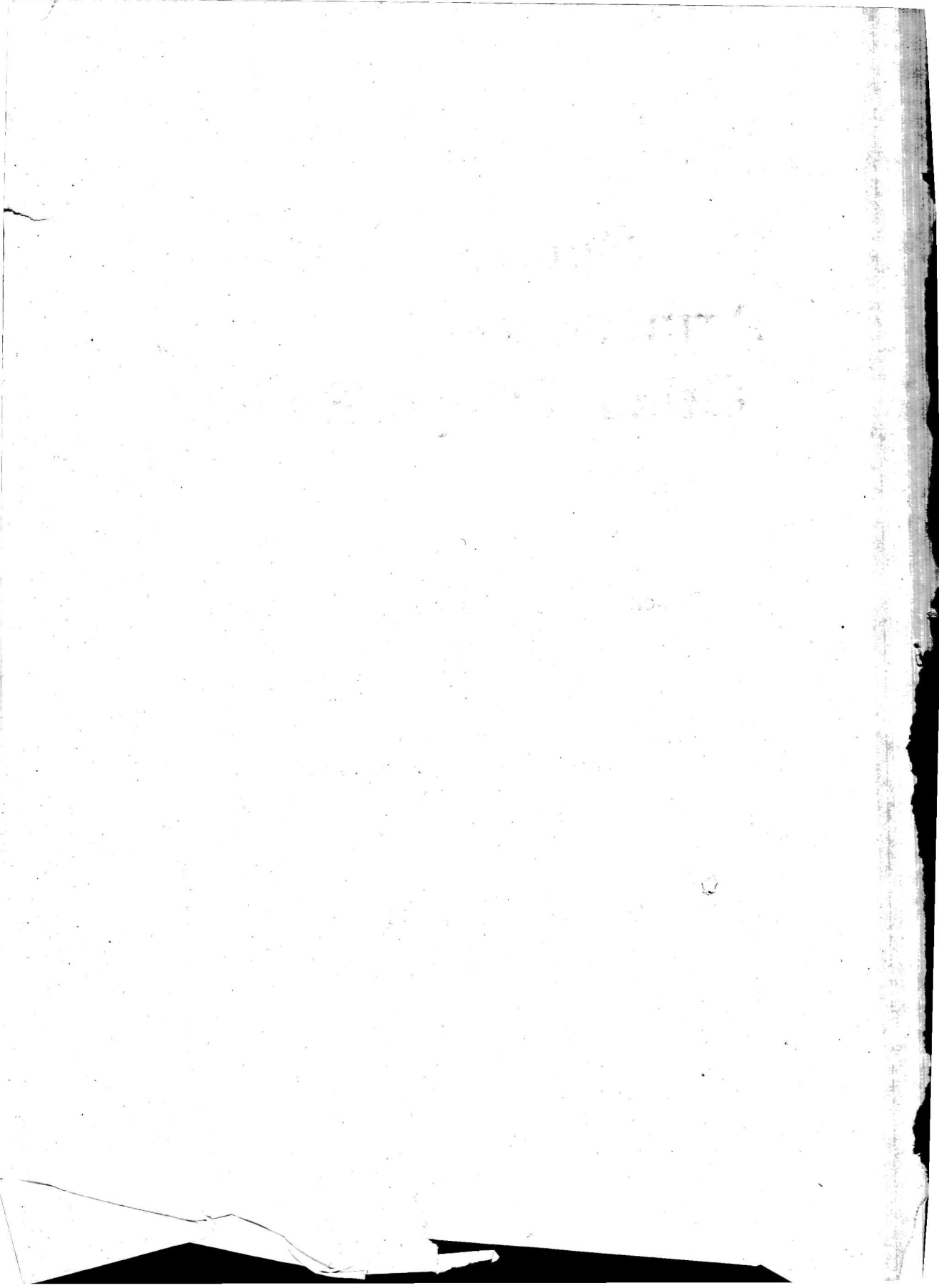


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Report on the Armed Forces Pay and Other Fringe Benefits

Presented to His Excellency the President
JANUARY, 1993

by the
Armed Forces Pay Review Board



Armed Forces Pay Review Board,
P.O. Box 62927,
NAIROBI.

January, 1993.

His Excellency the Honourable D. T. arap Moi, C.G.H., M.P.,
President and Commander-in-Chief of the Armed Forces of the Republic of
Kenya,
State House,
NAIROBI.

Your Excellency,

You appointed the Armed Forces Pay Review Board on 18th February, 1982 and required the Board to advise Your Excellency on Pay, Allowances and related Fringe Benefits for all ranks of the Armed Forces and other Forces administered by the Defence Council. Consequently, the Board has in the past presented to Your Excellency;

- 1980 Report on Pay and Other Terms and Conditions of Service for the Armed Forces,
- In October, 1982, an Interim Report on Pay and Pay Structure for the Armed Forces,
- In July, 1983, a report on Pay, Allowances and Terms and Conditions of Service for the Armed Forces,
- In December, 1984, a report on Pay adjustment for Servicemen,
- In June, 1986, a report on Pay and Allowances for the Armed Forces,
- In June, 1989, a report on Pay, Allowances and Terms and Conditions of Service for the Armed Forces.

In September, 1992, Your Excellency directed the Board to undertake a review of the Pay, Allowances and related Fringe Benefits for the Armed Forces.

We, as members of the Board, now have the honour to submit our Report on this review.

We would like to take this opportunity to thank Your Excellency for the continued trust and honour you have bestowed on us in this assignment and to express our loyalty and highest esteem to you, Sir.

We are, Your Excellency,

Your Obedient Servants,

Chairman—K. A. Ng'eny.

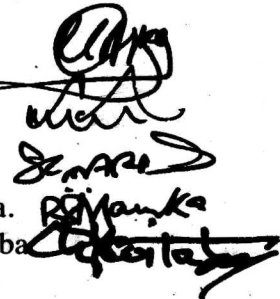
Members—E. C. Kotut.

—S. N. Arasa.

—Brig. (Rtd.) R. S. Mauka.

—Maj. (Rtd.) W. K. Koitaba

Secretary—Miss J. J. Koitie.



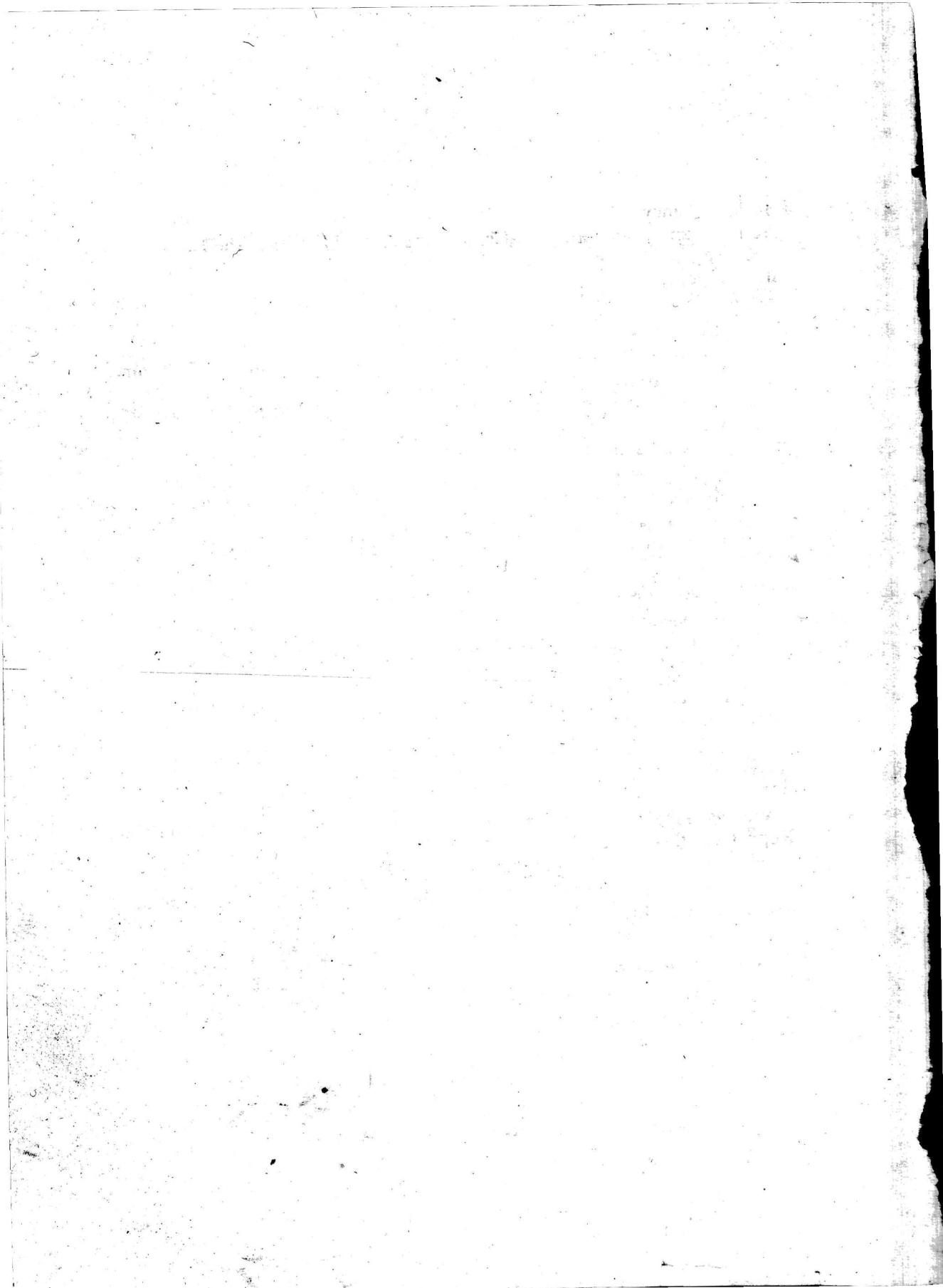
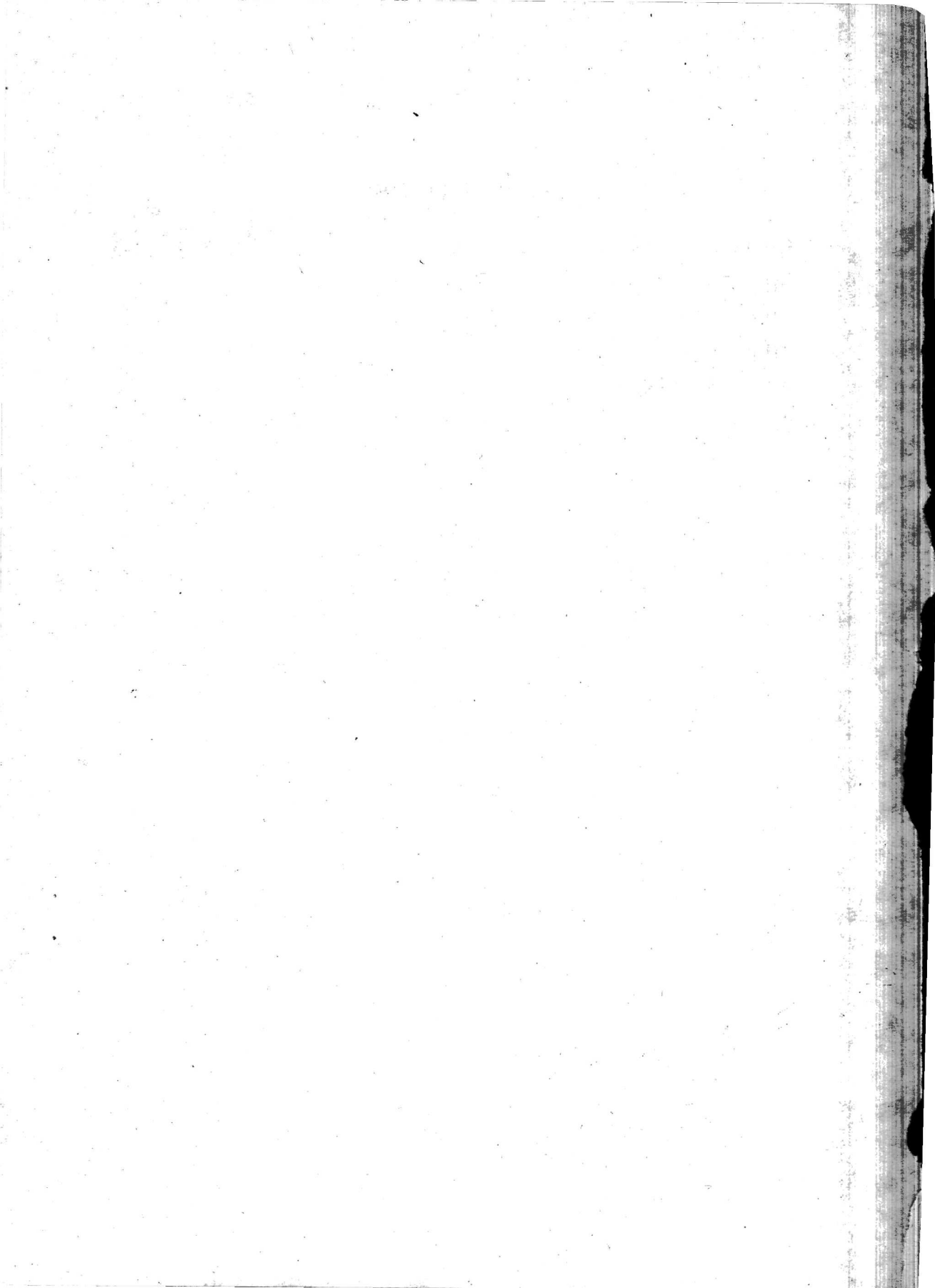


