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GAZETTE NOTICE NO. 6516

THE CONSTITUTION OF KENYA

REMUNERATION AND BENEFITS FOR STATE OFFICERS IN THE EXECUTIVE OF THE NATIONAL GOVERNMENT

IN EXERCISE of the powers conferred by Article 230 (4) (a) of the Constitution, the Salaries and Remuneration Commission has reviewed and now sets the remuneration and benefits for State Officers in the Executive of the National Government as follows:

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

<i>State Officer</i>	<i>Monthly Gross Remuneration Package (Ksh.)</i>
President of the Republic of Kenya	1,443,750
Deputy President	1,227,188
Cabinet Secretary Secretary to the Cabinet Attorney General Chief of Defence Forces	924,000
Principal Secretary Vice Chief of Defence Forces Commander of Kenya Army Director General, National Intelligence Service Inspector General, National Police Service	765,188
Commander Kenya Airforce Commander Kenya Navy	747,461
Deputy Inspector General Kenya Police Service Deputy Inspector General Administration Police Service	621,250

Notes:

- (a) A State Officer appointed on or after the effective date of this Gazette Notice shall be paid the remuneration package set herein.
- (b) A serving State Officer whose remuneration package for the Office they are holding was set by Salaries and Remuneration

Commission and published in the Gazette Notice No. 2885 dated 1st March, 2013, shall retain such remuneration package until the expiry of the current term of Office.

- (c) The monthly gross remuneration package set herein is fixed for the term of Office of the State Officer.

2. Benefits for State Officers in the Executive of the National Government

- (a) **Official Transport** shall be provided.
- (b) **Medical Benefit:** An annual medical cover shall be provided per family to cover self, 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) For the President, the Presidential Retirement Benefits Act, 2003 shall apply.
- (ii) For the Deputy President, the Retirement Benefits (Deputy President and Designated State Officers) Act, 2015 shall apply.
- (iii) A State Officer serving or appointed on permanent and pensionable terms shall be eligible to pension benefit in line with the existing laws.
- (iv) A State Officer serving or appointed to a fixed term of Office shall be paid a service gratuity at the rate of 31% of the basic remuneration package for the term served.

- (d) **Group Life Insurance:** A State Officer shall be covered for a value equivalent to three times of the annual basic remuneration package.

- (e) **Group Personal Accident:** A State Officer shall be covered for a value equivalent to three times of the annual basic remuneration package.

- (f) **Car Loan and Mortgage Benefit:** To be provided as per Salaries and Remuneration Commission (SRC) Circular Ref No SRC/ADM/CIR/1/13/Vol. III (128) dated 17th December,

2014 read together with SRC Circular Ref No SRC/ADM/CIR/1/13/VOL III (130) dated 29th January, 2015 and SRC Circular Ref. No SRC/ADM/CIR/1/13/Vol. III (142) dated 25th August, 2016.

- (g) **Daily Subsistence Allowance:** To be paid as per SRC Circular(s) Ref No. SRC/ADM/CIR/1/13 Vol. III (126) dated 10th December, 2014 and Ref No. SRC/ADM/CIR/1/13/Vol. III (127) dated 18th December, 2014.
- (h) **Airtime:** To be paid at the rate of Kshs. 20,000 per month.
- (i) **Official Residence:** The President and Deputy President shall be housed by the State and provided with commensurate home utilities and attendants.
- (j) **Security:** To be provided as advised by the Inspector-General of Police.

Note.—For purposes of gratuity, pension and insurance, annual basic remuneration package is computed on the basis of sixty (60) percent of the monthly gross remuneration package.

- 3. Any benefit and allowance not specified in this Gazette Notice are not payable unless otherwise set by Salaries and Remuneration Commission.
- 4. On the effective date of this Gazette Notice, remuneration and benefits published in the Gazette Notice No. 2885 dated 1st March 2013, advice, letters and/or circulars on remuneration and benefits for State Officers in the Executive of the National Government cease to apply, save for ongoing contracts as per note (1) (b) above.

