

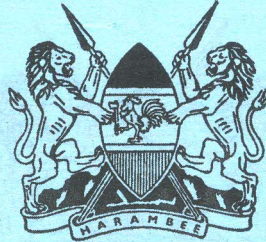
REPUBLIC OF KENYA

**MINISTRY OF PUBLIC SERVICE, YOUTH AND
GENDER AFFAIRS**

**Implementation
of
Job Evaluation Results:
Phase I Salary Review
for
Civil Servants**

Effective date: 1st July, 2017

REPUBLIC OF KENYA



THE PRESIDENCY

**MINISTRY OF PUBLIC SERVICE, YOUTH AND GENDER AFFAIRS
OFFICE OF THE CABINET SECRETARY**

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Ref. No. MPSYG.DPSM.2/6/4A VOL XI (3)

11th July, 2017

All Principal Secretaries / Accounting Officers

The Auditor-General

The Controller of Budget

All County Commissioners (with sufficient copies for Sub-County Commissioners)

IMPLEMENTATION OF JOB EVALUATION RESULTS: PHASE I SALARY REVIEW FOR CIVIL SERVANTS

1. The Salaries and Remuneration Commission conducted a Job Evaluation exercise in the Public Service. The objective of the exercise was to determine the comparable and relative worth of jobs in the Public Service; provide criteria for classifying the jobs; rationalize, harmonize and develop an equitable grading structure; and recommend an appropriate salary structure.
2. In line with the recommendations of the Job Evaluation exercise, the Government has reviewed salaries for Civil Servants in the National Government in Job Groups 'A' to 'T'.
3. The Salary Review will be implemented in a phased approach to take into consideration the overall affordability within a sustainable Fiscal Framework.
4. Phase I of the new Salaries and Salary Scales, which forms Appendices to this Circular, will be implemented with effect from **1st July, 2017**.

To whom Applicable

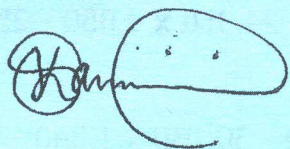
5. The new Salaries will apply to Civil Servants in the National Government in Job Groups 'A' to 'T' who will be in the Service on or after 1st July, 2017.

Conversion of Salaries

6. Conversion of salaries will be processed automatically through the Integrated Payroll and Personnel Database System. It is emphasized that the conversions should be verified immediately in order to ensure that any errors are detected and corrective measures taken promptly.

Incremental dates

7. Officers converting into the new salary scales will retain their current incremental dates. However, where the incremental date falls on 1st July, 2017 officers will be granted their annual increment on the existing salary scales before their salaries are converted to the new salary points with effect from the same date, i.e. 1st July, 2017.
8. Other existing terms and conditions of service will continue to apply.



**SICILY K. KARIUKI (MRS.), EGH
CABINET SECRETARY**

Copy to: The Chief of Staff and
Head of the Public Service
Executive Office of the President
NAIROBI

