SEREM, EBS
Chairperson Salaries and Remuneration Commission

GAZETTE NOTICE NO. 2888

THE CONSTITUTION OF KENYA
REMUNERATION AND BENEFITS OF STATE OFFICERS SERVING IN
THE COUNTY GOVERNMENT

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

REMUNERATION AND BENEFITS OF STATE OFFICERS SERVING IN THE COUNTY GOVERNMENT

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

Notes

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

(a) Additional Allowances and Benefits

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

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

(b) Other Allowances and Benefits

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

- (i) **Accommodation and Subsistence Allowances:** To be paid at the existing rates applicable in the Public Service pending review by the Salaries and Remuneration Commission.
- (ii) **Airtime:-** Airtime shall be provided as follows:
 1. Governor: Kshs.10,000 per month
 2. Deputy Governor: Kshs.7,500 per month
 3. County Assembly Speaker: Kshs.5,000 per month
- (iii) **Security:** To be provided as advised by the Inspector General, National Police Service, where applicable.
- (iv) **Official car:** Chauffeur driven official car for Governor and Deputy Governor; or as may be reviewed by the Salaries and Remuneration Commission.
- (v) **Medical Scheme:** Annual Medical cover shall be provided per family for self, spouse and up to four children below twenty five years, who are fully dependent on the County State Officer as follows:

Governor	
Inpatient	Kshs. 10 million
Outpatient	Kshs. 300,000
Maternity	Kshs. 150,000

Dental	Kshs. 75,000
Optical	Kshs. 75,000

Deputy Governor

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

County Assembly Speaker, County Representative and County Executive Officer:

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

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

Effective date: 1st March 2013

Dated the 28th February 2013

SARAH SEREM, EBS
Chairperson, Salaries and Remuneration Commission