Effective date: 8th August, 2017.

SARAH J. C. SEREM,
Chairperson, Salaries And Remuneration Commission

GAZETTE NOTICE NO. 6517

THE CONSTITUTION OF KENYA

REMUNERATION AND BENEFITS FOR STATE OFFICERS IN THE SENATE AND THE NATIONAL ASSEMBLY

IN EXERCISE of the powers conferred by Article 230 (4) (a) of the Constitution, the Salaries and Remuneration Commission has reviewed and now sets the remuneration and benefits for State Officers in The Senate and The National Assembly serving in the 12th Parliament as follows:

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

<i>State Officer</i>	<i>Monthly Gross Remuneration Package (KSh.)</i>
Speaker of The Senate Speaker of The National Assembly	1,155,000
Deputy Speaker of The Senate Deputy Speaker of The National Assembly	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	765,188
Member of The Senate Member of The National Assembly	621,250

Notes:

- (a) The remuneration set herein will be payable to the State Officer with effect from the date of swearing in of the State Officer.
- (b) The monthly gross remuneration package is fixed for the term of the Office of the Member of each House of Parliament.

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

(1) Committee Sitting Allowance

State Officers in The Senate and The National Assembly who serve in Committees shall be paid Committee Sitting Allowance as follows:

- (a) **Chairperson:** KSh. 8,000 per sitting subject to a maximum of sixteen (16) payable sittings per month (up to a maximum of KSh.128,000 per month).
- (b) **Member:** Kshs.5,000 per sitting subject to a maximum of sixteen (16) payable sittings per month (up to a maximum of Kshs.80,000 per month).

(2) Transport Allowance

Payment of Transport Allowance is clustered into five (5) zones. Members of The Senate and The National Assembly shall be paid a fixed monthly Transport Allowance through respective payrolls as follows:

<i>Zone</i>	<i>One Way Distance (Kilometers)</i>	<i>Maximum Return Journey (Kilometers)</i>	<i>Monthly Maximum Transport Allowance for Return Journey (KSh.)</i>
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

Notes:

- (a) For purposes of payment of the zoned distances, the transport allowance payable shall be based on distances advised by the relevant Ministry. This shall be determined as follows:
 - (i) Distance from The Senate to the County headquarters for payment of transport allowance to Members of The Senate;
 - (ii) Distance from The National Assembly to the Constituency Headquarters for payment of transport allowance to Members of The National Assembly.
- (b) Payment of mileage claims as per Salaries and Remuneration Commission (SRC) Circular Ref. No. SRC/TS/PASC/2/35/3 dated 15th November, 2013 cease to apply and has been replaced with the zoned transport allowance.

(3) Other Benefits and Allowances

- (a) **Medical Benefit:** An annual medical cover shall be provided per family, that is for self, 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
- (b) **Retirement Benefit:** Parliamentary Pension Act, 2012 shall apply.
- (c) **Group Life Insurance:** A State Officer shall be covered for a value equivalent to three times of the annual basic remunerative package.
- (d) **Group Personal Accident:** A State Officer shall be covered for a value equivalent to three times of the annual basic remunerative package.
- (e) **Car Loan:** A State Officer in The Senate and The National Assembly, shall be entitled to a car loan of up to Kenya Shillings Seven Million (Kshs.7 million). The Car Loan is repayable at an annual interest rate of three per cent (3%) and must be fully repaid by the end of term of each House of Parliament.
- (f) **Mortgage Benefit:** A State Officer in The Senate and The National Assembly, shall be entitled to a mortgage of up to

Kenya Shillings Twenty Million (Kshs.20 million). The mortgage is repayable at an annual interest rate of three per cent (3%) and must be fully repaid by the end of the term of each House of Parliament.

(g) **Daily Subsistence Allowance:** To be paid as per SRC Circular(s) Ref No. SRC/ADM/CIR/1/13 Vol. III (126) dated 10th December, 2014 and Ref No. SRC/ADM/CIR/1/13/Vol. III (127) dated 18th December, 2014.