The Principal Secretary
The National Treasury
NAIROBI

The Secretary
Public Service Commission
NAIROBI

The Secretary
Salaries and Remuneration Commission
NAIROBI

The Pensions Secretary
Pensions Department
The National Treasury
NAIROBI

LIST OF JOB GROUPS AND NEW SALARY SCALES FOR THE CIVIL SERVICE

JOB GROUP A:	KSh. 11,840 x 160 - 12,000 x 230 - 12,230 x 280 - 12,510 p.m.
JOB GROUP B:	KSh. 12,510 x 280 - 12,790 x 300 - 13,090 x 420 - 13,510 p.m.
JOB GROUP C:	KSh. 12,790 x 300 - 13,090 x 420 - 13,510 x 470 - 13,980 p.m.
JOB GROUP D:	KSh. 13,510 x 470 - 13,980 x 510 - 14,490 x 540 - 15,030 p.m.
JOB GROUP E:	KSh. 14,490 x 540 - 15,030 x 590 - 15,620 x 630 - 16,250 p.m.
JOB GROUP F:	KSh. 15,620 x 630 - 16,250 x 650 - 16,900 x 720 - 17,620 x 740 - 18,360 x 800 - 19,160 p.m.
JOB GROUP G:	KSh. 19,770 x 830 - 20,600 x 870 - 21,470 x 910 - 22,380 x 960 - 23,340 x 1,010 - 24,350 p.m.
JOB GROUP H:	KSh. 22,380 x 960 - 23,340 x 1,010 - 24,350 x 1,050 - 25,400 x 1,120 - 26,520 x 1,160 - 27,680 p.m.
JOB GROUP J:	KSh. 27,680 x 1,220 - 28,900 x 1,280 - 30,180 x 1,340 - 31,520 x 1,400 - 32,920 p.m.
JOB GROUP K:	KSh. 34,260 x 1,550 - 35,810 x 1,610 - 37,420 x 1,690 - 39,110 x 1,790 - 40,900 x 1,870 - 42,770 x 1,980 - 44,750 p.m.
JOB GROUP L:	KSh. 39,110 x 1,790 - 40,900 x 1,870 - 42,770 x 1,980 - 44,750 x 2,050 - 46,800 x 2,380 - 49,180 p.m.
JOB GROUP M:	KSh. 44,750 x 2,050 - 46,800 x 2,380 - 49,180 x 2,480 - 51,660 x 2,570 - 54,230 x 2,740 - 56,970 x 2,890 - 59,860 p.m.
JOB GROUP N:	KSh. 51,660 x 2,570 - 54,230 x 2,740 - 56,970 x 2,890 - 59,860 x 3,220 - 63,080 x 3,370 - 66,450 x 3,540 - 69,990 p.m.
JOB GROUP P:	KSh. 81,940 x 4,100 - 86,040 x 4,300 - 90,340 x 4,510 - 94,850 x 4,750 - 99,600 x 4,980 - 104,580 x 5,220 - 109,800 p.m.
JOB GROUP Q:	KSh. 94,850 x 4,750 - 99,600 x 4,980 - 104,580 x 5,220 - 109,800 x 5,490 - 115,290 x 5,770 - 121,060 x 6,050 - 127,110 p.m.
JOB GROUP R:	KSh. 115,290 x 5,770 - 121,060 x 6,050 - 127,110 x 6,240 - 133,350 x 6,420 - 139,770 x 6,610 - 146,380 x 6,790 - 153,170 p.m.

JOB GROUP S: KSh. 127,110 x 6,240 - 133,350 x 6,420 - 139,770 x 6,610 - 146,380 x 6,790 - 153,170 x 7,430 - 160,600 x 13,640 - 174,240 x 14,960 - 189,200 p.m.

JOB GROUP T: KSh. 160,600 x 13,640 - 174,240 x 14,960 - 189,200 x 15,240 - 204,440 x 18,170 - 222,610 x 20,130 - 242,740 x 21,920 - 264,660 x 24,970 - 289,630 x 26,070 - 315,700 p.m.

CONVERSION TABLE NO. 1

JOB GROUP A

Current Salary Scale: KSh. 8,910 X 120 – 9,030 x 180 – 9,210 x 210 – 9,420 p.m.

New Salary Scale: KSh. 11,840 x 160 - 12,000 x 230 - 12,230 x 280 - 12,510 p.m.

Current Salary KSh. p.m.	New Salary KSh. p.m.
8,910	11,840
9,030	12,000
9,210	12,230
9,420	12,510

CONVERSION TABLE NO. 2

JOB GROUP B

Current Salary Scale: KSh. 9,420 x 240 – 9,660 x 300 – 9,960 p.m.

New Salary Scale: KSh. 12,510 x 280 - 12,790 x 300 - 13,090 x 420 - 13,510 p.m.

Current Salary KSh. p.m.	New Salary KSh. p.m.
9,420	12,510
9,660	12,790
9,960	13,090
-	13,510

CONVERSION TABLE NO. 3

JOB GROUP C

Current Salary Scale: KSh. 9,660 x 300 – 9,960 x 420 – 10,380 p.m.

New Salary Scale: KSh. 12,790 x 300 - 13,090 x 420 - 13,510 x 470 - 13,980 p.m.

Current Salary KSh. p.m.	New Salary KSh. p.m.
9,660	12,790
9,960	13,090
10,380	13,510
-	13,980

CONVERSION TABLE NO. 4

JOB GROUP D

Current Salary Scale: KSh. 10,380 x 480 – 10,860 x 510 – 11,370 p.m.

New Salary Scale: KSh. 13,510 x 470 - 13,980 x 510 - 14,490 x 540 - 15,030 p.m.

Current Salary KSh. p.m.	New Salary KSh. p.m.
10,380	13,510
10,860	13,980
11,370	14,490
-	15,030

CONVERSION TABLE NO. 5

JOB GROUP E

Current Salary Scale: KSh. 11,370 x 540 - 11,910 x 600 - 12,510 x 630 - 13,140 p.m.

New Salary Scale: KSh. 14,490 x 540 - 15,030 x 590 - 15,620 x 630 - 16,250 p.m.

Current Salary KSh. p.m.	New Salary KSh. p.m.
11,370	14,490
11,910	15,030
12,510	15,620
13,140	16,250

CONVERSION TABLE NO. 6

JOB GROUP F

Current Salary Scale: KSh. 12,510 x 630 – 13,140 x 660 – 13,800 x 720 – 14,520 x 750 - 15,270 x 810 – 16,080 p.m.

