

SPECIAL ISSUE



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GAZETTE NOTICE No. 8791

THE NAIROBI CITY COUNTY ALCOHOLIC DRINKS CONTROL AND LICENSING ACT

(No. 3 of 2014)

THE NAIROBI CITY COUNTY ALCOHOLIC DRINKS CONTROL AND LICENSING BOARD

BOARD AND SUB-COUNTY LIQUOR COMMITTEE MEMBERS

IN EXERCISE of the powers conferred by section 4 (1) (ii) of the Nairobi City County Alcoholic Drinks Control and Licensing Act, 2014, the Governor, Nairobi City County appoints the underlisted persons as Board and Sub-County Liquor Committee Members for Nairobi City County Alcoholic Drinks Control and Licensing Board with effect from the 1st July, 2022, for a period of three (3) years.

BOARD

<i>Name</i>	<i>Position</i>
George Gitonga Gichonge	Member

SUB-COUNTY LIQUOR COMMITTEE

<i>Name</i>	<i>Sub-County</i>
Jane Gaunye	Chairperson—Ruaraka
Cynthia Akinyi Otieno	Chairperson—Embakasi South
Nathan Nzomo	Chairperson—Langata
Morris Mutua	Chairperson—Roysambu
Kelvin Kiringo	Member—Roysambu
Sarah Awuor	Member—Mathare

Dated the 18th July, 2022.

ANN KANANU MWENDA,
Governor Nairobi City County.

GAZETTE NOTICE No. 8792

THE CONSTITUTION OF KENYA

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 set out under Article 230 (4) (a) of the Constitution of Kenya, 2010, SRC has reviewed 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. Consequently:

- for the period 2021/2022, the remuneration and benefits were retained as set by SRC and published in Gazette Notice No. 6516 of 7th July 2017;
- for the period 2022/2023, SRC has set the remuneration and benefits as published in this Gazette Notice; and
- for the period 2023/2024 – 2024/2025, SRC shall set the remuneration and benefits on or before the commencement of FY 2023/2024.

1. Monthly Remuneration for State officers in the Executive of the National Government for FY 2022/2023

<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
Cabinet Secretary	554,400	200,000	Official	169,600	924,000
Attorney-General	554,400	200,000	Official	169,600	924,000

<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>
Secretary to the Cabinet/Head of Public Service	554,400	200,000	Official	169,600	924,000
Principal Secretary	459,113	150,000	Official	156,075	765,188
Inspector-General, National Police Service	459,113	150,000	Official	156,075	765,188
Director General, National Intelligence Service	459,113	150,000	Official	156,075	765,188
Deputy Inspector General, Kenya Police Service	372,750	100,000	Official	148,500	621,250
Deputy Inspector General, Administration Police Service	372,750	100,000	Official	148,500	621,250
Director of Criminal Investigations	372,750	100,000	Official	148,500	621,250

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 market positioning, and constitutional and statutory principles on review of remuneration and benefits.
- (d) For purposes of gratuity and pension, the pensionable emolument shall be based on the monthly basic salary set herein.
- (e) The basic salary set herein is 60 per cent of the gross 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 Presidency: 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 types of retirement benefits for State officers, pension and gratuity, as follows:
 - (a) A State officer, serving or appointed on permanent and pensionable terms, shall be eligible to pension benefit in line with existing laws.
 - (b) 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.

Notes:

- (i) Where an employer establishes a pension scheme for its State officers appointed for a fixed term of office, SRC shall review and set the rate of the employer's contributions to the scheme and any other financial retirement benefits.
- (ii) No State officer shall 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.
- (f) 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 Attorney-General Secretary to the Cabinet	Up to Ksh 10 million	Up to Ksh 40 million
Principal Secretary Inspector-General, National Police Service Director General, National Intelligence Service	Up to Ksh 8 million	Up to Ksh 35 million
Deputy Inspector, General Kenya Police Service Deputy Inspector General Administration Police Service	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 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 National 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 National Government, as per the rates reviewed and set by SRC from time to time.
 - (h) Airtime: Shall be paid up to a maximum of Ksh 20,000 per month.
 - (i) 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.
 - (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.
 - (l) Special Responsibility Allowance: Shall be paid to designated offices as set by SRC from time to time.
3. Any remuneration and benefits not specified in this Gazette Notice is not payable unless subsequently set by SRC.

Effective date: 9th August, 2022.