(h) **Airtime:** To be paid at the rate of Kshs. 15,000 per month.

(i) **Official Residence:** The Speakers of The Senate and The National Assembly shall be housed by the State and provided with commensurate home utilities and attendants.

(j) **Security:** To be provided as advised by the Inspector-General of Police.

Note.—For purposes of gratuity, pension and insurance, annual basic remunerative package is computed on the basis of sixty (60) percent of the monthly gross remuneration package.

(4) Abolished Benefits and Allowances:

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

- (a) Car Grant;
- (b) Special Parliamentary Allowance;
- (c) Reimbursable Mileage Allowance;
- (d) Sitting Allowance for Plenary Sessions;
- (e) Special Responsibility Allowance.

3. Any benefit and allowance not specified in this Gazette Notice are not payable unless otherwise set by Salaries and Remuneration Commission.

4. On the effective date of this Gazette Notice, remuneration and benefits published in the Gazette Notice No. 2886 dated 1st March 2013, advice, letters and/or circulars on remuneration and benefits for State Officers in The Senate and The National Assembly cease to apply.

Effective date: 8th August, 2017.

SARAH J. C. SEREM,

Chairperson, Salaries and Remuneration Commission.

GAZETTE NOTICE NO. 6518

THE CONSTITUTION OF KENYA

REMUNERATION AND BENEFITS FOR STATE OFFICERS IN THE COUNTY GOVERNMENT

IN EXERCISE of the powers conferred by Article 230 (4) (a) of the Constitution, the Salaries and Remuneration Commission has reviewed and now sets the remuneration and benefits for State Officers in the County Government as follows:

1. Remuneration for State Officers in the County Government

<i>State Officer</i>	<i>Monthly Gross Remuneration Package (KSh.)</i>
County Governor	924,000
Deputy Governor	621,250
Speaker of the County Assembly	259,875
Member of County Executive Committee	
Deputy Speaker of County Assembly	216,563
Member of County Assembly	144,375

Notes:

- (a) The remuneration set herein will be payable to the State Officer with effect from the date of swearing in of the State Officer.
- (b) The monthly gross remuneration package is fixed for the term of the Office of the State Officer in the County Government.

2. Benefits for State Officers in the County Government

(1) County Assembly Committee Sitting Allowance

A State Officer in the County Assembly who serves in Committees shall be paid Committee Sitting Allowance as follows:

- (a) **Chairperson:** KSh. 5,000 per sitting subject to a maximum of sixteen (16) payable sittings per month (up to a maximum of Kshs.80,000 per month).
- (b) **Member:** KSh.3,000 per sitting subject to a maximum of sixteen (16) payable sittings per month (up to a maximum of KSh.48,000 per month).

(2) Transport Allowance

Payment of Transport Allowance has been clustered into four (4) zones. Members of the County Assembly shall be paid a fixed monthly Transport Allowance through the payroll as follows:

<i>Zone</i>	<i>One Way Distance (Kilometers)</i>	<i>Maximum Return Journey (Kilometers)</i>	<i>Monthly Maximum Transport Allowance for Return Journey (KSh.)</i>
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

Notes:

(a) For purposes of payment of the zoned distances, the transport allowance payable shall be based on distances advised by the relevant Ministry. This shall be determined as follows:

(i) Distance from the County Assembly headquarters to the Ward Offices for payment of transport allowance to Members of County Assembly.

(b) Payment of mileage claims as per Salaries and Remuneration Commission (SRC) Circular Ref. No. SRC/TS/CGOVT/3/ DATED 27th November, 2013 read together with SRC Circular Ref. No. SRC/TS/CGOVT/3/16 dated 27th January, 2015 cease to apply and has been replaced with the zoned transport allowance.

(3) Other Benefits and Allowances

(a) **Official Transport:** The Governor, Deputy Governor, County Assembly Speaker and Member of County Executive Committee shall be provided with Official Transport.