New Salary Scale: KSh. 15,620 x 630 - 16,250 x 650 - 16,900 x 720- 17,620 x 740- 18,360 x 800 - 19,160 p.m.

Current Salary KSh. p.m.	New Salary KSh. p.m.
12,510	15,620
13,140	16,250
13,800	16,900
14,520	17,620
15,270	18,360
16,080	19,160

CONVERSION TABLE NO. 7

JOB GROUP G

Current Salary Scale: KSh. 16,692 x 835 – 17,527 x 876 – 18,403 x 920 –
19,323 x 966 – 20,289 x 1,015 – 21,304 p.m.

**New Salary Scale: KSh. 19,770 x 830 - 20,600 x 870 - 21,470 x 910 -
22,380 x 960 - 23,340 x 1,010 - 24,350 p.m.**

Current Salary KSh. p.m.	New Salary KSh. p.m.
16,692	19,770
17,527	20,600
18,403	21,470
19,323	22,380
20,289	23,340
21,304	24,350

CONVERSION TABLE NO. 8

JOB GROUP H

Current Salary Scale: KSh. 19,323 x 966 – 20,289 x 1,015 – 21,304 x 1,065 – 22,369 x 1,120 – 23,489 x 1,173 – 24,662 p.m.

New Salary Scale: KSh. 22,380 x 960 - 23,340 x 1,010 - 24,350 x 1,050 - 25,400 x 1,120 - 26,520 x 1,160 - 27,680 p.m.

Current Salary KSh. p.m.	New Salary KSh. p.m.
19,323	22,380
20,289	23,340
21,304	24,350
22,369	25,400
23,489	26,520
24,662	27,680

CONVERSION TABLE NO. 9

JOB GROUP J

Current Salary Scale: KSh. 24,662 x 1,233 – 25,895 x 1,285 – 27,180 x 1,340 –
28,520 x 1,398 – 29,918 p.m.

New Salary Scale: KSh. 27,680 x 1,220 - 28,900 x 1,280 - 30,180 x
1,340 - 31,520 x 1,400 - 32,920 p.m.

Current Salary KSh. p.m.	New Salary KSh. p.m.
24,662	27,680
25,895	28,900
27,180	30,180
28,520	31,520
29,918	32,920

CONVERSION TABLE NO. 10

JOB GROUP K

Current Salary Scale: KSh. 31,020 x 1,560 – 32,580 x 1,620 – 34,200 x 1,710 – 35,910 x 1,800 – 37,710 x 1,890 – 39,600 x 1,990 – 41,590 p.m.

New Salary Scale: KSh. 34,260 x 1,550 - 35,810 x 1,610 - 37,420 x 1,690 - 39,110 x 1,790 - 40,900 x 1,870 - 42,770 x 1,980 - 44,750 p.m.

Current Salary KSh. p.m.	New Salary KSh. p.m.
31,020	34,260
32,580	35,810
34,200	37,420
35,910	39,110
37,710	40,900
39,600	42,770
41,590	44,750

CONVERSION TABLE NO. 11

JOB GROUP L

Current Salary Scale: KSh. 35,910 x 1,800 – 37,710 x 1,890 – 39,600 x 1,990 – 41,590 x 2,070 – 43,660 x 2,220 – 45,880 p.m.

New Salary Scale: KSh. 39,110 x 1,790 - 40,900 x 1,870 - 42,770 x 1,980 - 44,750 x 2,050 - 46,800 x 2,380 - 49,180 p.m.

Current Salary KSh. p.m.	New Salary KSh. p.m.
35,910	39,110
37,710	40,900
39,600	42,770
41,590	44,750
43,660	46,800
45,880	49,180

CONVERSION TABLE NO. 12

JOB GROUP M

Current Salary Scale: KSh. 41,590 x 2,070 – 43,660 x 2,220 – 45,880 x 2,310 – 48,190 x 2,400 – 50,590 x 2,550 – 53,140 x 2,700 – 55,840 p.m.

New Salary Scale: KSh. 44,750 x 2,050 - 46,800 x 2,380 - 49,180 x 2,480 - 51,660 x 2,570 - 54,230 x 2,740 - 56,970 x 2,890 - 59,860 p.m.

Current Salary KSh. p.m.	New Salary KSh. p.m.
41,590	44,750
43,660	46,800
45,880	49,180
48,190	51,660
50,590	54,230
53,140	56,970
55,840	59,860

CONVERSION TABLE NO. 13

JOB GROUP N

Current Salary Scale: Ksh. 48,190 x 2,400 – 50,590 x 2,550 – 53,140 x 2,700 – 55,840 x 3,000 – 58,840 x 3,150 – 61,990 x 3,300 – 65,290 p.m.

