



**Salaries & Remuneration  
Commission**  
Rewarding productivity

Ref. No. SRC/TS/JSC/3/35/8 VOL. III(18)

18<sup>th</sup> August, 2017

**Ms. Anne A. Amadi, CBS**  
Chief Registrar of the Judiciary  
Supreme Court Building  
**NAIROBI**

Dear *Ms. Amadi,*

**REMUNERATION AND BENEFITS FOR STATE OFFICERS IN THE JUDICIARY**

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 Judges and Magistrates in the Judiciary as follows:

**1. Remuneration for Judges and Magistrates**

State Officer	Gross Monthly Remuneration Package (Kshs.)
Chief Justice	<b>990,000</b> x 42,236 p.a.– 1,032,236 x 42,236 p.a.– 1,074,472 x 42,236 p.a.– 1,116,708 x 42,236 p.a.– 1,158,944 x 42,236 p.a.– 1,201,180 x 42,236 p.a.– 1,243,416 x 42,236 p.a.– 1,285,652 x 42,236 p.a.– <b>1,327,888.</b>
Deputy Chief Justice	<b>821,333</b> x 37,473 p.a.– 858,806 x 37,473 p.a.– 896,279 x 37,473 p.a.– 933,752 x 37,473 p.a.– 971,225 x 37,473 p.a.– 1,008,698 x 37,473 p.a.– 1,046,170 x 37,473 p.a.– 1,083,643 x 37,473 p.a.– 1,121,116 x 37,473 p.a.– 1,158,589 x 37,473 p.a.– 1,196,062 x 37,473 p.a.– <b>1,233,535.</b>
Judge of the Supreme Court	<b>792,000</b> x 35,545 p.a.– 827,545 x 35,545 p.a.– 863,089 x 35,545 p.a.– 898,634 x 35,545 p.a.– 934,178 x 35,545 p.a.– 969,723 x 35,545 p.a.– 1,005,268 x 35,545 p.a.– 1,040,812 x 35,545 p.a.– 1,076,357 x 35,545 p.a.– 1,111,901 x 35,545 p.a.– 1,147,446 x 35,545 p.a.– 1,182,990 x 35,545 p.a.– <b>1,218,535.</b>
Judge of the Court of Appeal	<b>689,224</b> x 30,967 p.a.– 720,191 x 30,967 p.a.– 751,158 x 30,967 p.a.– 782,124 x 30,967 p.a.– 813,091 x 30,967 p.a.– 844,058 x 30,967 p.a.– 875,025 x 30,967 p.a.– 905,992 x 30,967 p.a.– 936,958 x 30,967 p.a.– 967,925 x 30,967 p.a.– 998,892 x 30,967 p.a.– 1,029,859 x 30,967 p.a.– 1,060,825 x 30,967 p.a.– 1,091,792 x 30,967 p.a.– <b>1,122,759.</b>

State Officer	Gross Monthly Remuneration Package (Kshs.)
Judge of the High Court	<b>657,426</b> x 22,714 p.a.– 680,140 x 22,714 p.a.– 702,854 x 22,714 p.a.– 725,568 x 22,714 p.a.– 748,282 x 22,714 p.a.– 770,996 x 22,714 p.a.– 793,709 x 22,714 p.a.– 816,423 x 22,714 p.a.– 839,137 x 22,714 p.a.– 861,851 x 22,714 p.a.– 884,565 x 22,714 p.a.– <b>907,279.</b>
Chief Magistrate	<b>445,500</b> x 20,475 p.a.– 465,975 x 20,475 p.a.– 486,451 x 20,475 p.a.– 506,926 x 20,475 p.a.– 527,401 x 20,475 p.a.– 547,877 x 20,475 p.a.– 568,352 x 20,475 p.a.– 588,827 x 20,475 p.a.– 609,302 x 20,475 p.a.– 629,778 x 20,475 p.a.– <b>650,253.</b>
Senior Principal Magistrate	<b>334,125</b> x 16,208 p.a.– 350,333 x 16,208 p.a.– 366,542 x 16,208 p.a.– 382,750 x 16,208 p.a.– 398,958 x 16,208 p.a.– 415,167 x 16,208 p.a.– 431,375 x 16,208 p.a.– 447,583 x 16,208 p.a.– 463,792 x 16,208 p.a.– <b>480,000.</b>
Principal Magistrate	<b>225,000</b> x 13,500 p.a.– 238,500 x 13,500 p.a.– 252,000 x 13,500 p.a.– 265,500 x 13,500 p.a.– 279,000 x 13,500 p.a.– 292,500 x 13,500 p.a.– 306,000 x 13,500 p.a.– 319,500 x 13,500 p.a.– 333,000 x 13,500 p.a.– 346,500 x 13,500 p.a.– <b>360,000.</b>
Senior Resident Magistrate	<b>180,000</b> x 10,000 p.a.– 190,000 x 10,000 p.a.– 200,000 x 10,000 p.a.– 210,000 x 10,000 p.a.– 220,000 x 10,000 p.a.– 230,000 x 10,000 p.a.– 240,000 x 10,000 p.a.– 250,000 x 10,000 p.a.– 260,000 x 10,000 p.a.– 270,000 x 10,000 p.a.– 280,000 x 10,000 p.a.– 290,000 x 10,000 p.a.– <b>300,000.</b>
Resident Magistrate	<b>123,750</b> x 6,625 p.a.– 130,375 x 6,625 p.a.– 137,000 x 6,625 p.a.– 143,625 x 6,625 p.a.– 150,250 x 6,625 p.a.– 156,875 x 6,625 p.a.– 163,500 x 6,625 p.a.– 170,125 x 6,625 p.a.– 176,750 x 6,625 p.a.– 183,375 x 6,625 p.a.– <b>190,000.</b>