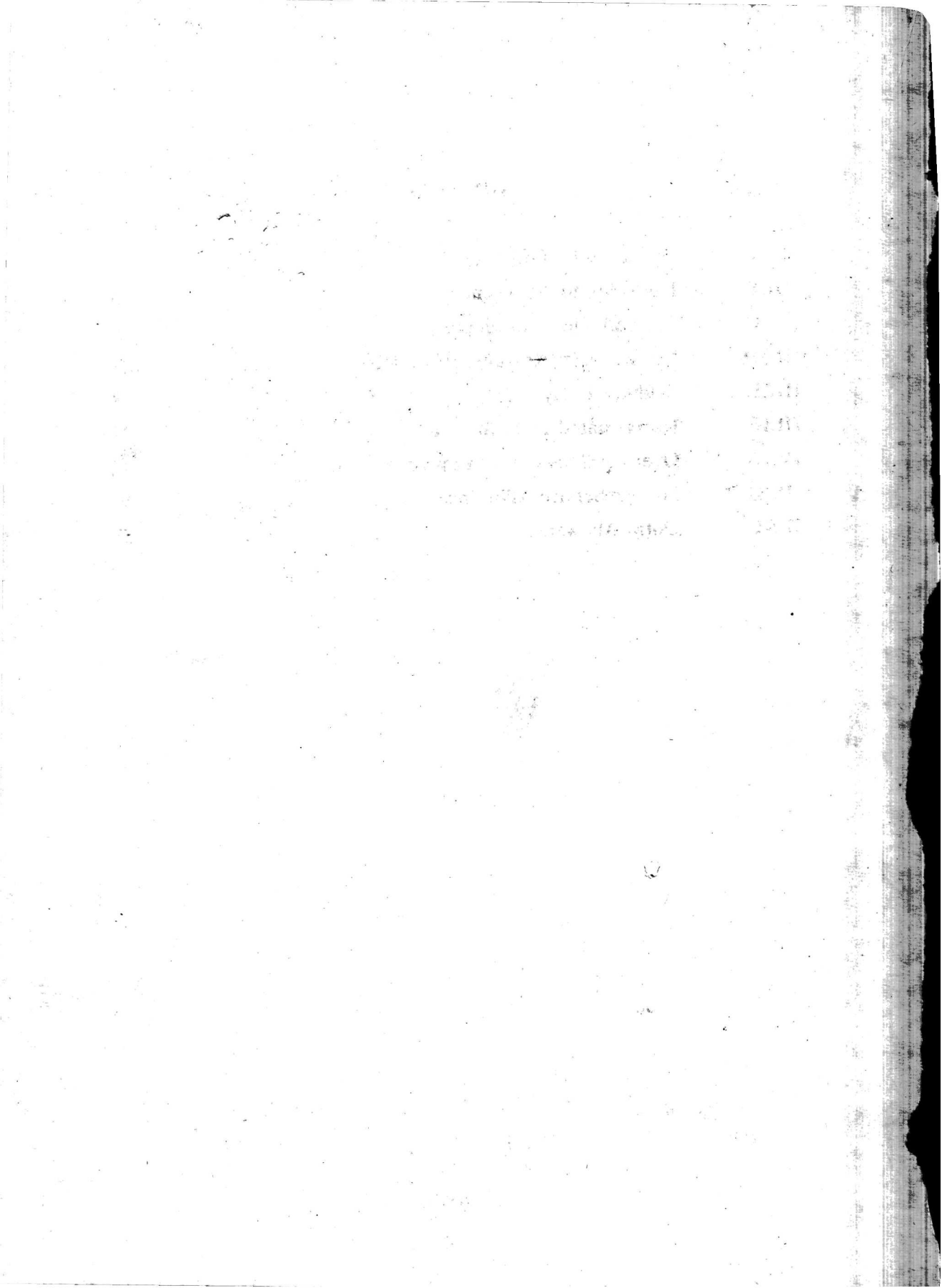
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CHAPTER I—INTRODUCTION

Background

1. The Armed Forces Pay Review Board (AFPRB) was constituted on the 14th December, 1978 by His Excellency the President and Commander-in-Chief of the Armed Forces, through Gazette Notice No. 3496 of 7th December, 1979. The Board was required to review Pay, Allowances and related Fringe Benefits of all ranks of the Armed Forces and any other Forces administered by the Defence Council. Such reviews were to be undertaken every four years or at any time His Excellency the President considered such a review necessary. Having regard to the fact that the last review was undertaken in 1989, His Excellency the President, in September, 1992, directed that the Armed Forces Pay Review Board should undertake a review of the Pay, Allowances, Pensions and related Fringe Benefits for the Armed Forces.

Terms of Reference

2. The Board was required:—

- (a) To examine the existing structure of Pay and related Fringe Benefits for the Armed Forces personnel and advise on the necessary changes.
- (b) To study the existing pensions structure and regulations and advise on the necessary changes.
- (c) To inquire into any other matters which would be related to the foregoing aspects that may be deemed to be relevant in this review.

3. In making recommendations and compiling the report, the Board was expected, as has been the case in its past reviews, to take into consideration the need to:—

- (a) provide levels of Pay and Allowances which are considered fair both within and outside the service;
- (b) encourage the attainment of the required standard of performance and discipline in the Armed Forces;
- (c) encourage the attraction and retention of the required calibre of Officers and Servicemen;
- (d) ensure that the Armed Forces Pay and related Fringe Benefits are in reasonable harmony with those applicable in other comparable sectors; and
- (e) take cognizance of the prevailing economic situation in the country based on the ability of the economy to pay.

4. The Board was required to present the report to His Excellency the President within four months.

Approach

5. In addition to the Terms of Reference, the Board received and took into account Government Policy Guidelines from the Treasury. These indicated the Cost of Living Indices and the general ability of the economy to meet Pay, Allowances and Pension increases.

6. The Board also considered submissions made by the Department of Defence on the various aspects of Pay, Allowances, Pensions and related Fringe Benefits which are the subject of this review.

7. Reference was also made to the following Armed Forces Pay Review Board's past reviews:—

- (a) 1980 Report on Pay and other Terms and Conditions of Service for the Armed Forces,
- (b) 1982 Interim Report on Pay and Pay Structure for the Armed Forces,
- (c) 1983 Report on Pay, Allowances and Terms and Conditions of Service for the Armed Forces,
- (d) 1984 Report on the Pay Adjustment for Servicemen,
- (e) 1986 Report on Pay and Allowances for the Armed Forces, and
- (f) 1989 Report on Pay and Other Conditions of Service for the Armed Forces.

It was necessary to refer to these reports to assess which past recommendations of the Board called for review due to changed service requirements.

Acknowledgement

8. We wish to take this opportunity to extend our sincere thanks to all those who gave us assistance during the review. We would like to make special mention of Prof. Philip M. Mbithi, Permanent Secretary and Secretary to the Cabinet and Head of the Public Service and General M. H. Mohamed, Chief of General Staff, who gave us invaluable assistance and guidance in the course of this review.

9. Our appreciation is also to all the senior staff of the Armed Forces who provided important information which greatly assisted the Board in formulating its recommendations. We refer in this case to Lt. General J. L. Lengees, Army Commander; Major General J. R. E. Kibwana, Navy Commander and Major General D. K. Wachira, '82 Air Force Commander. The other Officers whose role was helpful in this review were Major General S. K. Kipsaita, Chief of Staff; Major General A. R. arap Cheruiyot, Commandant, Armed Forces Training College; Major General

B. O. C. Onyango, Director of Administration and Logistics; Major General J. Koech, Deputy Army Commander, Administration and Logistics; Brigadier S. Malik, Chief of Personnel and Brigadier H. A. Murunga, Chief of Audit, who with his team in their useful liaison role facilitated the working of the Board with ease.

10. Our gratitude go to members of the Armed Forces Pay and Allowances Committee who assisted in the preparation, presentation and elaboration on proposals from the Department of Defence. In this regard, we mention Brigadier J. A. N. Mugo, Colonel J. K. Nkaissery, Colonel J. C. Serem and Lieutenant-Colonel C. B. Maloba.

11. Further, we express our gratitude to those Officers of the Armed Forces who provided additional input. These were; Lieutenant-Colonel P. B. Marwa, Major M. O. Ogongo, Major D. N. Muriuki, Major P. M. Okeyo, Captain A. N. Muoki, Captain F. A. Obara, Captain M. K. Kurumei and Captain J. N. Mwamburi.

12. We record our appreciation to Mr. A. K. Sawe, Deputy Secretary, Department of Defence, who provided the necessary administrative services and facilities that enabled the satisfactory operations of the Board.

13. Finally, we are grateful to Miss J. J. Koitie, the Secretary to the Board, for compiling this Report with the assistance of Mr. E. S. Osundwa, Ms. J. K. Mulinge, Mr. K. K. Ongwae, Mrs. H. M. Otundo, Ms. M. M. Itatu, Mrs. S. Mbuthia and Mr. P. S. Kimaywa.

CHAPTER II—ROLE OF THE ARMED FORCES

14. The Armed Forces Act, Chapter 199 of the Laws of Kenya provides for the establishment of the Kenya Army, Kenya Navy, '82 Air Force and the Reserves. The primary role of the Armed Forces is the defence of the country against armed aggression from external sources in order to guarantee the country's sovereignty and territorial integrity. The secondary role provided for in the Act allows the Armed Forces to support the civil power in maintaining law and order in the country when called upon to do so.

15. The role played by our Armed Forces in ensuring national security indeed makes Kenya an island of peace in the midst of turmoil within the continent. The leap forward and great strides this country has been able to make in many fields, and particularly in the socio-economic development is attributable to the exemplary service of the Armed Forces.

16. Another important role of the Armed Forces relates to ceremonial functions. No national occasion is complete without displays by the Armed Forces. Parades, guards of honour, march-pasts and aircraft fly-pasts all add colour and solemnity to the celebrations of national days and activities. The participation of the Armed Forces in the Nairobi International Show and other Agricultural Shows is now an important feature. These activities of the Armed Forces add to national aesthetics, create a sense of pride, national confidence and identity.

