



REPUBLIC OF KENYA



OFFICE OF THE PRIME MINISTER

MINISTRY OF STATE FOR PUBLIC SERVICE

Re-alignment of the Salary Structure for Civil Servants

Effective date: 1st July, 2012



**OFFICE OF THE PRIME MINISTER
MINISTRY OF STATE FOR PUBLIC SERVICE**

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All Permanent Secretaries/Accounting Officers,
The Auditor General,
The Controller of Budget,
All County Commissioners (with sufficient copies for District Commissioners)

RE-ALIGNMENT OF THE SALARY STRUCTURE FOR CIVIL SERVANTS

1. In line with the Policy on Harmonization of Terms and Conditions of Service in the Public Service, the salary levels for Civil Servants in Job Group 'A' to 'T' have been re-aligned to restore harmony and equity in the Public Service remuneration structure and the Banding System.

2. The implementation of the re-aligned salary also takes into consideration the overall affordability within a sustainable Fiscal Framework.

3. The new salaries and salary scales which form Appendices to this Circular, will be implemented with effect from 1st July, 2012.

To whom Applicable

4. The new salaries will apply to officers in the Civil Service in Job Groups 'A' – 'T' who will be in the service on or after 1st July, 2012.

5. With the implementation of these new salary structures, Job Groups 'T' and 'T₁' have been merged and restored to the original grading structure as Job Group 'T'. Consequently, officers in Job Group 'T₁' will retain their current salary points while those in Job Group 'T' will convert to new salary points as shown herein.

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

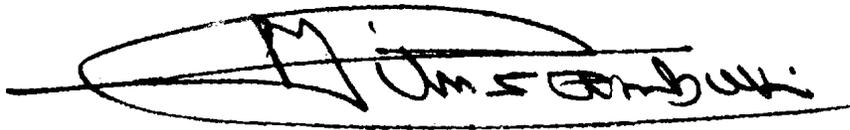
verified immediately in order to ensure that any errors are detected and corrective measures taken promptly.

Incremental dates

7. Officers converting to the new salary scales will retain their current incremental dates, except that:

- (i) Where the incremental date falls on 1st July, 2012 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, 2012.
- (ii) Where two salary points are bracketed together and convert to a single point, those on the higher salary points will retain their current incremental date while those serving on the lower salary points will receive their next increment on 1st July, 2013 and will adopt 1st July as their future incremental date.

8. Other existing terms and conditions of service will continue to apply.



Titus M. Ndambuki, CBS
PERMANENT SECRETARY

c.c. The Permanent Secretary, Secretary to the
Cabinet and Ag. Head of the Public Service,
Office of the President,
NAIROBI.

The Permanent Secretary,
Ministry of Finance,
NAIROBI.

The Secretary,
Public Service Commission of Kenya,
NAIROBI.

The Commission Secretary,
Salaries and Remuneration Commission,
NAIROBI.

The Pensions Secretary,
Pensions Department,
Ministry of Finance,
NAIROBI.

APPENDIX I

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

- JOB GROUP A:** Ksh.8,910 X 120 – 9,030 x 180 – 9,210 x 210 – 9,420 p.m.
- JOB GROUP B:** Ksh.9,420 x 240 – 9,660 x 300 – 9,960 p.m.
- JOB GROUP C:** Ksh.9,660 x 300 – 9,960 x 420 – 10,380 p.m.
- JOB GROUP D:** Ksh.10,380 x 480 – 10,860 x 510 – 11,370 p.m.
- JOB GROUP E:** Ksh.11,370 x 540 – 11,910 x 600 – 12,510 x 630 – 13,140 p.m.
- JOB GROUP F:** 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.
- JOB GROUP G:** 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.
- JOB GROUP H:** 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.
- JOB GROUP J:** 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.
- JOB GROUP K:** 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.
- JOB GROUP L:** 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.
- JOB GROUP M:** 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.
- JOB GROUP N:** 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.
- JOB GROUP P:** 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.
- JOB GROUP Q:** 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.
- JOB GROUP R:** 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.

JOG GROUP S: 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.

JOB GROUP T: 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.

CONVERSION TABLE NO. 1

JOB GROUP A

Current Salary Scale: Ksh.7,619 x 100 – 7,719 x 140 – 7,859 x 180 – 8,039 p.m.

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

Current Salary Ksh. p.m.	New Salary Ksh. p.m
7,619	8,910
7,719	9,030
7,859	9,210
8,039	9,420

CONVERSION TABLE NO. 2

JOB GROUP B

Current Salary Scale: Ksh.8,039 x 220 – 8,259 x 260 – 8,519 p.m.

New Salary Scale: Ksh.9,420 x 240 – 9,660 x 300 – 9,960 p.m.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
8,039	9,420
8,259	9,660
8,519	9,960

CONVERSION TABLE NO. 3

JOB GROUP C

Current Salary Scale: Ksh.8,259 x 260 – 8,519 x 300 – 8,819 p.m.

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

Current Salary Ksh. p.m.	New Salary Ksh. p.m
8,259	9,660
8,519	9,960
8,819	10,380

CONVERSION TABLE NO. 4

JOB GROUP D

Current Salary Scale: Ksh.8,819 x 438 – 9,257 x 464 – 9,721 p.m.