**Notes:**

- A Judge or Magistrate who has attained or attains the maximum remuneration point of the remuneration package shall retain such remuneration package unless otherwise reviewed by Salaries and Remuneration Commission.
- A Judge or Magistrate recruited and appointed from outside the Judiciary shall join at the minimum remuneration point set.
- A serving Judge or Magistrate, on appointment to a different Office within the Judiciary, shall join the remuneration package for that Office at the next remuneration point.
- A serving Judge or Magistrate whose remuneration package for the Office they are holding was set by Salaries and Remuneration Commission and communicated vide SRC letter Ref. No. SRC/TS/JSC/3/35/8 dated 30<sup>th</sup> April, 2014 and SRC letter Ref. No. SRC/TS/HRCOH/3/25 dated 10<sup>th</sup> June, 2013, shall retain such remuneration package.
- For purposes of Gratuity or Pension and Insurance basic remunerative package is computed as sixty (60) percent of the gross monthly remunerative package.

## 2. Benefits for Judges and Magistrates

- (a) **Official Transport** shall be provided to the Chief Justice, Deputy Chief Justice and Judges.
- (b) **Medical Scheme:** 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 Judge or Magistrate as follows:

### **Chief Justice, Deputy Chief Justice and Judges**

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

### **Magistrates**

Inpatient: Kshs.4 million  
Outpatient: Kshs.250,000  
Maternity: Kshs.150,000  
Dental: Kshs.75,000  
Optical: Kshs.75,000

- (c) **Retirement Benefits:** A Judge or Magistrate serving or appointed on permanent and pensionable terms shall be eligible to pension benefit in line with the existing laws.
- (d) **Group Life Insurance:** A Judge or Magistrate shall be covered for a value equivalent to three times of the annual basic remuneration package.
- (e) **Group Personal Accident:** A Judge or Magistrate 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 17<sup>th</sup> December, 2014 read together with SRC Circular Ref No SRC/ADM/CIR/1/13/VOL III (130) dated 29<sup>th</sup> January, 2015 and SRC Circular Ref. No SRC/ADM/CIR/1/13/Vol. III (142) dated 25<sup>th</sup> August, 2016.
- (g) **Special Judicial Duty Allowance:** To be paid to Judges with additional special judicial responsibilities as per Judicial Service Commission's approved schedule provided to SRC up to a maximum of Kshs. 150,000 p.m. for not more than 150 Judicial Officers.
- (h) **Existing Extra Duty Allowance:** To be paid only to the remaining of the designated twenty two (22) Judges at the existing rate as initially awarded in addition to the SRC remuneration.
- (i) **Non-practicing Allowance:** To be paid per month as follows:

**Judges:** At the rate of Kshs. 13,500 per month.

**Magistrates:** At the rate of Kshs. 10,000 per month.

- (j) **Daily Subsistence Allowance:** To be paid as per SRC Circular(s) Ref No. SRC/ADM/CIR/1/13 Vol. III (126) dated 10<sup>th</sup> December, 2014 and Ref No. SRC/ADM/CIR/1/13/Vol. III (127) dated 18<sup>th</sup> December, 2014.
- (k) **Airtime:** To be paid at the existing rates.
- (l) **Official Residence:** The Chief Justice and Deputy Chief Justice shall be housed by the State and provided with commensurate home utilities and attendants.
- (m) **Security:** To be provided as advised by the Inspector General of Police.
3. Any benefits and allowances not specified in this letter are not payable unless otherwise set by Salaries and Remuneration Commission.
4. The remuneration and benefits set herein will be payable to Judges and Magistrates with effect from 1<sup>st</sup> July, 2017.

Yours

  
Annie K. Githau (Mrs.)  
**COMMISSION SECRETARY**

**CC Dr. Kamau Thugge, CBS**  
Principal Secretary  
National Treasury  
**NAIROBI**

**Mr. Edward R. Ouko, CBS**  
Auditor General  
Kenya National Audit Office  
**NAIROBI**

**Mrs. Agnes Odhiambo, CBS**  
Controller of Budget  
BIMA House  
**NAIROBI**