



REPUBLIC OF KENYA



OFFICE OF THE PRIME MINISTER

MINISTRY OF STATE FOR PUBLIC SERVICE

Re-alignment of the Salary Structure for the National Youth Service

Effective date: 1st July, 2012



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

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When Replying please quote

25th June, 2012

Ref. No. **MSPS.2/6/4A Vol. X/(3)**
and date

The Permanent Secretary,
Ministry of Youth Affairs and Sports,
NAIROBI.

**RE-ALIGNMENT OF THE SALARY STRUCTURE FOR THE NATIONAL
YOUTH SERVICE**

1. In line with the Policy on Harmonization of Terms and Conditions of Service in the Public Service, the Government has re-aligned the salary structure for the National Youth Service within the range of the re-aligned Civil Service salary and the salary structure applicable to the Disciplined Services.

2. The implementation of the salary structure takes into consideration the overall affordability within a sustainable fiscal framework and the need to create parity of treatment and restore equity in the Public Service remuneration structure.

To whom Applicable

3. The new salaries and salary scales which form appendices to this Circular, will apply to Uniformed Personnel in the National Youth Service who will be in the service on or after 1st July, 2012.

Incremental dates

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

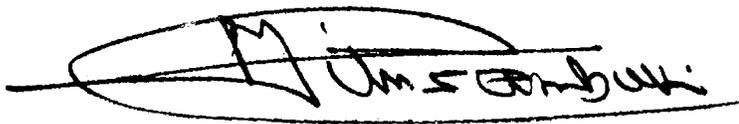
- (i) Where the incremental date falls on 1st July, 2012 officers will be granted their annual increment on the existing salary scales before their salaries are converted to the new salary points with effect from the same date i.e. 1st July, 2012.

- (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.

Conversion of Salaries

5. 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.

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

A handwritten signature in black ink, appearing to read 'Titus M. Ndambuki', enclosed within a hand-drawn oval border.

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 NATIONAL YOUTH SERVICE

JOB GROUP PG 1:	Ksh.13,200 x 480 – 15,600 x 630 – 21,270 p.m.
JOB GROUP PG 2:	Ksh.17,490 x 630 – 21,270 x 810 – 26,130 x 900 – 27,930 x 1,050 – 31,080 x 1,110 – 33,300 p.m.
JOB GROUP PG 3:	Ksh.23,700 x 810 – 26,130 x 900 – 27,930 x 1,050 – 31,080 x 1,110 – 35,520 p.m.
JOB GROUP PG 4:	Ksh.26,130 x 900 – 27,930 x 1,050 – 31,080 x 1,110 – 36,630 x 1,320 – 39,270 p.m.
JOB GROUP PG 5:	Ksh.27,930 x 1,050 – 31,080 x 1,110 – 36,630 x 1,320 – 41,910 p.m.
JOB GROUP PG 6:	Ksh.31,080 x 1,110 – 36,630 x 1,320 – 45,870 p.m.
JOB GROUP PG 7:	Ksh.32,190 x 1,110 – 36,630 x 1,320 – 45,870 x 1,740 – 49,350 p.m.
JOB GROUP PG 8:	Ksh.37,950 x 1,320 – 45,870 x 1,740 – 52,830 x 1,890 – 56,610 p.m.
JOB GROUP PG 9:	Ksh.45,870 x 1,740 – 52,830 x 1,890 – 60,390 x 2,220 – 64,830 x 2,400 – 67,230 p.m.
JOB GROUP PG 10:	Ksh.52,830 x 1,890 – 60,390 x 2,220 – 64,830 x 2,400 – 74,430 p.m.
JOB GROUP PG 11:	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 PG 12:	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 PG 13:	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 PG 14:	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 PG 15:	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.

CONVERSION TABLE NO. 1

JOB GROUP PG 1

Current Salary Scale: Ksh.11,010 x 370 -13,230 x 570 - 17,790 p.m.

New Salary Scale: Ksh.13,200 x 480 – 15,600 x 630 – 21,270 p.m.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
11,010	13,200
11,380	13,680
11,750	14,160
12,120	14,640
12,490	15,120
12,860	15,600
13,230	16,230
13,800	16,860
14,370	17,490
14,940	18,120
15,510	18,750
16,080	19,380
16,650	20,010
17,220	20,640
17,790	21,270

CONVERSION TABLE NO. 2

JOB GROUP PG 2

Current Salary Scale: Ksh.14,370 x 570 - 18,360 x 675 - 22,410 x 755 - 23,920 x 860 - 26,500 x 935 - 27,435 p.m

New Salary Scale: **Ksh.17,490 x 630 – 21,270 x 810 – 26,130 x 900 – 27,930 x 1,050 – 31,080 x 1,110 – 33,300 p.m.**

Current Salary Ksh. p.m.	New Salary Ksh. p.m
14,370	17,490
14,940	18,120
15,510	18,750
16,080	19,380
16,650	20,010
17,220	20,640
17,790	21,270
18,360	22,080
19,035	22,890
19,710	23,700
20,385	24,510
21,060	25,320
21,735	26,130
22,410	27,030
23,165	27,930
23,920	28,980
24,780	30,030
25,640	31,080
26,500	32,190
27,435	33,300

CONVERSION TABLE NO. 3

JOB GROUP PG 3

Current Salary Scale: Ksh.19,710 x 675 - 22,410 x 755 - 23,920 x 860 - 26,500 x 935 – 29,305 p.m.