17. The Armed Forces of the Republic of Kenya have, in addition, enhanced Kenya's foreign policy in their participation in peace-keeping roles outside Kenya. Since 1979, the Kenyan Armed Forces have been involved in providing troops for various U.N., O.A.U. and Commonwealth peace-keeping missions throughout the world, for example;—

- Between December, 1979 to March, 1980, Kenya's Armed Forces were involved in the Commonwealth Monitoring Force in Zimbabwe.
- Kenya's Armed Forces were among the O.A.U. peace-keeping Force in Chad in December, 1981 to June, 1982.
- In August, 1988 to-date, Kenya's Armed Forces are participating in the United Nations Military Observer Group in Iran-Iraq (UNIIMOG).
- In addition, Kenya sent her Armed Forces to assist in the transition to Independence of Namibia (UNTAG) in April, 1988.

The foregoing eloquently testify to Kenya's policy of positive neutrality and the preservation of international peace and stability. Currently, we have troops and/or Officer observers in Yugoslavia, Kuwait, Morocco, and Mozambique.

18. In addition, our Armed Forces have been honoured by providing Senior Officers to senior command U.N. positions in international assignments as indicated herebelow:—

—In 1989, a Kenyan was appointed Deputy Force Commander to UNTAG—Namibia.

—A Kenyan is currently the Chairman of the United Nations Sponsored Joint Verification Committee for Africa—Mozambique.

—A Kenyan is currently Sector Commander in Yugoslavia.

—A Kenyan is currently senior military Officer, UNOSGI—Tehran.

19. Under the Armed Forces Act, provision is made for the Armed Forces to assist the public in non-traditional military roles. The Act further provides for the Armed Forces to assist or support in such other duties as may from time to time be assigned to them. Under this provision, the Kenya Armed Forces have been tasked to undertake a number of useful projects which have included disaster relief operations, locust and army worm control, transportation and delivery of produce from areas with accessibility problems, protection to fishermen and control of national waters against illegal trading activities.

20. There are yet other aspects of national importance to which the Armed Forces contribute, one of which is the development of skilled manpower. Their functions and responsibilities require Armed Forces personnel to engage in rigorous and extensive training in various skills. These skills continue to contribute to the economic development of the country when Armed Forces personnel leave the service.

Further, the Armed Forces have developed specialized manpower skills in the construction field and have increasingly undertaken a number of military and civilian construction projects. To-date, they have undertaken several construction projects and related jobs including the following:—

<i>Project</i>	<i>Military Cost KSh.</i>	<i>Tender Value KSh.</i>	<i>Savings KSh.</i>	<i>Percentage Saving</i>
AFOD Kahawa renovations ('93)	2,700,000.00	5,500,000.00	2,800,000.00	51
Kenya Wine Agencies Limited Grapes Farm ('92)	550,000.00	1,017,500.00	467,500.00	46
Uhuru Park Landscaping ('84)	21,000,000.00	37,800,000.00	16,800,000.00	44
Tiwi Water Project ('92) ..	11,364,643.20	20,290,149.00	8,925,505.80	44
University of Nairobi, Kabete Campus Sports ('88)	169,691.80	300,595.00	130,903.20	44
Mariakani Rifle Range ('90)	2,115,815.80	3,808,467.00	1,692,651.20	44

RTS Parade Ground/VIP Dais ('86)	1,500,000.00	2,625,000.00	1,125,000.00	43
12 Engineer AFCCO Shop ('85)	2,000,000.00	3,500,000.00	1,500,000.00	42
University of Nairobi, Graduation Grounds ('90)	29,010,007.30	49,317,012.00	20,307,004.70	41
Solian Girls High School ('92)	2,400,000.00	4,080,000.00	1,680,000.00	41
Communication Centre Engineer Brigade ('88)	1,100,000.00	1,870,000.00	770,000.00	41
ASD Kasarani ('91) .. .	2,400,000.00	4,080,000.00	1,680,000.00	41
12 Engr Garrison Primary School ('91) .. .	3,769,350.00	6,407,896.00	2,638,546.00	41
ASD Gilgil ('93) .. .	2,115,815.80	3,596,886.90	1,481,071.10	41
10 Engineer Guardroom/ Magazine/Single Quarters ('88)	2,700,000.00	3,400,000.00	700,000.00	21
Total	84,895,323.90	147,593,505.90	62,698,182.00	42

21. The need for the Armed Forces to further enhance their capability in the construction field and related national development activities is even more urgent in these times of dwindling resources which demand maximization of the use of machines and manpower at the disposal of the country.

22. As can be observed from the above mentioned projects undertaken by the Armed Forces, the Government would greatly benefit in terms of cost saving. This however, could be realized if increased funds and equipment were to be made available to the Armed Forces to undertake, for example, construction of major roads, bridges, airstrips, drilling of bore-holes, construction of dams and similar infrastructures, particularly those geared towards cost saving and extension of agriculture preferably in the untapped arid and semi-arid areas of the country.

23. The Armed Forces have been able to achieve their primary objectives as well as to fulfil their many secondary roles due to the following:—

- (a) A high standard of training and discipline.
- (b) Commitment and loyalty.
- (c) An effective organizational structure which is endowed with good command at all levels.

CHAPTER III—PAY AND PAY STRUCTURE

Introduction

24. In 1989 the Armed Forces Pay Review Board revised Pay Scales for Officers and Servicemen which became effective from 1st July, 1989.

25. In recommending 1989 Pay Scales, the following factors were considered:—

- (a) the increase in the cost of living since the award which became effective on 1st July, 1986,
- (b) the comparison of Military Pay with remuneration of comparable jobs in other relevant sectors, and
- (c) the X-Factor.

26. The following factors have been taken into account in this review:—

- (a) the increase in the cost of living since the award which became effective on 1st July, 1989,
- (b) the comparison of Military Pay with remuneration of comparable jobs in other relevant sectors,
- (c) the X-Factor,
- (d) the budgetary considerations,
- (e) the Wage Guidelines, and
- (f) the ability of the economy to pay.

The Increase in the Cost of Living

27. The cost of living indices have been used to provide indications on the impact of inflation on the cost of living and hence the erosion of the purchasing power of the Armed Forces personnel.

28. Reference to increases in the cost of living since 1989 were provided by the Treasury in their letter dated 30th October, 1992. The indicated rise in the cost of living for the three income groups in the period between July, 1989 and June 1992 is shown in Table III (i) below. It can be observed that during this period, the cost of living had risen quite sharply. Inflationary pressures have accelerated due to adverse effects of the Gulf crisis, the depreciation of the Kenya Shilling, the introduction of Value Added Tax (VAT) on various services and commodities and decontrol of prices.

29. As stated above, the increase in the cost of living has been assessed up to June, 1992. However, the cost of living adjustments are made in

arrears to compensate for the increases over the period; in the case of the Armed Forces over four years, since the last award. In computing the percentage increases which should be applied to the Armed Forces, a further period of twelve months has thus been taken into account.

30. The latest published figures indicate that the upward trend in consumer price indices which started in 1990 is likely to continue through 1992. It is therefore estimated that the cost of living will on average increase by 13–16 per cent in the period between June, 1992 and June, 1993.

TABLE III (i)—CONSUMER PRICE INCREASES 1989–1993

<i>Income* Group</i>	<i>Price Index July, 1989</i>	<i>Price Index June, 1992</i>	<i>Percentage Change</i>	<i>Projected Percentage Change to June, 1993</i>	<i>Compensation under Current Guidelines</i>
Lower ..	138.10	265.74	92.4	108	108
Middle ..	154.24	259.93	68.5	84	63
Upper ..	153.39	244.27	59.2	72	54
Total Avg.	148.58	256.65	73.4	88	75

Source: Central Bureau of Statistics

*Lower income: KSh. 1,999 and below

Middle income: KSh. 2,000–7,999

Upper income: KSh. 8,000 and above.

31. The figures in Table III(i) indicate that there has been a substantial reduction in the purchasing power of the Armed Forces personnel over the period under review which warrants a justifiable cause for compensation.

Pay Comparison with Equivalent Jobs in other Comparable Sectors

32. It is noted that the training of military personnel, which normally takes a considerable period of time both locally and overseas, is a costly undertaking by the Armed Forces. It is, therefore, important that the personnel be retained after they have been trained. The Board received and considered representations to the effect that the Armed Forces presently lose a lot of their technically qualified personnel to firms in the private sector such as Kenya Airways among many others. A recent pay comparison survey revealed that there is a substantial difference in pay between military and equivalent jobs in the private sector. This difference between the Armed Forces pay and that of comparable jobs in the relevant sectors, to a large extent, explains the loss of qualified military personnel to the private sector and hence the need to bridge the gap.

The X-Factor

33. Although an attempt has been made in this review to compare Armed Forces jobs with those in other comparable sectors, absolute

comparison is not possible because of the different nature of the military service in general and the working conditions in particular. The Terms and Conditions of Service for the Armed Forces, for instance, are distinctly different from those applicable in the civilian sector. We have noted, among other things, that military personnel are required to retire after a certain period of time in the case of Servicemen and on Age/Rank requirement for Officers.

34. In considering Pay and Allowances the Board also took into account such other factors as higher level of education, subsidies applicable to the Service and the improved pay structure which allows for annual increments for all ranks in the Armed Forces.

35. The level of education of military personnel has gone up substantially from what it was at Independence. A number of Servicemen, for instance, who now join the Forces are of Form IV/K.C.S.E. level and above. This trend is likely to continue with the increased general level of education in the country. In addition, those recruited in the Armed Forces undergo intensive military and operational training prior to being deployed to their various units. In view of the higher level of education for those who now join the Armed Forces, the type of military and operational training they undergo and the nature of duties they carry out, there is merit in raising the general level of pay for the Armed Forces.

36. The "subsidy" benefits accruing from the Armed Forces Canteen Organization (AFCO) services enjoyed by the Armed Forces personnel are intended to have a "cushioning" effect against some of the cost of living increases. It should be realized, however, that general price increases due to effects of inflation apply to AFCO shops as well. The Board therefore notes that the cushioning effect of the AFCO subsidy benefits, against the cost of living increases for military personnel, is not very significant.

37. Annual increments could be said to provide some compensation for the rising cost of living. However, as stated in the Board's earlier Reports, annual increments are paid in recognition of the increased experience and expertise gained during the period of service. Annual increments do not therefore, carry with them built-in compensation to check against increases in the cost of living.

38. The Board received and considered representations on the inadequacy of rewards when Officers are promoted from the top of one scale to the next and on the need to increase annual incremental levels for Privates and Commandants (AFC). The Board also considered representations on the need to increase the annual increments for Servicemen and to adopt the re-evaluated trades together with the recommended scales.

Budgetary Considerations

39. One of the main objectives of the adjustment programme undertaken by the Government in the last few years has been to reduce the adverse impact of high budget deficits on development. This objective is to a large extent being achieved. The budget deficit as a proportion of Gross Domestic Product (GDP) has been brought down from 6.3 per cent in 1990/91 to about 3 per cent in 1991/92.

40. The Sessional Paper No. 1 of 1986 on Economic Management for Renewed Growth provides for reduction of the budget deficit to 2.5 per cent of GDP by the year 2000. Similarly, the Development Plan (1989-93) provides for reduction of the budget deficit to 3.1 per cent by the end of the Plan period. Lower deficits will not only restrain inflationary pressures and dampen demand for imports but will also release more resources to the more productive sectors of the economy.

Wages Guidelines

41. The Government issues guidelines from time to time which provide a basis for determining the rate of compensation for price increases. Since their introduction in 1973 these guidelines have been variously modified in accordance with the economic circumstances. The current guidelines provide that the level of compensation for price increases, should not exceed three quarters ($\frac{3}{4}$) of the rise in the cost of living but allow full compensation for cost of living increases for the lower income group.

42. The Wages Guidelines, however, cannot be applied fully to the pay structure in the Armed Forces, because the definition of income groups is not strictly applicable to the Armed Forces. There is also the need to avoid pay overlaps in the military structure.