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

GAZETTE NOTICE NO. 8793

THE CONSTITUTION OF KENYA
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 set out under Article 230(4)(a) of the Constitution of Kenya, 2010, SRC has reviewed the remuneration and benefits for State officers in the Senate and National Assembly under the Third Remuneration and Benefits Review Cycle that covers the Financial Years (FY) 2021/2022-2024/2025. Consequently:

- (i) for the period 2021/2022, as applicable during the second remuneration review cycle;
- (ii) for the period 2022/2023, SRC has set the remuneration and benefits as published in this Gazette Notice; and
- (iii) for the period 2023/2024 – 2024/2025, SRC shall set the remuneration and benefits on or before the commencement of FY 2023/2024.

1. Monthly Remuneration for State officers in the Senate and National Assembly for FY 2022/2023

<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	696,000	250,000	Official	214,000	1,160,000
Speaker of the Senate	696,000	250,000	Official	214,000	1,160,000
Deputy Speaker of the National Assembly	556,800	200,000	Official	171,200	928,000
Deputy Speaker of the Senate	556,800	200,000	Official	171,200	928,000
Leader of Majority Party	460,800	150,000	Official	157,200	768,000
Leader of the Minority Party	460,800	150,000	Official	157,200	768,000
Member of the National Assembly/Senate	426,000	150,000	Official	134,000	710,000

Notes:

- (a) The monthly remuneration set herein shall be payable upon assumption of office of State officer in the 13th Parliament.
- (b) The monthly remuneration is fixed for the term of office of a Member of Parliament, unless reviewed and set by SRC.
- (c) The remuneration set herein takes into account the reviewed job evaluation grading and includes compensation for plenary sitting.
- (d) Salary Market Adjustment is a salary modification that takes into account market positioning, and constitutional and statutory principles for review of remuneration and benefits.
- (e) For purposes of gratuity and pension, the pensionable emolument shall be based on the monthly basic salary set herein.
- (f) The basic salary set herein is 60 per cent of the gross 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 in Nairobi.

2. Benefits for State officers in the Senate and National Assembly

(a) Committee Sitting Allowance

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

- (i) Chairperson: Ksh 15,000 per sitting up to a maximum of Ksh 240,000 per month.
- (ii) Vice-Chairperson: Ksh 12,000 per sitting up to a maximum of Ksh 192,000 per month.
- (iii) Member: Ksh 7,500 per sitting up to a maximum of Ksh 120,000 per month.

(b) Official Transport:

- (i) Speakers of the Senate and National Assembly: Shall be provided with an official car of engine capacity not exceeding 3000cc.
- (ii) Member of Parliament: Shall be provided with a Motor Vehicle Reimbursement of Ksh 7,550,000 for purchase of a car of engine capacity not exceeding 3000cc to undertake official duties as a Member of Parliament. The Motor Vehicle Reimbursement shall be payable to a Member of Parliament once in a parliamentary term.
- (iii) Car Maintenance Allowance: Shall be paid to a Member of Parliament at the rate of Ksh 356,525 per month.
- (iv) Mileage Claim: A Member of Parliament shall be reimbursed a claimable mileage of one return journey per a week from the National Assembly (Nairobi) to his/her constituency office at the rate of Ksh 116.63 per kilometre, based on a car of engine capacity not exceeding 3000cc.
- (v) 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 offices, as follows:

Zones	Zoned Distance from the National Assembly (Nairobi) to Constituency Office (in Km)	Maximum Return Journey per Week (in Km)	Rate of Claimable Mileage Reimbursement in Ksh	Reimbursable Monthly Mileage Claim of up to a Maximum of Ksh
1	0 - 350	700	116.63	353,778
2	351 and above	Based on actual distance	116.63	Based on actual distance

Notes:

- (i) 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 116.63)/12 months.
- (ii) 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 offices.
- (c) 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.
- (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:

State officer	Car Loan	Mortgage
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 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 date: 9th August, 2022.

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

GAZETTE NOTICE NO. 8794

THE CONSTITUTION OF KENYA
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 set out under Article 230(4)(a) of the Constitution of Kenya, 2010, SRC has reviewed 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. Consequently:

- (i) for the period 2021/2022, the remuneration and benefits were retained as set by SRC and published in Gazette Notice No. 6518 of 7th July 2017;
 - (ii) for the period 2022/2023, SRC has set the remuneration and benefits as published in this Gazette Notice; and
 - (iii) for the period 2023/2024 – 2024/2025, SRC shall set the remuneration and benefits on or before the commencement of FY 2023/2024.
1. Monthly Remuneration for State officers in the Executive of the County Government for FY 2022/2023