New Salary Scale: Ksh.23,700 x 810 – 26,130 x 900 – 27,930 x 1,050 – 31,080 x 1,110 – 35,520 p.m.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
19,710	23,700
20,385	24,510
21,060	25,320
21,735	26,130
22,410	27,030
23,165	27,930
23,920	28,980
24,780	30,030
25,640	31,080
26,500	32,190
27,435	33,300
28,370	34,410
29,305	35,520

CONVERSION TABLE NO. 4

JOB GROUP PG 4

Current Salary Scale: Ksh.21,735 x 675 - 22,410 x 755 - 23,920 x 860 - 26,500 x 935 –
31,175 x 1,095 – 32,270 p.m.

New Salary Scale: **Ksh.26,130 x 900 – 27,930 x 1050 – 31,080 x 1,110 –
36,630 x 1,320 – 39,270 p.m.**

Current Salary Ksh. p.m.	New Salary Ksh. p.m
21,735	26,130
22,410	27,030
23,165	27,930
23,920	28,980
24,780	30,030
25,640	31,080
26,500	32,190
27,435	33,300
28,370	34,410
29,305	35,520
30,240	36,630
31,175	37,950
32,270	39,270

CONVERSION TABLE NO. 5

JOB GROUP PG 5

Current Salary Scale: Ksh. 23,165 x 755 - 23,920 x 860 - 26,500 x 935 - 31,175 x 1,095 – 34,460 p.m.

New Salary Scale: Ksh.27,930 x 1,050 – 31,080 x 1,110 – 36,630 x 1,320 – 41,910 p.m.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
23,165	27,930
23,920	28,980
24,780	30,030
25,640	31,080
26,500	32,190
27,435	33,300
28,370	34,410
29,305	35,520
30,240	36,630
31,175	37,950
32,270	39,270
33,365	40,590
34,460	41,910

CONVERSION TABLE NO. 6

JOB GROUP PG 6

Current Salary Scale: Ksh.25,640 x 860 - 26,500 x 935 - 31,175 x 1,095 - 37,745 p.m.

New Salary Scale: Ksh.31,080 x 1,110 – 36,630 x 1,320 – 45,870 p.m.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
25,640	31,080
26,500	32,190
27,435	33,300
28,370	34,410
29,305	35,520
30,240	36,630
31,175	37,950
32,270	39,270
33,365	40,590
34,460	41,910
35,555	43,230
36,650	44,550
37,745	45,870

CONVERSION TABLE NO. 7

JOB GROUP PG 7

Current Salary Scale: Ksh.26,500 x 935 -31,175 x 1,095 - 37,745 x 1,445 - 40,635 p.m.

New Salary Scale: **Ksh.32,190 x 1,110 – 36,630 x 1,320 – 45,870 x 1,740 – 49,350 p.m.**

Current Salary Ksh. p.m.	New Salary Ksh. p.m
26,500	32,190
27,435	33,300
28,370	34,410
29,305	35,520
30,240	36,630
31,175	37,950
32,270	39,270
33,365	40,590
34,460	41,910
35,555	43,230
36,650	44,550
37,745	45,870
39,190	47,610
40,635	49,350

CONVERSION TABLE NO. 8

JOB GROUP PG 8

Current Salary Scale: 31,175 x 1,095 - 37,745 x 1,445 - 44,970 x 1,580 - 46,550 p.m.

New Salary Scale: Ksh.37,950 x 1,320 – 45,870 x 1,740 – 52,830 x 1,890 – 56,610 p.m.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
31,175	37,950
32,270	39,270
33,365	40,590
34,460	41,910
35,555	43,230
36,650	44,550
37,745	45,870
39,190	47,610
40,635	49,350
42,080	51,090
43,525	52,830
44,970	54,720
46,550	56,610

CONVERSION TABLE NO. 9

JOB GROUP PG 9

Current Salary Scale: Ksh. 37,745 x 1,445 - 44,970 x 1,580 - 51,290 x 1,855 - 55,000 p.m.

New Salary Scale: Ksh.45,870 x 1,740 – 52,830 x 1,890 – 60,390 x 2,220 – 64,830 x 2,400 – 67,230 p.m.

Current Salary Ksh. p.m.	New Salary Ksh. p.m
37,745	45,870
39,190	47,610
40,635	49,350
42,080	51,090
43,525	52,830
44,970	54,720
46,550	56,610
48,130	58,500
49,710	60,390
51,290	62,610
53,145	64,830
55,000	67,230

CONVERSION TABLE NO. 10

JOB GROUP PG 10

Current Salary Scale: Ksh.43,525 x 1,445 - 44,970 x 1,580 - 51,290 x 1,855 - 55,000 x 2,000 – 61,000 p.m.

New Salary Scale: **Ksh.52,830 x 1,890 – 60,390 x 2,220 – 64,830 x 2,400 – 74,430 p.m.**

Current Salary Ksh. p.m.	New Salary Ksh. p.m
43,525	52,830
44,970	54,720
46,550	56,610
48,130	58,500
49,710	60,390
51,290	62,610
53,145	64,830
55,000	67,230
57,000	69,630
59,000	72,030
61,000	74,430

CONVERSION TABLE NO. 11

JOB GROUP PG 11

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. 12

JOB GROUP PG 12

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. 13

JOB GROUP PG 13

Current Salary Scale: Ksh.94,235 x 4,712 – 98,947 x 1,673 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. 14

JOB GROUP PG 14

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. 15

JOB GROUP PG 15

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