Ability to Pay

43. Finally, of course, notwithstanding the need for pay increases in the Armed Forces, consideration must be given to the Government's ability to pay in view of:—

- (a) The state of the economy which at the moment is experiencing a decline in growth due to several factors which have included the poor performance of Kenya's main exports in international markets, the Gulf War, realignment in Europe, political upheavals in neighbouring countries, drought and the fall in external resources flow over the recent past.
- (b) The ability of the economy to accommodate higher pay increases without causing adverse effects on inflation and employment and thereby affecting the economic well-being of the country in the immediate future and the long term.

Pay Adjustment

44. In this review the Board took into account the following factors:—

- (a) the rise in the cost of living,
- (b) the desire to bridge the gap between the Armed Forces pay and that of comparable jobs in other relevant sectors,
- (c) the need to ensure that the highest award goes to the lower income group who form the majority of the military personnel and to avoid any salary overlap that is likely to interfere with military rank structure,
- (d) the desire for Government to contain the budget deficit,
- (e) the current state of the economy which has a bearing on the ability of the Government to pay, and
- (f) the need to adopt the re-evaluated trades.

45. The Board *recommends that*:—

(a) *Pay increases be awarded to Armed Forces personnel as shown in the annexures.*

(b) *The following scales be adopted:—*

Annexure III.A—Officers.

Annexure III.B—Servicemen.

Annexure III.C—Armed Forces Constabulary.

Annexure III.D—Recruits and Cadets.

Annexure III.E—Additional Pay.

(c) *The re-evaluated trades shown in Annexure III.F be adopted.*

(d) *The recommended pay scales be effective from 1st January, 1993.*

(e) *The recommended pay scales be implemented from 1st July, 1993 due to economic and budgetary implications.*

Retired Officers

46. Regulations currently in force provide for re-employment of a Retired Officer in the Department of Defence. Such an Officer is given the maximum pay point for the immediate lower rank the Officer held on retirement. The Board finds this arrangement satisfactory and should be continued.

Additional Pay

47. The system of Additional Pay was established in the Armed Forces in order to compensate, attract and retain certain specialist skills. As noted in the Board's earlier Reports, compensation of such skills through, for instance, placing them on higher ranks commensurate to their pay package is not practicable as it would not conform to the rank, seniority and command system in the Armed Forces. It was represented that Additional Pay be reviewed to reflect the average cost of living increases. The Board has also received and considered representation to the effect that the Armed Forces presently lose many of their experienced pilots because of the large differential between their flying allowances and those of comparable firms in the private sector such as Kenya Airways and Kenya Wildlife Services.

48. The Board has reviewed the current rates of Additional Pay in view of the foregoing and *recommends that the rate of Additional Pay be revised as shown in Annexure III E.*

CHAPTER IV—ALLOWANCES

Introduction

49. The Allowances paid to the Armed Forces personnel fall into two categories as follows:—

- (a) Payments for additional responsibilities undertaken by an Officer, such as Acting and Entertainment Allowances,
- (b) Reimbursable expenses incurred in the course of normal duties, such as Accommodation Allowance and Telephone Refunds.

This Chapter will therefore deal with the review of all the existing and proposed Allowances in relation to the rise in the cost of living, increased job demands and responsibilities.

Allowances for Officers

Pay of Higher Rank—(Acting Allowance)

50. When a position falls vacant either substantively or when the incumbent has proceeded on terminal leave or is away for a minimum continuous period of thirty days, an Officer may be appointed to act in the position and thus become eligible for Pay of Higher Rank. This Allowance is paid at the rate of the full difference between the Officer's pay and the minimum pay of the scale of the post in which one is acting. An Officer who is appointed to act in a higher post will be eligible for the duration of his acting appointment, for travelling privileges and other related allowances such as Accommodation Allowance at the rate applicable to the higher post. This does not include House or Hardship Allowances.

51. The Board finds the present arrangement of paying this Allowance satisfactory and it should be continued.

Overseas Subsistence Allowance

52. There are three (3) types of Overseas Subsistence Allowances, namely:—

- (a) Subsistence Allowance for official duty outside Kenya,
- (b) Duty tours on training for periods of six (6) months or less,
- (c) Duty tours on training for periods in excess of six (6) months.

Subsistence Allowance for Duty Tours Abroad

53. An Officer who is required to travel on official duty outside Kenya is granted Subsistence Allowance at the daily rates set out in Annexure IV.A.

These rates are amended from time to time by the Directorate of Personnel Management in liaison with the Ministry of Foreign Affairs and International Co-operation.

Subsistence Allowance is paid in accordance with the Civil Service Job Groups. These Civil Service scales are normally harmonized with equivalent ranks in the military for the purpose of adopting and implementing payment of the Allowance.

54. In view of the fact that the rates of Subsistence Allowance are revised from time to time by the Directorate of Personnel Management in liaison with the Ministry of Foreign Affairs and International Co-operation, the Board *recommends that such revised rates be adopted by the Armed Forces as appropriate.*

Duty Tours of Six (6) Months or Less

55. While on training outside Kenya for a period of six (6) months or less, and where full maintenance is provided for by the host country, Officers receive their full pay, plus one-quarter of the full rate of Subsistence Allowance.

In cases where the host Government or Organization does not meet the expenses directly but pays an allowance and such an allowance is less than the standard rate of the Subsistence Allowance, the Officer may, if he so wishes, surrender the allowance to the Exchequer and in lieu, claim Subsistence Allowance to which he is entitled.

Those on courses in the U.S.A. receive half of the appropriate rate of Subsistence Allowance as the direct financial arrangements made between the two Governments do not contain any element in respect of messing.

In cases where a married quarter is provided by the host country to an Officer, full pay and Subsistence Allowance at half rate applicable is payable to the Officer. During holidays, those on training receive full pay plus full rate of Subsistence Allowance.

56. The Board is satisfied with the present arrangement and *recommends that the Subsistence Allowance payable to the Armed Forces personnel be adjusted when the rates are revised by the Directorate of Personnel Management and the Ministry of Foreign Affairs and International Co-operation.*

Duty Tours of Periods in Excess of Six (6) Months

57. Where courses last longer than six (6) months, Officers are paid Foreign Service Allowance as applicable to staff of the Kenya Mission in the host country for every month or part thereof. During holidays the Officers continue to receive Foreign Service Allowance in addition to full pay.

58. The Department of Defence submitted that the present method of determining and reviewing the Foreign Service Allowance by the

Directorate of Personnel Management and the Ministry of Foreign Affairs and International Co-operation is appropriate. However, the Department requested that consideration be given to pay the Allowance in convertible currency to avoid losses associated with exchange rate fluctuations.

59. The Board after consideration *recommends that*:—

- (a) *The rates of Foreign Service Allowance be adopted as reviewed from time to time by the Directorate of Personnel Management and the Ministry of Foreign Affairs and International Co-operation.*
- (b) *Foreign Service Allowance be calculated and paid in convertible currency to avoid losses associated with exchange rate fluctuations.*

Entertainment Allowance

60. This is an allowance paid to Officers of the rank of Lieutenant-Colonel and above.

The Board received representation that, due to the increased cost of living, the Allowance be increased. The Board has considered the representation and *recommends that Entertainment Allowance be increased as follows*:—

<i>Officer's Rank</i>	<i>Current Rates KSh. p.m.</i>	<i>Recommended Rates KShs. p.m.</i>
Chief of General Staff	2,000	4,000
Service Commanders	1,600	3,000
Lieutenant-General	1,600	2,500
Major-General	1,600	2,000
Brigadier	1,000	1,500
Colonel	875	1,200
Lieutenant-Colonel	775	1,000

The Allowance is non-accountable and tax-exempt.

Hardship Allowance

61. This Allowance is paid to all Officers who are posted to specified hardship areas. The Allowance is paid at the rate of thirty (30) per cent of an Officer's basic annual salary to a maximum of KSh. 1,200 per month for married Officers and KSh. 600 per month for single Officers.

Hardship Allowance is reviewed from time to time by the Directorate of Personnel Management.

62. The Board has considered the rationale and basis of paying this Allowance and finds the arrangement satisfactory and it should be continued.

Messing Cash/Ration Allowance

63. The current Messing Cash Allowance (M.C.A.) paid to Officers was based on daily messing rates for Servicemen which was at the rate of KSh. 30 per diem at the time of the last pay review. However, the Department of Defence currently spends an average of KSh. 50 per Serviceman on daily rations. An exercise undertaken in various Officers Messes revealed that the average daily messing rates were as follows:—

<i>Meal</i>	<i>Charges per Meal KSh.</i>
Breakfast	17.00
Lunch	30.00
Dinner	26.00
Daily Average	73.00

Officers and Servicemen are paid the Allowances at the same rate. The Officers receive their Messing Cash Allowance either through the Mess or through salary depending on an Officer's marital status. The Servicemen receive the Allowance only when proceeding on leave, otherwise they enjoy one hundred per cent cushioning because the Armed Forces pay for what they eat while they are in the barracks. It was represented to the Board that the price of food items has risen sharply whilst the Messing Cash Allowance has remained the same.

64. The Board notes that there is justification to increase Messing Cash Allowance. It is therefore *recommended that the rate be increased from KSh. 30 to KSh. 50 per diem.*

Accommodation Allowance

65. This Allowance is paid to Officers who make their own arrangements for accommodation and feeding while on official duties. An Officer is allowed to claim a refund for expenses incurred without the need for supporting vouchers. It was represented that the cost of accommodation and food has gone up and that the rate of Accommodation Allowance be increased accordingly. The Board examined the case and *recommends that the rates be increased as shown below:—*

<i>Officer's Rank</i>	<i>Current Rate per night KSh.</i>	<i>Recommended Rate per night KSh.</i>
Major-General and above	600	800
Colonel and Brigadier	520	700
Lieutenant-Colonel, Major, Captain and Major AFC	400	540
Lieutenant, Second Lieutenant and Captain AFC	320	400

Incidental Allowance

66. This Allowance is claimed by an Officer duly authorized to stay in a hotel at the rate of KSh. 100 per night. Since the cost of laundry and telephone charges has risen, the Board *recommends that the Allowance be increased from KSh. 100 to KSh. 135 per night.*

Disturbance Allowance

67. A married Officer who is not accommodated in a Mess and who is transferred from one station to another for a period exceeding three months and is accompanied by his family is eligible for Disturbance Allowance amounting to 1/48 of his basic annual pay if he is moving into another married quarter.

The Allowance is paid to meet expenses arising either from breakages incidental to travelling, purchase or replacement of some items such as school uniforms and associated losses and expenses arising from the transfer from one station to another. The Board finds this arrangement satisfactory and it should be continued.

Civilian Clothing Grant

68. On commissioning, young Officers receive an allowance of KSh. 3,200 in order to assist them purchase suitable civilian clothes. It was represented that the cost of clothing items has increased substantially since the last review.

69. In view of the increased cost of clothing items the Board *recommends that this Allowance be increased from KSh. 3,200 to KSh. 4,500.*

Overseas Clothing Grant

70. This Allowance is payable to all Officers proceeding on courses abroad at the current rate of KSh. 7,000. It is payable after every two years to enable Officers proceeding on course/duty overseas to purchase appropriate clothing items that conform with the climatic conditions of the host countries.

Representation was made to the Board that due to the escalating cost of clothing items and the depreciation of the Kenya Shilling, the Overseas Clothing Grant needs to be reviewed.

71. The Board accepts this representation and *recommends that this Allowance be increased from KSh. 7,000 to KSh. 8,000.*

Foreign Service Allowance.

72. The rates that apply to Defence Attachés in Kenya Missions abroad are provided and reviewed by the Directorate of Personnel Management in liaison with the Ministry of Foreign Affairs and International Co-operation. The rates that are revised from time to time by the Directorate of Personnel Management and the Ministry of Foreign Affairs and International

Co-operation are adopted by the Department of Defence. The current rates are shown in Annexure IV.B.