New Salary Scale: KSh. 51,660 x 2,570 - 54,230 x 2,740 - 56,970 x 2,890 - 59,860 x 3,220 - 63,080 x 3,370 - 66,450 x 3,540 - 69,990 p.m.

Current Salary KSh. p.m.	New Salary KSh. p.m.
48,190	51,660
50,590	54,230
53,140	56,970
55,840	59,860
58,840	63,080
61,990	66,450
65,290	69,990

CONVERSION TABLE NO. 14

JOB GROUP P

Current Salary Scale: KSh. 77,527 x 3,877 – 81,404 x 4,070 – 85,474 x 4,274 – 89,748 x 4,487 – 94,235 x 4,712 – 98,947 x 4,947 – 103,894 p.m.

New Salary Scale: KSh. 81,940 x 4,100 - 86,040 x 4,300 - 90,340 x 4,510 - 94,850 x 4,750 - 99,600 x 4,980 - 104,580 x 5,220 - 109,800 p.m.

Current Salary KSh. p.m.	New Salary KSh. p.m.
77,527	81,940
81,404	86,040
85,474	90,340
89,748	94,850
94,235	99,600
98,947	104,580
103,894	109,800

CONVERSION TABLE NO. 15

JOB GROUP Q

Current Salary Scale: KSh.89,748 x 4,487 – 94,235 x 4,712 – 98,947 x 4,947 – 103,894 x 5,195 – 109,089 x 5,454 – 114,543 x 5,727 – 120,270 p.m.

New Salary Scale: **KSh. 94,850 x 4,750 - 99,600 x 4,980 - 104,580 x 5,220 - 109,800 x 5,490 - 115,290 x 5,770 - 121,060 x 6,050 - 127,110 p.m.**

Current Salary KSh. p.m.	New Salary KSh. p.m.
89,748	94,850
94,235	99,600
98,947	104,580
103,894	109,800
109,089	115,290
114,543	121,060
120,270	127,110

CONVERSION TABLE NO. 16

JOB GROUP R

Current Salary Scale: KSh.109,089 x 5,454 – 114,543 x 5,727 – 120,270 x 5,902 – 126,172 x 6,077 – 132,249 x 6,252 – 138,501 x 6,427 – 144,928 p.m.

New Salary Scale: **KSh. 115,290 x 5,770 - 121,060 x 6,050 - 127,110 x 6,240 - 133,350 x 6,420 - 139,770 x 6,610 - 146,380 x 6,790 - 153,170 p.m.**

Current Salary KSh. p.m.	New Salary KSh. p.m.
109,089	115,290
114,543	121,060
120,270	127,110
126,172	133,350
132,249	139,770
138,501	146,380
144,928	153,170

CONVERSION TABLE NO. 17

JOB GROUP S

Current Salary Scale: KSh.120,270 x 5,902 – 126,172 x 6,077 – 132,249 x 6,252 – 138,501 x 6,427 – 144,928 x 7,132 – 152,060 x 13,640 – 165,700 x 14,960 – 180,660 p.m.

New Salary Scale: KSh. 127,110 x 6,240 - 133,350 x 6,420 - 139,770 x 6,610 - 146,380 x 6,790 - 153,170 x 7,430 - 160,600 x 13,640 - 174,240 x 14,960 - 189,200 p.m.

Current Salary KSh. p.m.	New Salary KSh. p.m.
120,270	127,110
126,172	133,350
132,249	139,770
138,501	146,380
144,928	153,170
152,060	160,600
165,700	174,240
180,660	189,200

CONVERSION TABLE NO. 18

JOB GROUP T

Current Salary Scale: KSh.152,060 x 13,640 – 165,700 x 14,960 – 180,660 x 15,240 – 195,900 x 17,740 – 213,640 x 19,320 – 232,960 x 21,040 – 254,000 x 23,960 – 277,960 x 25,020 – 302,980 p.m.

New Salary Scale: **KSh. 160,600 x 13,640 - 174,240 x 14,960 - 189,200 x 15,240 - 204,440 x 18,170 - 222,610 x 20,130 - 242,740 x 21,920 - 264,660 x 24,970 - 289,630 x 26,070 - 315,700 p.m.**

Current Salary KSh. p.m.	New Salary KSh. p.m.
152,060	160,600
165,700	174,240
180,660	189,200
195,900	204,440
213,640	222,610
232,960	242,740
254,000	264,660
277,960	289,630
302,980	315,700