<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	554,400	200,000	Official	169,600	924,000
Deputy County Governor	372,750	100,000	Official	148,500	621,250
Member of the Executive Committee	242,550	80,000	Official	81,700	404,250

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 market positioning, and constitutional and statutory principles for review of remuneration and benefits.
- (e) For purposes of gratuity and pension, the pensionable emolument shall be based on the monthly basic salary set herein.
- (f) The basic salary set herein is 60 per cent of the gross 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.
- (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 Outpatient: Ksh 300,000 Maternity: Ksh 150,000 Dental: Ksh 75,000 Optical: Ksh 75,000	Inpatient: Ksh 10 million Outpatient: Ksh 300,000 Maternity: Ksh 150,000 Dental: Ksh 75,000 Optical: Ksh 75,000	Inpatient: Ksh 3 million Outpatient: Ksh 200,000 Maternity: Ksh 100,000 Dental: Ksh 50,000 Optical: Ksh 50,000

(c) Retirement Benefit:

There shall be two types of retirement benefits for State officers, pension and gratuity, as follows:

- (i) A State officer, serving or appointed on permanent and pensionable terms, shall be eligible to a pension benefit in line with existing laws.
- (ii) 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.

Notes:

- (a) Where an employer establishes a pension scheme for its State officers appointed for a fixed term of office, SRC shall review and set the rate of the employer's contribution to the scheme, and any other financial retirement benefits.

- (b) No State officer shall benefit from both pension and gratuity benefits from the same public body for a similar period.
- (c) Group Life Insurance: A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments.
- (d) Group Personal Accident: A State officer shall be covered for a value equivalent to three times of the annual pensionable emoluments.
- (e) 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 car loan shall be recoverable within the contract term of a State officer.
- (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.
- (f) 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.
- (g) 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
- (h) 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.
- (i) Security: Shall be provided as advised by the Inspector-General of Police, and shall not be commuted to cash.
- (j) 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 10,000 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 date: 9th August, 2022.

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

GAZETTE NOTICE NO. 8795

THE CONSTITUTION OF KENYA
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 set out under Article 230(4)(a) of the Constitution of Kenya, 2010, SRC has reviewed 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. Consequently:

- (i) for the period 2021/2022, as applicable during the second remuneration review cycle; and
- (ii) for the period 2022/2023, SRC has set the remuneration and benefits as published in this Gazette Notice; and
- (iii) for the period 2023/2024 – 2024/2025, SRC shall set the remuneration and benefits on or before the commencement of FY 2023/2024.

1. Monthly Remuneration for State officers in the County Assembly for FY 2022/2023

<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	315,315	80,000	Official	130,210	525,525
Deputy Speaker of the County Assembly	129,938	60,000	Official	26,625	216,563
Member of the County Assembly	86,625	45,000	Official	12,750	144,375

Notes:

- (a) The monthly remuneration set herein shall be payable upon assumption of office of State officers in the Third County Assembly.
- (b) The monthly remuneration is fixed for the term of office for the State officer in the County Assembly, unless reviewed and set by SRC.
- (c) The remuneration set herein takes into account the reviewed job evaluation grading and includes compensation for plenary sitting.

- (d) Salary Market Adjustment is a salary modification that takes into account market positioning, and constitutional and statutory principles on remuneration and benefits.
- (e) The basic salary set herein is 60 per cent of the gross salary 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 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.
- (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 office at the rate of Ksh 77.35 per kilometre using a car of engine capacity not exceeding 1800cc. The claimable mileage allowance is zoned and claimable up to a maximum for respective zones, 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:

- (a) 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.
- (b) The respective County Assembly Service Board shall ensure that Members of County Assembly are reimbursed within the maximum reimbursable mileage claim for respective zones.
- (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)
Leader of Majority Leader of Minority	32,000
Chief Whip Deputy Leader of Majority Deputy Leader of Minority	29,000
Chairperson of Committees Deputy Chief Whip Other Whips	26,000
Vice Chairperson of Committees	23,000
Members of Speakers Panel	20,000

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 types of retirement benefits for State officers, pension and gratuity, as follows:

- (i) A State officer, serving or appointed on permanent and pensionable terms, shall be eligible to a pension benefit in line with existing laws.
- (ii) 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.

Notes:

- (a) Where an employer establishes a pension scheme for its State officers appointed for a fixed term of office, SRC shall review and set the rate of the employer's contributions to the scheme and any other financial retirement benefits.
- (b) No State officer shall 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.
- (h) Car Loan and Mortgage Benefit: Shall be provided, as follows:

<i>State officer</i>	<i>Car Loan</i>	<i>Mortgage</i>
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; and
 - (ii) Sitting Allowance for Plenary Sessions.
3. Any remuneration and benefits not specified herein is not payable unless subsequently set by SRC.