(b) **Medical Benefit:** An annual 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:

Governor:

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

Deputy Governor:

Inpatient: KSh.	5 million
Outpatient: KSh.	300,000
Maternity: KSh.	150,000
Dental: KSh.	75,000
Optical: KSh.	75,000

Speaker of the County Assembly, Member of County Executive Committee and Member of County Assembly:

Inpatient: KSh.	3 million
Outpatient: KSh.	200,000
Maternity: KSh.	100,000
Dental: KSh.	50,000
Optical: KSh.	50,000

- (c) **Retirement Benefit:** A State Officer serving or appointed to a fixed term of Office shall be paid a service gratuity at the rate of 31% of the basic remuneration package for the term served.
- (d) **Group Life Insurance:** A State Officer shall be covered for a value equivalent to three times of the annual basic remunerative package.
- (e) **Group Personal Accident:** A State Officer shall be covered for a value equivalent to three times of the annual basic remunerative package.
- (f) **Car Loan:** A State Officer serving in the County Government, shall be entitled to a car loan as follows:
- Governor:** Up to KSh. 10 million.
Deputy Governor: Up to KSh. 5 million.
Speaker of the County Assembly: Up to KSh. 4 million.
Member of County Executive Committee: Up to KSh. 2 million.
Member of County Assembly: Up to KSh. 2 million.

Notes:

- (i) The Car Loan is repayable at an annual interest rate of three per cent (3%) and must be fully repaid by the end of term of the County Government.
- (ii) This should be read together with SRC Circular Ref. No SRC/ADM/CIR/1/13/Vol. III (142) dated 25th August, 2016.
- (g) **Mortgage Benefit:** A State Officer serving in the County Government, shall be entitled to a mortgage as follows:
- Governor:** Up to KSh. 40 million.
Deputy Governor: Up to KSh. 25 million.
Speaker of the County Assembly: Up to KSh. 20 million.
Member of County Executive Committee: Up to KSh. 3 million.
Member of County Assembly: Up to KSh. 3 million.

Notes:

- (i) The Mortgage is repayable at an annual interest rate of three per cent (3%) and must be fully repaid by the end of term of the County Government.
- (ii) This should be read together with SRC Circular Ref. No SRC/ADM/CIR/1/13/Vol. III (142) dated 25th August, 2016.
- (h) **Daily Subsistence Allowance:** To be paid as per SRC Circular(s) Ref No. SRC/ADM/CIR/1/13 Vol. III (126) dated 10th December, 2014 and Ref No. SRC/ADM/CIR/1/13/Vol. III (127) dated 18th December, 2014.
- (i) **Airtime:** To be paid at the following rates:
- Governor:** KSh. 20,000 per month
Deputy Governor: KSh. 15,000 per month
Speaker of County Assembly: KSh. 10,000 per month
Member of County Assembly: KSh. 5,000 per month
- (j) **Official Residence:** The County Governor, Deputy Governor and Speaker of the County Assembly shall be housed by the County and provided with all commensurate home utilities and attendants.
- (k) **Security:** To be provided as advised by the Inspector-General of Police.

Note.—For purposes of gratuity, pension and insurance, annual basic remunerative package is computed on the basis of sixty (60) percent of the monthly gross remuneration package.

(4) Abolished Benefits and Allowances:

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

- (a) Governors allowance;
 (b) Deputy Governors allowance;

- (c) Reimbursable Mileage Allowance;
 (d) Sitting Allowance for Plenary Sessions;
 (e) Special Responsibility Allowance;

3. Any benefit and allowance not specified in this Gazette Notice are not payable unless otherwise set by Salaries and Remuneration Commission.

4. On the effective date of this Gazette Notice, remuneration and benefits published in the Gazette Notice No. 2888 dated 1st March, 2013, advice, letters and/or circulars on remuneration and benefits for State Officers in the County Government cease to apply.

Effective date: 8th August, 2017.

SARAH J. C. SEREM,
 Chairperson, Salaries and Remuneration Commission.