73. It is *recommended that the practice be continued and that the Department of Defence adjusts the rates applicable under this Allowance as revised from time to time by the Directorate of Personnel Management and the Ministry of Foreign Affairs and International Co-operation.*

Outfit Allowance

74. Outfit Allowance is payable to Defence Attachès appointed to serve at Kenya Diplomatic Missions abroad. It is paid to an Officer on his first appointment to serve abroad and at the end of every three years at the rate based on the rank of the Officer involved and the country of accreditation. The Allowance is to enable the Officer to purchase appropriate clothing for the country to which he is posted.

The wife of an Officer who accompanies him to a posting outside Kenya is entitled to Outfit Allowance at the same rate as the Officer. A maximum of four (4) children of an Officer who accompany him to a posting outside Kenya are each entitled to Outfit Allowance at half ($\frac{1}{2}$) the rate applicable to the Officer.

The rates of this Allowance are determined from time to time by the Directorate of Personnel Management in liaison with the Ministry of Foreign Affairs and International Co-operation.

75. The Board has noted that the rates payable to Officers in respect of this Allowance are applicable to regular staff in Foreign Missions abroad. The Board has also noted that this Allowance is based on the cost of living prevailing in respective countries of accreditation.

76. The Board therefore *recommends that the Defence Attachès adopt the rates of Outfit Allowance as revised from time to time by the Directorate of Personnel Management and the Ministry of Foreign Affairs and International Co-operation.*

Special Duty Allowance

77. This Allowance is payable to the Aide-de-Camp to His Excellency the President at the rate of 20 per cent of the mid-point of the basic annual pay of the Officer's rank in the Armed Forces.

78. The Board *recommends that the rate of this Allowance be increased to 25 per cent.*

Advances for Purchase of Motor Vehicles

79. The Government, through the National Bank of Kenya, operates a scheme whereby loans are granted to Officers for the purchase, major overhauls and insurance of motor vehicles.

Under the scheme, down payment for a car loan varies according to whether the motor vehicle to be purchased is new or second-hand. For a new car, an Officer is required to raise forty (40) per cent of the cost of the car, and for a second-hand car, one is required to raise ten (10) per cent. The amount of the advance an Officer is entitled to, is restricted to one and half (1½) times his full basic annual pay or the maximum loan applicable to his rank. The loan and the period of repayment of such a loan is reviewed from time to time by the Treasury and the National Bank of Kenya.

80. It was represented to the Board that the cost of motor vehicles has increased substantially.

The Department of Defence accordingly proposed that the maximum loan an Officer can get be as appended herebelow:—

<i>Officer's Rank</i>	<i>Current Maximum Loan KSh.</i>	<i>Proposed Maximum Loan KSh.</i>
Major-General and above ..	150,000	450,000
Lt.-Col., Col. and Brig. ..	150,000	290,000
Major	120,000	170,000
Captain, Lieutenant, Major AFC and Captain AFC	120,000	170,000
2nd Lieutenant	90,000	170,000

81. The Board *recommends that the Department of Defence raises this issue with the relevant parties.*

Loan for Motor Vehicle Overhaul

82. Under the existing regulations, an Officer is entitled to a maximum of KSh. 7,500 for Motor Vehicle Overhaul. The Department of Defence represented that due to the rise in the cost of spare parts this loan ceiling is no longer adequate and should be raised.

83. The Board *recommends that the Department of Defence raises this issue with the relevant parties.*

Motor Mileage Allowance

84. Officers may be authorized to use their personal cars and claim a refund while travelling on duty in the absence of service transport. It was represented that due to increased running costs of vehicles and related expenses, it was necessary to review this Allowance.

85. The Board therefore recommends that the rates of Motor Mileage Allowance be increased as follows:—

Engine Capacity	Current Rates KSh. per Km.	Recommended Rates KSh. per Km.
a. Motor-cars c.c.		
2,000 and above	5.30	7.15
1,801-1,999	4.75	6.35
1,701-1,800	4.55	6.15
1,601-1,700	4.30	5.80
1,501-1,600	4.15	5.60
1,401-1,500	3.85	5.20
1,301-1,400	3.65	4.95
1,201-1,300	3.40	4.60
1,101-1,200	3.25	4.40
1,001-1,100	3.00	4.10
1,000 and below	2.50	3.35
b. Motor-cycles with Side Car	1.80	2.40
Motor-cycles without Side Car	1.55	2.10
c. Motor Scooters	1.05	1.40

House to Office Motor Mileage Allowance

86. This Allowance is paid to those Officers who live not less than five (5) kilometres from their place of duty and who are authorized to use their vehicles.

87. The Board received representation that due to the rise in the cost of fuel, vehicle spare parts and other maintenance costs this Allowance should be reviewed. The Board accepts this representation and recommends that House to Office Motor Mileage Allowance be increased as follows:

Category of Vehicles	Current		Recommended	
	Rate per Km. KSh.	Max. per Month KSh.	Rate per Km. KSh.	Max. per Month KSh.
Cars of 1,350 c.c. and above	1.45	1,275	1.95	1,720
Cars of less than 1,350 cc.	1.25	1,100	1.70	1,500
Motor-cycles All Types	0.75	660	1.00	900
Motor Scooters All Types	0.55	480	0.70	650

Doctors' Motor Mileage Claim

88. Doctors are entitled to Motor Mileage Allowance based on the number of kilometres travelled in the course of their duties. In view of the doctors' nature of duties, it was represented that the same practice be continued. The Board recommends that doctors continue claiming Motor Mileage Allowance at the rates indicated under Motor Mileage Allowance.

Road Travel Allowance

89. Road Travel Allowance is payable to an Officer when proceeding on leave at the rate of 80 cents per kilometre, baggage inclusive. The Officer's wife is paid at the same rate as the Officer. Children under the age of 12 years are paid at half rate.

While proceeding on leave, an Officer and his family may opt to travel by train or by road and claim Road Travel Allowance. It is however, observed that most of the buses charge full rate for children aged four (4) years and above as opposed to what is provided for in the current regulations.

90. Representations were made to the Board that, due to the rise in the cost of travelling by public means it is necessary that Road Travelling Allowance be increased and that children aged four (4) years and above be paid at full rate. The Board has taken these proposals into consideration and recommends that:—

- (a) The Allowance be increased to a consolidated rate of KSh. 1.10 per kilometre, baggage inclusive.
- (b) The current arrangement on railway transport be continued.
- (c) Children aged four (4) years up to 21 years be paid at full rate.

Telephone Refund

91. Officers authorized to have Essential Residential Telephones are allowed to claim refunds for official calls in addition to rental charges. The current rates are as follows:—

- (a) Lieutenant-Colonel and above—KSh. 346.10 plus 15 per cent tax of KSh. 51.95.
- (b) Major and below—KSh. 283.15 plus 15 per cent tax of KSh. 42.50.
- (c) Rental charges of KSh. 137 or KSh. 90.80 plus 15 per cent of KSh. 20.55 or KSh. 13.60.

It was represented that since the last review, the Kenya Posts and Telecommunications has increased the charges for telephone calls per unit from KSh. 1.50 to KSh. 2.00. Rental charges have increased from KSh. 90.80 to KSh. 120 or KSh. 137 to KSh. 180. Value Added Tax (VAT) has also been increased from 15 per cent to 18 per cent.

92. In view of the above stated representation, the Board *recommends that the Essential Residential Telephone refunds be adjusted as follows:—*

<i>Officer's Rank</i>	<i>Current Rate KSh. per month</i>	<i>Recommended Rate KSh. per month</i>
Lt.-Colonel and above	346.10	461.35
Major and below	283.15	377.40
Standing Rental Charges	at prevailing rate	at prevailing rate
Tax Refund for official calls	at prevailing rate	at prevailing rate

Water Allowance

93. An Officer living in an owner-occupied house or privately rented house may on application be granted the privileges of free water applicable to Government hirings. The Board finds this arrangement satisfactory, and it should be continued.

Rental House Allowance

94. This Allowance is payable to Officers staying in privately rented houses. A number of Officers of the rank of Major and below are housed in privately rented houses due to shortage of official accommodation. It was represented that the cost of hiring houses is high and continues to rise. This therefore makes it difficult for Officers to meet their rent obligations and worse still they are unable to secure accommodation appropriate to their ranks. The Board therefore *recommends that rents be adjusted upwards as shown herebelow:—*

<i>Officer's Rank</i>	<i>Current Rates KSh. p.m.</i>	<i>Recommended Rates KSh. p.m.</i>
Major-General and above	—	11,000
Colonel and Brigadier	8,000	9,000
Major and Lt.-Colonel	6,500	7,500
Captain and Subaltern	5,300	6,300

Owner-Occupier House Allowance

95. This Allowance is payable to Officers who stay in their own houses. The current rates are dependent on the rank of an Officer, the capital cost ceiling and 15 per cent of the cost or value of the house.

The Board received representation that in view of the rising cost of house purchase/construction and mortgage repayments, Owner-Occupier House Allowance be increased.

96. The Board accepts this representation and *recommends that:—*

- (a) *The percentage of the cost or value of the house applied in assessing this Allowance be increased to 20 per cent.*
- (b) *That the Allowance be assessed as 20 per cent of the capital cost of the house and land not exceeding one acre.*

- (c) That the Government Valuer's report on the house be obtained where there is no documentary evidence of cost (such as mortgage documents or sale agreements).
- (d) That the house for which an Officer is in receipt of this Allowance will not be revalued unless extensions, alterations or improvements have been carried out on the said house.
- (e) That House Allowance will not be payable in respect of owner-occupied houses which are of purely temporary nature.
- (f) That this Allowance be paid subject to the maximum monthly rates and maximum Capital Cost Ceilings according to Officer's Rank as shown in the table below:—

Officer's Rank	Current Maximum Capital Cost Ceilings in KSh.	Current Maximum Monthly Rates in KSh.	Recommended Maximum Capital Cost Ceilings in KSh.	Recommended Maximum Monthly Rates in KSh.
Brigadier and above ..	960,000	12,000	1,125,000	18,750
Colonel and Lt.-Col. ..	800,000	10,000	900,000	15,000
Major	640,000	8,000	720,000	12,000
Captain and Subaltern ..	480,000	6,000	600,000	10,000

Allowances for Servicemen

97. The following Allowances which are applicable to Officers are also applicable to Servicemen:—

- (a) Pay of Higher Rank.
- (b) Ration Allowance.
- (c) Road Travel Allowance.
- (d) Overseas Clothing Grant.
- (e) Hardship Allowance.
- (f) Foreign Service Allowance.
- (g) Motor Mileage Allowance.
- (h) House to Office Motor Mileage Allowance.
- (i) Overseas Subsistence Allowance.
- (j) Outfit Allowance.

These Allowances should continue to be applicable to the Servicemen as appropriate.

Advances for Purchase and Overhaul of Motor Vehicles

98. These advances are given to Servicemen of the rank of Sergeant and above who are entitled to the same amounts as for Officers of the rank of Second Lieutenant. The Board finds the arrangement satisfactory and should be continued.

Gas and Electricity Refund

99. Servicemen who occupy married quarters are eligible to claim a refund of purchase of gas on production of receipted bills up to a maximum of KSh. 300 per month. The Board *recommends that this Allowance be revised to a maximum of KSh. 400 per month.*

Special Allowance

Women Service Corps (WSC)

100. On joining the Corps, the Women Service Corps personnel are issued with items of clothing and uniform in accordance with the official scale. The Board finds this arrangement satisfactory, and should be continued.

Armed Forces Constabulary Allowances

101. Currently members of the Armed Forces Constabulary receive trade allowances for:—

- (a) Driving.
- (b) Dog Handling.
- (c) Fire Fighting.

Representation was made to the effect that due to the increase in the cost of living and the extra job demands, the Allowances be increased. The Board has reviewed the representation and *recommends that the Allowances be increased as shown hereunder:—*

	<i>Trade</i>	<i>Current KSh. per month</i>	<i>Recommended KSh. per month</i>
Driving		50	75
Dog Handling		90	120
Fire Fighting		50	75
Clerical duties		—	75

Regimental Duty Allowance

102. The Regimental Sergeant Major (RSM) is currently paid Regimental Duty Allowance as a percentage of his individual pay at the rate of 7½ per cent. The Board finds the arrangement to be appropriate and should continue.

