



**Salaries & Remuneration
Commission**

Rewarding productivity

Ref. No. SRC/TS/NCPWD/3/18 (80)

26th August, 2019

The Attorney General
Solicitor General
The Controller of Budget
The Auditor General
All Principal Secretaries/ Accounting Officers/ Authorised Officers
Chief Registrar of Judiciary
Director of Public Prosecution
Clerk of the Senate
Clerk of the National Assembly
Secretaries, Constitutional Commissions
Vice-Chancellors of all Public Universities
Secretary, State Corporation Advisory Committee
Chief Executive Officers of all State Corporations and Statutory Bodies
County Secretaries, County Governments
Secretaries, County Public Service Boards
Clerks, County Assemblies

**REMUNERATION FOR A PERSONAL GUIDE FOR PUBLIC OFFICERS LIVING WITH
DISABILITY**

Salaries and Remuneration Commission in fulfilment of its mandate of reviewing remuneration and benefits in the Public Service conferred by Article 230(4) (b) of the Constitution, has reviewed the Personal Guide Allowance for Public Officers living with disability.

The reviewed rate is as shown in the **Table 1** below and is to be implemented with effect from 1st September, 2019. The reviewed rate shall supersede the rate communicated by the Commission vide the Circular Ref. No. SRC/TS/DRRPS/3/26 Vol. V (88) dated 17th December, 2014 (**Copy attached**).

Table 1: Personal Guide Allowance for Public Officers living with disability

Type of Disability	Personal Guides Allowance
Deaf	A flat rate of Ksh. 20,000 per month payable as part of the monthly remuneration to the beneficiary (Public Officers living with disability).
Blind	
Physically disabled – wheel chair users	

Notes for implementation:

1. The effective date of the Circular is 1st September, 2019;
2. The reviewed rate shall supersede the rate communicated by the Commission vide the Circular Ref. No. SRC/TS/DRRPS/3/26 Vol. V (88) dated 17th December, 2014;
3. The Public Officers living with disability must be registered with the National Council for Persons with Disability (NCPWD). Accounting Officers/ Authorised Officers shall determine eligibility of employees for each type of disability as advised in **Table 1** above;
4. The Accounting Officers/ Authorised Officers shall provide Personal Guides with transport facilitation as per prevailing government policy whenever accompanying the beneficiary. In the case of travelling via air or rail, the employer to provide economy class tickets for personal guides;
5. For purposes of payment of local and foreign travel Daily Subsistence Allowance (DSA) for the Personal Guide, the Public Officer living with disability shall request the DSA on behalf of the Personal Guide as per applicable prevailing rates advised by Salaries and Remuneration Commission equivalent of Job Group 'F-J'; and
6. All other existing terms and conditions of service for Public Officers living with disability will continue to apply.

Your office is hereby, required to ensure compliance with the content of this Circular and bring it to the attention of all employees in your organization for information.

Yours


Mrs. Anne R. Gitau, MBS
COMMISSION SECRETARY/CEO

Copy to:

All Cabinet Secretaries
The Head of Public Service
Speaker of the Senate
Speaker of the National Assembly

Chairpersons, Constitutional Commissions and Independent Offices
Chairperson, Council of Governors
All County Governors
All Speakers, County Assemblies
Chairpersons, County Public Service Boards
Inspector General, Inspectorate of State Corporation
Registrar, Employment and Labour Relations Court
Chief Executive Officer, Council of Governors
Executive Director/CEO National Council for Persons with Disability



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Rewarding productivity

Ref. No. SRC/TS/DRRPS/3/26 VOL.V (88)

17th December, 2014

Solicitor General, State Law Office
Controller of Budget
Auditor General
All Principal Secretaries/ Accounting Officers
Chief Registrar of the Judiciary
Director of Public Prosecutions
Clerk of the Senate
Clerk, National Assembly
Secretaries, Constitutional Commissions
Vice- Chancellors of Public Universities
Secretaries of County Public Service Boards
Secretary, State Corporation Advisory Committee
Chief Executives of All State Corporations and Statutory Bodies
Secretary, County Assembly Service Boards
County Secretaries, County Governments

REMUNERATION FOR PERSONAL GUIDE FOR PERSONS WITH DISABILITY

The Salaries and Remuneration Commission has received requests with regard to payment of assistants to public officers with disabilities. The Commission is in contact with the National Council of Persons with Disability for guidance on facilitation of persons with disability in the public service. This is in view of the need to provide for remuneration for personal guide for persons with disability in the public sector through the establishment of a policy that will give the required guidance.

As consultation towards the establishment of a policy proceeds, the Commission during its 84th Meeting held on 16th December, 2014 has adopted the position that persons with disability who are blind and those on wheel chairs who require personal assistants to perform their duties be paid Assistants Allowance at a flat rate of Ksh.15,000 per month as part of the gross pay of the beneficiary (person with disability), as a stop gap measure. This will be done while awaiting policy on facilitation/assistance which will be communicated by the Commission in due course.

Your office is, hereby, requested to bring the contents of this circular to the attention of the affected employees in your organization and to ensure compliance.

Nicodemus O. Odongo
FOR: AG. COMMISSION SECRETARY