GAZETTE NOTICE NO. 6519

THE CONSTITUTION OF KENYA

REMUNERATION AND BENEFITS FOR STATE OFFICERS IN
 THE FULL TIME CONSTITUTIONAL COMMISSIONS AND
 INDEPENDENT OFFICES

IN EXERCISE of the powers conferred by Article 230 (4) (a) of the Constitution, the Salaries and Remuneration Commission has reviewed and now sets the remuneration and benefits for State Officers in the Full Time Constitutional Commissions and Independent Offices as follows:

**1. Remuneration for State Officers in the Full Time
 Constitutional Commissions and Independent Offices**

State Officer	Monthly Gross Remuneration Package (KSh.)
Auditor General	
Chairperson- Independent Electoral and Boundaries Commission	924,000
Controller of Budget	
Vice Chairperson-Independent Electoral and Boundaries Commission	
Chairperson-All other Full Time Constitutional Commissions	765,188
Director of Public Prosecution	
Members- Independent Electoral and Boundaries Commission	
Registrar of Political Parties	
Vice Chairperson-All other Full Time Constitutional Commissions	650,000
Members-All other Full Time Constitutional Commissions	
Secretary, Full Time Constitutional Commissions	621,250

Notes:

- (a) A State Officer appointed on or after the effective date of this Gazette Notice shall be paid the remuneration package set herein.
- (b) A serving State Officer whose remuneration package for the Office they are holding, was set by Salaries and Remuneration Commission and published in the Gazette Notice No. 2887 dated 1st March 2013, shall retain such remuneration package until the expiry of the current term of Office.
- (c) The monthly gross remuneration package set herein is fixed for the term of Office of the State Officer.

**2. Benefits for State Officers in the Full Time Constitutional
 Commissions and Independent Offices**

- (a) Official Transport shall be provided.

- (b) **Medical Benefit:** An annual 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: KSh.	10 million
Outpatient: KSh.	300,000
Maternity: KSh.	150,000
Dental: KSh.	75,000
Optical: KSh.	75,000

- (c) **Retirement Benefit:** A State Officer serving or appointed to a fixed term of Office shall be paid a service gratuity at the rate of 31% of the basic remuneration package for the term served.
- (d) **Group Life Insurance:** A State Officer shall be covered for a value equivalent to three times of the annual basic remunerative package.
- (e) **Group Personal Accident:** A State Officer shall be covered for a value equivalent to three times of the annual basic remunerative package.
- (f) **Car Loan and Mortgage Benefit:** To be provided as per Salaries and Remuneration Commission (SRC) Circular Ref No SRC/ADM/CIR/1/13/Vol. III (128) dated 17th December, 2014 read together with SRC Circular Ref No SRC/ADM/CIR/1/13/VOL III (130) dated 29th January, 2015 and SRC Circular Ref. No SRC/ADM/CIR/1/13/Vol. III (142) dated 25th August, 2016.

- (g) **Daily Subsistence Allowance:** To be paid as per SRC Circular(s) Ref No. SRC/ADM/CIR/1/13 Vol. III (126) dated 10th December, 2014 and Ref No. SRC/ADM/CIR/1/13/Vol. III (127) dated 18th December, 2014.

- (h) **Airtime:** To be paid at the rate of KSh. 15,000 per month.

- (i) **Security:** To be provided as advised by the Inspector-General of Police.

Note.—For purposes of gratuity, pension and insurance, annual basic remunerative package is computed on the basis of sixty (60) percent of the monthly gross remuneration package.

3. Any benefit and allowance not specified in this Gazette Notice are not payable unless otherwise set by Salaries and Remuneration Commission.

4. On the effective date of this Gazette Notice, remuneration and benefits published in the Gazette Notice No. 2887 dated 1st March, 2013, advice, letters and/or circulars on remuneration and benefits for State Officers in the County Government cease to apply.

Effective date: 8th August, 2017.

SARAH J. C. SEREM,
Chairperson, Salaries and Remuneration Commission.