Pay of Higher Rank—Warrant Officer Class One

103. Representations were made to the Board that a Warrant Officer Class One may be appointed to perform duties established for higher rank (Officer) when the incumbent is away on course or duty and that such Warrant Officer be allowed to draw Pay of Higher Rank.

104. The Board finds this representation justifiable and *recommends that:—*

- (a) *Where a Warrant Officer Class One is appointed to perform duties established for higher rank, he should be eligible for Pay of Higher Rank.*
- (b) *This Allowance be payable at the rate of ten (10) per cent of the Warrant Officer's basic pay.*

Medals and Awards

105. Servicemen who maintain high standards of discipline for sixteen (16) years are awarded the Long Service and Good Conduct Medal. On retirement, the Servicemen are paid as follows:—

- (a) One month's pay for those who have served for over 16 years and less than 21 years.
- (b) One and a half months' pay for those who have served for 21 years and over.

It was represented that a Serviceman who qualifies for the award of Long Service and Good Conduct Medal receives monetary reward when he is proceeding on retirement as opposed to when the medal is being presented to him. The monetary value of the award would have changed by the time the Serviceman retires.

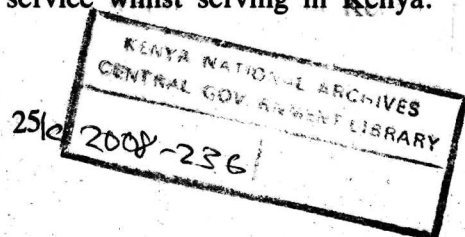
106. The Board accepts the proposal and *recommends that:—*

- (a) *Monetary rewards be paid at the same time as the Long Service and Good Conduct Medal is awarded.*
- (b) *A Serviceman retiring after 21 years of service, having received the Long Service and Good Conduct Medal, be paid an additional monetary gift of half (1/2) his monthly pay in addition to his other benefits.*

Proposed New Allowances

Batman Allowance for Military Attachés

107. Under the current regulation, there is no Batman Allowance for Military Attachés. Representations were made to the effect that Military Officers serving in Kenyan Missions abroad do not have the services of a batman, although they enjoy this service whilst serving in Kenya.



It was represented that these Officers be paid a Batman Allowance to compensate for the services of a batman. The Board *recommends that this Allowance be paid at the rate of KSh. 1,500 per month.*

Family Accommodation Allowance for Servicemen

108. Under the current Terms and Conditions of Service, married Servicemen are supposed to be accommodated by the Armed Forces. However, it has not been possible to accommodate all married Servicemen as stipulated, due to lack of adequate married quarters within military establishments.

109. The Board received representation proposing consideration for payment of a Family Accommodation Allowance as a way of alleviating the problem of housing accommodation for the Servicemen. After considerable deliberations the Board was of the view that the issue, though urgent, would however, require a comprehensive study.

CHAPTER V—PENSIONS

Introduction

110. The Armed Forces (Pensions and Gratuities) (Officers and Servicemen) Regulations provide for three categories of pensions namely:—

- (a) Retirement Pension.
- (b) Disability Pension.
- (c) Widows' and Children's Pension.

Retirement Pension

111. Legal Notice No. 305 of 1986 empowered the Armed Forces Pay Review Board to review the Armed Forces pensions as and when the need arises.

In 1986 the Board reviewed the formula used in computing pensions for members of the Armed Forces. The formula was adjusted from $\frac{1}{500}$ to $\frac{1}{480}$ for those retiring before attaining the age of 55 years, and $\frac{1}{500}$ applied to those retiring after attaining the age of 55 years and above. In 1986 the Armed Forces pensions were revised following adjustments of pensions in the Civil Service.

Representations were made to the Board that due to the rise in the cost of living, there was need to review pensions of the Armed Forces pensioners so as to compensate for loss of purchasing power.

112. The Board considered these representations and *recommends that*:—

- (a) *The recommended Pension Scales be effective from 1st January, 1993.*
- (b) *The recommended Pension Scales be implemented from 1st July, 1993, due to economic and budgetary implications.*
- (c) *The Pensions be adjusted as shown in Table V.*

TABLE V.

<i>Range of Pensions KSh.per month</i>	<i>Recommended Percentage Increase</i>
100–2,000	35
2,001–7,999	25
8,000 and above	20

Disability Pension

113. Disability Pension is awarded to those members of the Armed Forces who due to injuries sustained in the course of their official duties, are incapacitated such that they can no longer continue in service. Disability Pension could be awarded in addition to the Retirement Pension. Disability is assessed in accordance with the Armed Forces Regulations governing disablement as shown in the table below:—

MONTHLY RATES OF PENSIONS AND ALLOWANCES FOR DISABLEMENT

Degree of Disablement	20-39 per cent	40-79 per cent	80-100 per cent
Rate of Pensions and Allowances	25 per cent of monthly pay as at the date of injury	35 per cent of monthly pay as at the date of injury	50 per cent of monthly pay as at the date of injury

114. The Board finds the procedure of awarding Disability Pensions satisfactory and should be continued.

Widows' and Children's Pension

115. The Widows' and Children's Pension is paid in the following manner:—

- (a) Where the deceased leaves a sole widow, a pension to her at the rate not exceeding ten-sixtieths of the deceased rate of pay as at the date of his death or retirement and if there is more than one widow, the Pension is shared equally amongst them.
- (b) If in addition to the widow, the deceased leaves a child or children, a pension in respect of each child until such child attains the age of twenty-one years, of an amount not exceeding one-eightieth of the Pension awarded to the widows.

It was represented to the Board that the present practice of awarding the Widows' and Children's Pension disadvantaged widows and children of members of the Armed Forces compared to the Civil Service beneficiaries. The Board was requested to adjust the award of Widows' and Children's Pension rate of payment to the rates applicable in the Civil Service.

116. The Board accepts the representations and recommends the adoption of the Widows' and Children's Pension rates as follows:—

- (a) $\frac{1}{3}$ to the widow.
- (b) $\frac{1}{4}$ to the child.

SUMMARY OF MAIN OBSERVATIONS AND RECOMMENDATIONS

Pay and Pay Structure	Paragraph
1. (i) That pay increase be awarded to the Armed Forces personnel as shown in Annexures III.A—III.D.	45a
(ii) That the re-evaluated trades shown in Annexure III.F be adopted.	45c
(iii) That the recommended Pay Scales be effective from 1st January, 1993.	45d
(iv) That the recommended Pay Scales be implemented from 1st July, 1993 due to economic and budgetary implications.	45e
2. That the provision for re-employment of Retired Officer in the Department of Defence be continued.	46
3. That the rates of Additional Pay be revised as shown at Annexure III.E.	48
Allowances	
1. That the present arrangement of paying Pay of Higher Rank—(Acting Allowance) be continued.	51
2. (i) That revised rates of Subsistence Allowance be adopted by the Armed Forces as appropriate.	54
(ii) That rates of Subsistence Allowance payable to the Armed Forces personnel be adjusted from time to time whenever these are revised by the Directorate of Personnel Management and the Ministry of Foreign Affairs and International Co-operation.	56
(iii) That the revised rates of Foreign Service Allowance be adopted as revised from time to time by the Directorate of Personnel Management and the Ministry of Foreign Affairs and International Co-operation.	59a
(iv) That Foreign Service Allowance be calculated and paid in convertible currency.	59b
3. That Entertainment Allowance be increased and continues to be non-accountable and tax-exempt.	60
4. (i) That revised rates of Hardship Allowance be adopted by the Armed Forces as appropriate.	61

	<i>Paragraph</i>
(ii) <i>That the current arrangement of paying Hardship Allowance be continued.</i>	62
5. <i>That the rates of Messing Cash/Ration Allowance be increased.</i>	64
6. <i>That the rates of Accommodation Allowance be increased.</i>	65
7. <i>That Incidental Allowance be increased.</i>	66
8. <i>That the arrangement of paying Disturbance Allowance be continued.</i>	67
9. <i>That Civilian Clothing Grant be increased.</i>	69
10. <i>That Overseas Clothing Grant be increased.</i>	71
11. <i>That the present practice of paying Foreign Service Allowance be continued and that the Department of Defence adjusts the rates applicable under this Allowance as revised from time to time by the Directorate of Personnel Management and the Ministry of Foreign Affairs and International Co-operation.</i>	73
12. <i>That Defence Attachès adopt the rates of Outfit Allowance as revised from time to time by the Directorate of Personnel Management and the Ministry of Foreign Affairs and International Co-operation.</i>	76
13. <i>That the rate of Special Duty Allowance be increased.</i>	78
14. <i>That the Department of Defence raises the issue of Advance for the Purchase of Motor Vehicles with the relevant parties.</i>	81
15. <i>That the Department of Defence raises the issue of Loan for Motor Overhaul with the relevant parties.</i>	83
16. <i>That the rates of Motor Mileage Allowance be increased.</i>	85
17. <i>That House to Office Motor Mileage Allowance be increased.</i>	87
18. <i>That Doctors continue claiming Doctors' Motor Mileage Allowance under the rates indicated under Motor Mileage Allowance (in paragraph 85).</i>	88
19. (i) <i>That Road Travel Allowance be increased.</i>	90a
(ii) <i>That the current arrangement on railway transport be continued.</i>	90b

	<i>Paragraph</i>
(iii) <i>That children aged four (4) years up to twenty-one (21) years be paid at full rate.</i>	90c
20. <i>That Essential Residential Telephone refunds be increased.</i>	92
21. <i>That the practice of granting Officers the privileges of free water applicable to Government hirings be continued.</i>	93
22. <i>That the rates of Rental House Allowance be increased.</i>	94
23. (i) <i>That the percentage of the cost or value of the Owner-Occupied house applied in assessing the Owner-Occupier House Allowance be increased.</i>	96a
(ii) <i>That the Owner-Occupier House Allowance be assessed as 20 per cent of the capital cost of the house and land not exceeding one (1) acre.</i>	96b
(iii) <i>That the Government Valuer's report be obtained where there is no documentary evidence of cost.</i>	96c
(iv) <i>That the house not be revalued unless extensions, alterations or improvements are done.</i>	96d
(v) <i>That this Allowance will not be paid in respect of temporary structures.</i>	96e
(vi) <i>That the Allowance be paid subject to the maximum monthly rates and maximum Capital Cost Ceilings according to Officer's rank.</i>	96f
24. <i>That the Allowances mentioned under paragraph 97 (a-j) should continue to be applicable to the Servicemen as appropriate.</i>	97
25. <i>That the arrangement of giving Advances for Purchase and Overhaul of Motor Vehicles to Servicemen be continued.</i>	98
26. <i>That Servicemen continue to claim Gas and Electricity Refund and that the Allowance be increased.</i>	99
Special Allowance	
27. <i>That the current practice of issuing items of clothing and uniform to the Women Service Corps (WSC) be continued.</i>	100
Armed Forces Constabulary Allowance	
28. <i>That the rates of trades Allowances given to Armed Forces Constabulary be increased.</i>	101

Paragraph

29. That the current practice of paying Regimental Duty Allowance to the Regimental Sergeant Major (RSM) be continued. 102
30. (i) That Warrant Officer Class One be eligible for Pay of Higher Rank. 104a
- (ii) That this Allowance be payable at the rate of ten (10) per cent of the Warrant Officer's basic pay. 104b
31. (i) That monetary rewards be paid at the same time as the Long Service and Good Conduct Medal is awarded. 106a
- (ii) That a Serviceman, after twenty-one (21) years of service, having received the Long Service and Good Conduct Medal, be paid an additional monetary gift of half ($\frac{1}{2}$) his monthly pay in addition to his other benefits. 106b

