



OFFICE OF THE PRESIDENT

PERMANENT SECRETARY, SECRETARY TO THE CABINET
AND HEAD OF THE PUBLIC SERVICE

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**All Permanent Secretaries/Accounting Officers
The Comptroller, State House
The Registrar, High Court of Kenya
Auditor General
The Clerk, National Assembly
Vice-Chancellors of Public Universities
The Secretary, Public Service Commission
The Secretary, Teachers Service Commission
Chief Executives of State Corporations and Statutory Bodies
Clerks of Local Authorities**

DETERMINATION AND REVIEW OF REMUNERATION IN THE PUBLIC SERVICE

As you are aware, reviews of basic salaries and allowances in the Public Service have in the past been undertaken through various means including Committees and Commissions, Collective Bargaining Agreements and independent reviews by individual State Corporations and Statutory Bodies.

This has been a source of inequity and disparities in remuneration in the Service. In the past seven years, the Permanent Public Remuneration Review Board has to a limited extent, regulated the reviews. The harmonization and regulation of remuneration review by the Board was however, constrained by lack of a legal framework to support the Board's mandate.


Following the establishment of the Salaries and Remuneration Commission in the new Constitution with the mandate to determine and advise the National and

County Government's on remuneration for State and Public officers, it has been decided that **with effect from the date of this circular**, no setting or review of salaries and allowances will be undertaken outside the purview of the Salaries and Remuneration Commission. This will therefore have to wait until the Commission has been operationalized through an Act of Parliament and provides the necessary advice on these matters.

In this regard, it is clarified that all the newly created Commissions and Independent Offices under the Constitution will adopt the remuneration structure provided for in the Constitutional Offices Remuneration Act, 2009 until the Salaries and Remuneration Commission provides a remuneration structure for each Commission. The details of the Constitutional offices remuneration can be obtained from the Ministry of State for Public Service.

However, previously approved remuneration levels contained in Collective Bargaining Agreements **registered before 27th August, 2010** when the new Constitution was promulgated, may be implemented as provided for.

Respective Permanent Secretaries/Accounting Officers responsible for various Public Service sub-Sectors are required to monitor and ensure compliance with this decision.



Amb. Francis K. Muthaura, EGH
PERMANENT SECRETARY, SECRETARY TO THE
CABINET AND HEAD OF THE PUBLIC SERVICE

C.C.

The Attorney General

All Ministers

Inspector General, Inspectorate of State Corporations

Secretary, State Corporations Advisory Committee