Effective date: 9th August, 2022.

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

GAZETTE NOTICE NO. 8796

THE CONSTITUTION OF KENYA
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 set out under Article 230(4)(a) of the Constitution of Kenya, 2010, SRC has reviewed 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. Consequently:

- (i) for the period 2021/2022, the remuneration and benefits were retained as set by SRC and published in Gazette Notice No. 6519 of 7th July 2017;
- (ii) for the period 2022/2023, SRC has set the remuneration and benefits as published in this Gazette Notice; and
- (iii) for the period 2023/2024 – 2024/2025, SRC shall set the remuneration and benefits on or before the commencement of FY 2023/2024.

1. Monthly Remuneration for State officers in the Full-Time Constitutional Commissions and Independent Offices for FY 2022/2023

<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	554,400	200,000	Official	169,600	924,000
Chairperson, Independent Electoral and Boundaries Commission (IEBC)	554,400	200,000	Official	169,600	924,000
Controller of Budget	459,113	150,000	Official	156,075	765,188
Vice Chairperson, IEBC	459,113	150,000	Official	156,075	765,188
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); (v) Salaries and Remuneration Commission (SRC); (vi) Teachers Service Commission (TSC); and (vii) National Police Service Commission (NPSC)	459,113	150,000	Official	156,075	765,188
Member, IEBC	459,113	150,000	Official	156,075	765,188
Director, Public Prosecution	459,113	150,000	Official	156,075	765,188
Registrar of Political Parties	390,000	100,000	Official	160,000	650,000
Vice Chairperson in the following Constitutional Commissions: KNCHR NLC; CRA; PSC; SRC; TSC; and NPSC	390,000	100,000	Official	160,000	650,000
Member, in the following Constitutional Commissions: KNCHR; NLC; CRA; PSC; SRC; TSC; and NPSC	390,000	100,000	Official	160,000	650,000
Commission Secretary/CEOs, in the following Commissions: Ethics and Anti-Corruption Commission (EACC), CRA; PSC; TSC; IEBC; and NPSC.	390,000	100,000	Official	160,000	650,000
Data Protection Commissioner	372,750	100,000	Official	148,500	621,250
Commission Secretary/CEO: All other Commission Secretaries/CEOs designated as State officers as per Article 260 of the Constitution of Kenya, 2010	372,750	100,000	Official	148,500	621,250

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 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 market positioning, and constitutional and statutory principles on review of remuneration and benefits.
 - (d) For purposes of gratuity and pension, the pensionable emolument shall be based on the monthly basic salary set herein.
 - (e) The basic salary set herein is 60 per cent of the gross 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 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 types of retirement benefits for State officers, pension and gratuity, as follows:
 - (i) A State officer, serving or appointed on permanent and pensionable terms, shall be eligible to a pension benefit in line with existing laws.
 - (ii) 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.

Notes:

- (a) Where an employer establishes a pension scheme for its State officers appointed for a fixed term of office, SRC shall review and set the rate of the employer's contributions to the scheme and any other financial retirement benefits.

- (b) No State officer shall 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.
- (f) Car Loan and Mortgage Benefit: Shall be provided, as follows:

<i>State officer</i>	<i>Car Loan</i>	<i>Mortgage</i>
Auditor-General Chairperson, IEBC	Up to Ksh 10 million	Up to Ksh 40 million
Chairpersons, Constitutional Commissions Director Public Prosecution Controller of Budget	Up to Ksh 8 million	Up to Ksh 35 million
Vice Chairperson, Constitutional Commissions Commission Member, Constitutional Commissions Registrar of Political Parties 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 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 National Treasury, within existing applicable regulations to govern the schemes, and subject to the availability of funds.
- (iv) A serving State officer whose car loan and mortgage benefit was 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.
- (g) 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.
- (h) Airtime: Shall be paid, as follows:

<i>State Officer</i>	<i>Airtime Per Month</i>
Auditor-General Chairperson: Full-Time Constitutional Commission Controller of Budget Director of Public Prosecution	Up to Ksh 20,000 per a month
Vice Chairperson and Members: Full-Time Constitutional Commission Registrar of Political Parties 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

- (i) Security: Shall be provided as advised by the Inspector-General of Police, and shall not be commuted to cash.
- (j) Annual Leave Allowance: 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 is not payable, unless subsequently set by SRC.

Effective date: 9th August, 2022.

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