New Allowance

32. That Batman Allowance be paid to Military Attachés at the rate of KSh. 1,500 per month. 107

Pensions

1. (i) That pensions be increased as shown in Table V. 112a
- (ii) That the recommended Pension Scales be effective from 1st January, 1993. 112b
- (iii) That the recommended Pension Scales be implemented from 1st July, 1993 due to economic and budgetary implications. 112c
- (iv) That the current procedure of awarding Disability Pensions be continued. 114
- (v) That the Widows' and Children's Pension rates be increased to one third ($\frac{1}{3}$) for the widow and one quarter ($\frac{1}{4}$) for the child. 116

ANNEXURE III.A

PAY SCALES FOR OFFICERS

APPLICABLE WITH EFFECT FROM 1ST JANUARY, 1993

Rank	Present Kf p.a.	Recommended Kf p.a.
Second Lieutenant	3,387	4,392
	3,447	4,473
Lieutenant	3,567	4,833
	3,627	4,923
	3,687	5,013
	3,747	5,103
	3,831	5,193
	3,915	5,283
Captain	4,068	5,457
	4,176	5,577
	4,284	5,697
	4,392	5,817
	4,524	5,937
	4,656	6,057
	4,788	6,177
	4,656	6,297
Major	4,788	6,417
	5,241	6,696
	5,373	6,846
	5,505	6,996
	5,637	7,146
	5,769	7,296
	5,925	7,446
	6,081	7,596
Lieutenant-Colonel	6,237	7,746
	6,393	7,896
	6,762	8,316
	6,918	8,496
	7,074	8,676
	7,230	8,856
	7,386	9,036
	7,542	9,216
Lieutenant-Colonel	7,698	9,396
	7,878	9,576
	8,058	9,756

Colonel	8,238	10,056
	8,418	10,266
	8,598	10,476
	8,778	10,686
	8,958	10,896
	9,138	11,106
	9,342	11,316
Brigadier	9,525	11,616
	9,729	11,856
	9,933	12,096
	10,137	12,336
	10,341	12,576
	10,569	12,816
Major-General	10,653	13,116
	10,881	13,386
	11,109	13,656
	11,337	13,926
	11,565	14,196
	11,817	14,466
Lieutenant-General	12,069	14,766
	12,321	15,066
	12,573	15,366
	12,825	15,666
	13,077	15,966
	13,353	16,266
General	14,253	17,286
	14,553	17,616
	14,853	17,946
	15,153	18,276
	15,477	18,606
	15,801	18,936

RECOMMENDED PAY SCALES FOR SERVICEMEN WITH EFFECT FROM 1ST JANUARY, 1993

(Kf p.a.)

Pay Level	Rank		OA	1	2	3	4	5	6	7	8	9	10	11
1:1	Pte ..	P	1,293	1,311	1,329	1,347	1,365	1,383	1,401	1,419	1,437	2,208	2,232	2,256
		C	1,992	2,016	2,040	2,064	2,088	2,112	2,136	2,160	2,184			
1:2	Spte ..	P	1,455	1,473	1,491	1,509	1,527	1,545	1,563	1,581	1,599	2,208	2,232	2,256
		C	2,280	2,304	2,328	2,352	2,376	2,400	2,424	2,448	2,472			
1:3	Spte ..	P	1,617	1,635	1,653	1,671	1,689	1,707	1,725	1,743	1,761	2,208	2,232	2,256
2:3	Cpl ..	C	2,496	2,520	2,544	2,568	2,592	2,616	2,640	2,664	2,688			
2:4	Spte ..	P	1,779	1,797	1,815	1,833	1,851	1,869	1,887	1,905	1,923	2,208	2,232	2,256
		C	2,712	2,736	2,760	2,784	2,808	2,832	2,856	2,880	2,904			
2:5	Cpl ..	P	1,941	1,959	1,977	1,995	2,013	2,031	2,049	2,067	2,085	2,208	2,232	2,256
		C	2,928	2,952	2,976	3,000	3,024	3,048	3,072	3,096	3,120			
3:6	Cpl ..	P	2,103	2,121	2,139	2,157	2,175	2,193	2,211	2,229	2,247	2,208	2,232	2,256
		C	3,144	3,168	3,182	3,216	3,240	3,264	3,288	3,312	3,336			
3:7	Sgt ..	P	2,265	2,283	2,301	2,319	2,337	2,355	2,373	2,391	2,409	2,208	2,232	2,256
		C	3,360	3,384	3,408	3,432	3,456	3,480	3,504	3,528	3,552			
4:8	Sgt ..	P	2,427	2,445	2,463	2,481	2,499	2,517	2,535	2,553	2,571	2,208	2,232	2,256
		C	3,576	3,600	3,624	3,648	3,672	3,696	3,720	3,744	3,768			
5:9	SSgt ..	P	2,589	2,607	2,625	2,643	2,661	2,679	2,697	2,715	2,733	2,208	2,232	2,256
		C	3,792	3,816	3,840	3,864	3,888	3,912	3,936	3,960	3,984			
6:10	SSgt ..	P	2,751	2,769	2,787	2,805	2,823	2,841	2,859	2,877	2,895	2,208	2,232	2,256
		C	4,008	4,032	4,056	4,080	4,104	4,128	4,152	4,176	4,200			
7:10	WO II	P	2,751	2,769	2,787	2,805	2,823	2,841	2,859	2,877	2,895	2,208	2,232	2,256
		C	4,008	4,032	4,056	4,080	4,104	4,128	4,152	4,176	4,200			
8:11	WO II	P	2,997	3,015	3,033	3,051	3,069	3,087	3,105	3,123	3,141	2,208	2,232	2,256
		C	4,329	4,353	4,377	4,401	4,425	4,449	4,473	4,497	4,521			
8:12	WO II	P	3,159	3,177	3,195	3,213	3,231	3,249	3,269	3,285	3,303	2,208	2,232	2,256
		C	4,545	4,569	4,593	4,617	4,641	4,665	4,689	4,713	4,737			
9:13	WO I	P	3,321	3,339	3,357	3,375	3,393	3,411	3,429	3,447	3,465	2,208	2,232	2,256
		C	4,761	4,785	4,809	4,833	4,857	4,881	4,905	4,929	4,953			

ANNEXURE III.C

PAY SCALES FOR ARMED FORCES CONSTABULARY

APPLICABLE WITH EFFECT FROM 1ST JANUARY, 1993

Rank	Present K£ p.a.	Recommended K£ p.a.
Constable III ..	723	1,116
	738	1,134
	753	1,152
	768	1,170
	783	1,188
	798	1,206
Constable II ..	879	1,308
	900	1,335
	921	1,362
	942	1,389
	963	1,416
Constable I ..	1,077	1,560
	1,101	1,590
	1,125	1,620
Senior Constable ..	1,200	1,716
	1,230	1,755
	1,260	1,794
	1,290	1,824
Head Constable ..	1,389	1,950
	1,425	1,995
	1,461	2,040
Inspector	2,919	3,795
	2,979	3,864
	3,039	3,933
	3,099	4,002
	3,159	4,071
Deputy Commandant	3,462	4,500
	—	4,578
	—	4,656
	—	4,734
Commandant ..	4,011	5,214
	—	5,304
	—	5,394
	—	5,484

ANNEXURE III.D

PAY SCALES FOR CADETS AND RECRUITS

APPLICABLE WITH EFFECT FROM 1ST JANUARY, 1993

Rank	Present K£ p.a.	Recommended K£ p.a.
Recruits	597	921
Cadet on appointment	1,035	1,521
Officer on appointment	1,116	1,641
Officer Cadet after 1 year	1,200	1,764
Cadet abroad on appointment	1,263	1,857
Cadet abroad after 1 year	1,521	2,235
Officer Cadet abroad on appointment	2,199	3,231
Officer Cadet abroad after 1 year	2,649	3,894
Officer Cadet abroad after 2 years	2,757	4,053
Officer Cadet abroad after 3 years	2,859	4,200

ANNEXURE III.E

ADDITIONAL PAY

	<i>Current</i>	<i>Recommended</i>
	<i>Per cent</i>	<i>Per cent</i>
1. OFFICERS		
(a) Doctors:		
General Practitioner	37.5 of basic salary.	37.5
Specialist	42.5 of basic salary.	42.5
Consultant	47.5 of basic salary.	47.5
(b) Lawyers	37.5 of basic salary.	37.5
(c) Architects	—	37.5
	<i>KSh.</i>	<i>KSh.</i>
(d) Parachutists	500 per month.	675 per month.
(e) Divers	500 per month.	675 per month.
(f) Flying (Pilots and Navigators):		
Category A	4,000 per month.	6,000 per month.
Category B	3,500 per month.	5,250 per month.
Category C	2,500 per month.	3,750 per month.
Category D	1,500 per month.	3,000 per month.
Unrated Pilots	1,000 per month.	1,500 per month.
(g) Qualified Flying Instructors ('82 AF)	20 per day.	30 per day.
(h) Parachute Jumping Instructors (KA)	1,100 per month.	1,485 per month.
Diving Instructors (KN)		
1. SERVICEMEN	<i>KSh.</i>	<i>KSh.</i>
(a) Supernumerary AirCrew: (Parachutist, Inflight Technician, Air Gunner and Air Dispatcher	500 per month.	675 per month.
(b) Divers	500 per month.	675 per month.
(c) Flying Cadets	600 per month.	900 per month.
(d) Trackers:		
Class I	75 per month.	100 per month.
Class II	55 per month.	70 per month.
Class III	40 per month.	55 per month.
(e) Star Soldiers	100 per month.	135 per month.
(f) Dog Handlers	120 per month.	160 per month.
(g) Firemen	75 per month.	100 per month.
(h) Parachute Jumping Instructors (KA)	780 per month.	1,050 per month.
Diving Instructors (KN)		
(i) Mortarmen	120 per month.	160 per month.

THE RE-EVALUATED TRADE STRUCTURE

New Trade Name	Old Trade Name (Includes)	WO I	WO II	SSGT	SGT	CPL	SPT/L/CPL	PTE
Army Sergeant Major	Army Sergeant Major	9:13	—	—	—	—	—	—
Ammo Tech.	Ammo Tech.	9:13	8:11	5:9	5:8	4:6	3:4	1:1
Armament Tech.	a. Missile Tech.	9:13	9:12	5:9	5:8	4:6	3:4	1:1
	b. Arms Tech.	9:13	9:12	6:10	5:8	4:6	3:4	1:1
	c. Weapons/Arms Artificer ..	9:13	9:12	6:10	4:8	4:6	3:4	1:1
Recommended		9:13	9:12	6:10	5:8	4:6	3:4	1:1
Armament Mech.	a. Armourers/Arms Mech. ..	9:13	9:12	4:8	4:7	4:6	3:4	1:1
	b. Gunner/Fitters	9:13	9:12	4:8	4:7	4:6	3:4	1:1
Recommended		9:13	9:12	4:8	4:7	4:6	3:4	1:1
Air Traffic Controller Assistants ..	a. Fighter Control Operators ..	8:12	8:11	3:7	3:6	3:5	2:3	1:1
	b. Air Traffic Control Assistants ..	8:12	8:11	3:7	3:6	3:5	2:3	1:1
Recommended		8:12	8:11	4:8	3:6	3:5	2:3	1:1
Air Frame and Engine Tech. ..	a. A and E Techs.	9:13	9:12	6:10	5:8	4:6	3:4	1:1
	b. NDI	9:13	9:12	6:10	5:8	4:6	3:4	1:1
	c. Flight Tech.	9:13	9:12	6:10	5:8	4:6	3:4	1:1
	d. Quality Control Tech.	9:13	9:12	6:10	5:8	4:6	3:4	1:1
	e. Structural Repair Tech.	9:13	9:12	6:10	5:8	4:6	3:4	1:1
	f. Specialized Welding Tech.	9:13	9:12	6:10	5:8	4:6	3:4	1:1
Recommended		9:13	9:12	6:10	5:8	4:6	3:4	1:1
Air Load Master	Air Movers	8:12	8:11	4:8	3:6	2:4	2:3	1:1
Armoured Fighting Vehicle Crew	a. AFV Gunners	8:12	8:11	4:8	4:7	3:5	3:4	1:1
	b. AFV Loaders	8:12	8:11	4:8	4:7	3:5	3:4	1:1
	c. ATGM Missile Operators ..	8:12	8:11	4:8	4:7	3:5	2:3	1:1
	d. AFV Drivers Operators	8:12	8:11	4:8	4:7	3:5	2:3	1:1
Recommended		8:12	8:11	4:8	4:7	3:5	3:4	1:1
Air Gunner Observer		8:12	8:11	4:8	4:7	3:5	2:3	1:1