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

Current Salary Ksh. p.m.	New Salary Ksh. p.m
8,819	10,380
9,257	10,860
9,721	11,370

CONVERSION TABLE NO. 5

JOB GROUP E

Current Salary Scale: Ksh.9,721 x 486 – 10,207 x 510 – 10,717 x 537 – 11,254 p.m.

New Salary Scale : **Ksh.11,370 x 540 – 11,910 x 600 – 12,510 x 630 – 13,140 p.m.**

Current Salary Ksh. p.m.	New Salary Ksh. p.m
9,721	11,370
10,207	11,910
10,717	12,510
11,254	13,140

CONVERSION TABLE NO. 6

JOB GROUP F

Current Salary Scale: Ksh.10,717 x 537 – 11,254 x 563 – 11,817 x 599 – 12,416 p.m.

New 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.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
10,717	12,510
11,254	13,140
11,817	13,800
12,416	14,520
-	15,270
-	16,080

CONVERSION TABLE NO. 7

JOB GROUP G

Current Salary Scale: Ksh.13,733 x 686 – 14,419 x 721– 15,140 x 757 – 15,897 x 795 – 16,692 x 835 – 17,527 p.m.

New 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.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
13,733	16,692
14,419	17,527
15,140	18,403
15,897	19,323
16,692	
17,527	20,289
-	21,304

CONVERSION TABLE NO. 8

JOB GROUP H

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

New 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.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
16,692	19,323
17,527	20,289
18,403	21,304
19,323	22,369
20,289	23,489
-	24,662

CONVERSION TABLE NO. 9

JOB GROUP J

Current Salary Scale: Ksh.21,304 x 1,065 – 22,369 x 1,118 – 23,487 x 1,175 – 24,662 x 1,233 – 25,895 p.m.

New 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.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
21,304	24,662
22,369	25,895
23,487	27,180
24,662	28,520
25,895	29,918

CONVERSION TABLE NO. 10

JOB GROUP K

Current Salary Scale: Ksh.26,323 x 1,316 – 27,639 x 1,382 – 29,021 x 1,451 – 30,472 x 1,524 – 31,996 p.m.

New 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.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
26,323	31,020
27,639	32,580
29,021	34,200
30,472	35,910
31,996	37,710
-	39,600
-	41,590

CONVERSION TABLE NO. 11

JOB GROUP L

Current Salary Scale: Ksh.30,472 x 1,524 – 31,996 x 1,599 – 33,595 x 1,680 – 35,275 p.m.

New 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.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
30,472	35,910
31,996	37,710
33,595	39,600
35,275	41,590
-	43,660
-	45,880

CONVERSION TABLE NO. 12

JOB GROUP M

Current Salary Scale: Ksh.35,275 x 1,764 – 37,039 x 1,852 – 38,891 x 1,944 – 40,835 x 2,042 – 42,877 p.m.

New 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.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
35,275	41,590
37,039	43,660
38,891	45,880
40,835	48,190
42,877	50,590
-	53,140
-	55,840

CONVERSION TABLE NO. 13

JOB GROUP N

Current Salary Scale: Ksh.40,835 x 2,042 – 42,877 x 2,144 – 45,021 x 2,251 – 47,272 x 2,364 – 49,636 p.m.

New 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.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
40,835	48,190
42,877	50,590
45,021	53,140
47,272	55,840
49,636	58,840
-	61,990
-	65,290

CONVERSION TABLE NO. 14

JOB GROUP P

Current Salary Scale: Ksh.63,782 x 3,189 – 66,971 x 3,349 – 70,320 x 3,516 – 73,836 x 3,691 – 77,527 x 3,877 – 81,404 p.m.

New 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.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
63,782	77,527
66,971	81,404
70,320	85,474
73,836	89,748
77,527	
81,404	94,235
-	98,947
-	103,894

CONVERSION TABLE NO. 15

JOB GROUP Q

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 p.m.

New 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.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
77,527	89,748
81,404	94,235
85,474	98,947
89,748	103,894
94,235	109,089
98,947	114,543
-	120,270

CONVERSION TABLE NO. 16

JOB GROUP R

Current Salary Scale: Ksh.94,235 x 4,712 – 98,947 x 1,673 – 100,620 x 4,812 – 110,244 x 5,013 – 120,270 p.m.

New 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.**

Current Salary Ksh. p.m.	New Salary Ksh. p.m
94,235	109,089
98,947	114,543
100,620	120,270
105,432	126,172
110,244	132,249
115,257	138,501
120,270	144,928

CONVERSION TABLE NO. 17

JOB GROUP S

Current Salary Scale: Ksh.100,620 x 4,812 – 110,244 x 5,013 – 120,270 x 7,710 – 127,980 p.m.

New 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.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
100,620	120,270
105,432	126,172
110,244	132,249
115,257	138,501
120,270	144,928
127,980	152,060
-	165,700
-	180,660

CONVERSION TABLE NO. 18

JOB GROUP T

Current Salary Scale: Ksh.127,980 x 15,100 – 143,080 x 18,200 – 161,280 x 18,920 – 180,200 x 20,300 – 200,500 p.m.

New Salary Scale: Ksh.152,060 x 13,640 – 165,700 x 14,960 – 180,660 x 15,240 – 195,900 – 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.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
127,980	152,060
143,080	165,700
161,280	180,660
180,200	195,900
200,500	213,640
-	232,960
-	254,000
-	277,960
-	302,980