Bandsman	Drummers	8:12	8:11	4:8	4:7	3:5	3:4	1:1
	Bandsman	8:12	8:11	4:8	4:7	3:5	3:4	1:1
Recommended		8:12	8:11	4:8	4:7	3:5	3:4	1:1
Boiler Attendant	Boiler Attendant	—	—	—	3:6	2:4	2:3	1:1
Communication Operator	a. Radio Opr.	8:12	8:11	4:8	3:6	3:5	2:3	1:1
	b. Regimental Signallers	8:12	8:11	4:8	3:6	3:5	2:3	1:1
	c. Telephone Opr.	8:12	8:11	4:8	3:6	3:5	2:3	1:1
	d. Yos, Linesmen	8:12	8:11	4:8	3:6	3:5	2:3	1:1
	e. Dispatch Riders	8:12	8:11	4:8	3:6	3:5	2:3	1:1
	f. Telegraphists	8:12	8:11	4:8	3:6	3:5	2:3	1:1
Recommended		8:12	8:11	4:8	3:6	3:5	2:3	1:1
a. Clerk Gen.	a. Clerk Gen.	7:11	7:10	3:7	3:6	1:3	1:2	1:1
b. Clerk Pay	b. Clerk Pay	8:12	7:10	3:7	3:6	1:3	1:2	1:1
Recommended		8:12	7:10	3:7	3:6	2:4	2:3	1:1
Cook	Cook	7:11	7:10	3:7	3:6	2:4	2:3	1:1
Recommended		8:11	7:10	4:8	3:6	2:4	2:3	1:1
Carpenter	a. Carpenter Engr.	—	—	3:7	3:6	3:5	2:3	1:1
	b. Carpenter Joiner	—	—	—	3:6	2:4	1:2	1:1
Recommended		—	—	3:7	3:6	3:5	2:3	1:1
Clerk of Works	a. Construction Tech.	9:13	8:11	4:8	4:7	—	—	1:1
	b. Civil Engr. Tech.	9:13	8:11	4:8	4:7	—	—	1:1
	c. Clerks of Works	9:13	8:11	4:8	4:7	—	—	1:1
Recommended		9:13	8:11	4:8	4:7	—	—	—
Electronic Equipment Tech.	a. Radio Tech.	9:13	9:12	5:9	5:8	4:6	3:4	1:1
	b. Radar Comms. Tech.	9:13	9:12	5:9	5:8	4:6	3:4	1:1
	c. Terminal Eqpt. Tech.	9:13	9:12	5:9	5:8	4:6	3:4	1:1
	d. Pabx Tech.	9:13	9:12	5:9	5:8	4:6	3:4	1:1
	e. Comms Eqpt. Tech.	9:13	9:12	5:9	5:8	4:6	3:4	1:1
	f. Ground Radio Tech.	9:13	9:12	5:9	4:7	4:6	3:4	1:1
	g. Electronic Tech.	9:13	9:12	5:9	5:8	4:6	3:4	1:1
Recommended		9:13	9:12	5:9	5:8	4:6	3:4	1:1
Crash and Rescue Operator		—	—	—	—	—	—	1:1
Catechist	a. AC Catechist	7:11	7:10	3:7	3:6	—	—	1:1
	b. RC Catechist	7:11	7:10	3:7	3:6	—	—	1:1
	c. Muslim Maalims	7:11	7:10	3:7	3:6	—	—	1:1
Recommended		7:11	7:10	3:7	3:6	—	—	1:1

THE RE-EVALUATED TRADE STRUCTURE

New Trade Name	Old Trade Name (Includes)	WO I	WO II	SSGT	SGT	CPL	SPTE L/CPL	PTE
Computer Programmer	—	9:13	9:12	4:8	4:7	—	—	1:1
Computer Tech.	—	9:13	9:12	6:10	—	—	—	1:1
Computer Operator	Punch Machine Operator ..	8:12	8:11	3:7	3:6	2:4	2:3	1:1
Control Eqpt. Tech.	—	9:13	9:12	5:9	5:8	3:5	3:4	1:1
Combat Engineer	Assault Pioneers	8:12	7:10	4:8	4:7	3:5	2:3	1:1
	Combat Engr.	8:12	7:10	5:9	4:7	4:6	3:4	1:1
Recommended		8:12	7:10	5:9	4:7	4:6	3:4	1:1
Draughtsman	—	9:13	9:12	4:8	4:7	3:5	3:4	1:1
Drivers	a. Tank Transporter Driver ..	8:12	8:11	4:8	3:6	3:5	2:3	1:1
	b. Driver	8:12	8:11	3:7	3:6	2:4	2:3	1:1
Recommended		8:12	8:11	4:8	3:6	3:5	2:3	1:1
Education Instr. Librarian		7:11	7:10	3:7	3:6	3:5	3:4	1:1
Camera Tech.		8:12	8:11	4:8	4:7	4:6	3:4	1:1
Radar Tech.	a. Ground Radar Tech.	9:13	9:12	5:9	4:7	4:6	3:4	1:1
	b. Air Radar Tech.	9:13	9:12	6:10	5:8	4:6	3:4	1:1
	c. Ship Radar Tech.	9:13	9:12	6:10	5:8	4:6	3:4	1:1
Recommended		9:13	9:12	6:10	5:8	4:6	3:4	1:1
Engine Room Tech.	Engine Room Tech.	9:13	9:12	5:9	4:7	3:5	3:4	1:1
Fitter General	a. Metal Worker	9:13	8:11	4:8	4:7	3:5	2:3	1:1
	b. Panel Beater	9:13	8:11	4:8	4:7	3:5	2:3	1:1
	c. Blacksmith	9:13	8:11	4:8	4:7	3:5	2:3	1:1
Recommended		9:13	8:11	4:8	4:7	3:5	2:3	1:1
Fireman		9:13	8:11	4:8	4:7	3:5	2:3	1:1

Gunner	a. FD Gunner	8:12	7:10	4:8	4:7	3:5	2:3	1:1
	b. Air Defence Gunner	8:12	7:10	4:8	4:7	3:5	2:3	1:1
	c. Arty Gunner	8:12	7:10	4:8	4:7	3:5	2:3	1:1
	d. Arty Mortarmen	8:12	7:10	4:8	4:7	3:5	2:3	1:1
Recommended		8:12	7:10	4:8	4:7	3:5	2:3	1:1
Hygiene Assistant	Sanitary							
Orderly		—	—	3:7	3:6	1:3	1:2	1:1
Recommended		—	—	4:8	3:6	2:4	2:3	1:1
Health Personnel Level II	a. K.E.N.	8:12	8:11	4:8	4:7	4:6	3:4	1:1
	b. K.E.C.N.	8:12	8:11	4:8	4:7	4:6	3:4	1:1
	c. Clinical Asst.	9:13	8:11	4:8	4:7	4:6	3:4	1:1
	d. Med. Lab. Asst.	9:13	8:11	4:8	4:7	4:6	3:4	1:1
	e. Asst. Analyst	9:13	8:11	4:8	4:7	4:6	3:4	1:1
	f. Public Health Tech.	8:12	8:11	4:8	4:7	4:6	3:4	1:1
	g. Asst. Physiotherapist	9:13	8:11	4:8	4:7	4:6	3:4	1:1
	i. Pharm. Asst.	9:13	8:11	4:8	4:7	4:6	3:4	1:1
	j. Hygiene Tech.	8:12	8:11	4:8	4:7	4:6	3:4	1:1
	k. Plaster Tech.	9:13	8:11	4:8	4:7	4:6	3:4	1:1
	l. Radiographic Film Processor	8:12	8:11	4:8	4:7	4:6	3:4	1:1
	m. Pharmaceutical Tech.	8:12	8:11	4:8	4:7	4:6	3:4	1:1
Recommended		9:13	8:11	4:8	4:7	4:6	3:4	1:1
Infantry man	Infantry man	8:12	7:10	4:8	4:7	3:5	2:3	1:1
Installation Electrician		8:12	8:11	4:8	4:7	3:5	2:3	1:1
Job Analyst Assistant		7:11	7:10	—	—	—	—	—
Recommended		8:12	8:11	—	—	—	—	—
Machinist	Machinist	9:13	9:12	5:9	5:8	4:6	3:4	1:1
Mine Clearance Diver		8:12	8:11	5:9	5:8	4:6	—	—
Mason	Brick Layers	8:12	8:11	4:8	4:7	3:5	2:3	1:1
Missile Opr.	Missile Opr.	8:12	7:10	4:8	4:7	3:5	2:3	1:1
Military Police	a. AF Police	8:12	7:10	3:7	2:5	2:4	1:2	1:1
	b. Fingerprint Expert	8:12	7:10	3:7	3:6	3:5	2:3	1:1
	c. Military Police	8:12	7:10	3:7	2:5	2:4	2:3	1:1
Recommended		8:12	7:10	4:8	3:6	3:5	2:3	1:1

Suppliers		<i>a. Storekeeper</i>	8:12	8:11	3:7	3:6	1:3	1:2	1:1
		<i>b. Ordinance Clerks</i>	8:12	8:11	3:7	3:6	1:3	1:2	1:1
		<i>c. Stores Accts.</i>	8:12	8:11	3:7	3:6	1:3	1:2	1:1
		<i>d. Reg. Storeman</i>	8:12	8:11	3:7	3:6	1:3	1:2	1:1
		<i>e. Tech. Storeman</i>	8:12	8:11	3:7	3:6	1:3	1:2	1:1
Recommended			8:12	8:11	3:7	3:6	2:4	2:3	1:1
Soil Lab Tech.			—	—	5:9	5:8	4:6	3:4	1:1
Surveyors		<i>a. Arty Surveyor</i>	8:12	8:11	3:7	3:6	3:5	3:4	1:1
		<i>b. Engrs. Surveyor</i>	8:12	8:11	5:9	5:8	3:5	3:4	1:1
		<i>c. Hydrographer</i>	—	—	5:9	5:8	3:5	3:4	1:1
		<i>d. Surveyor Recorder</i>	8:12	8:11	5:9	5:8	3:5	3:4	1:1
Recommended			8:12	8:11	5:9	5:8	3:5	3:4	1:1
Safety Equipt. Worker		Safety Eqpt. Worker	8:12	8:11	3:7	3:6	2:4	2:3	1:1
Seaman		Seaman	8:12	7:10	4:8	3:6	3:5	1:2	1:1
Shipwright Tech.		Shipwright Tech.	9:13	9:12	5:9	4:8	3:5	3:4	1:1
Tailor/Fabric Worker		<i>a. Canvas Worker</i>	7:11	7:10	3:7	3:6	2:4	1:2	1:1
New Structure		<i>b. Upholstery Fabric Worker</i>	7:11	7:10	3:7	3:6	2:4	1:2	1:1
Recommended			7:11	7:10	3:7	3:6	2:4	1:2	1:1
Veh Tech.		<i>a. Plant Tech.</i>	9:13	9:12	5:9	4:7	3:5	3:4	1:1
		<i>b. Aux/Age</i>	9:13	9:12	4:8	4:7	3:5	3:4	1:1
		<i>c. Veh Tech.</i>	9:13	9:12	4:8	4:7	3:5	3:4	1:1
Recommended			9:13	9:12	5:9	4:7	3:5	3:4	1:1
Veh Mech.		Plant Mech.	9:13	9:12	4:8	4:7	3:5	2:3	1:1
Veh Elect.		Veh Elect.	8:12	8:11	4:8	4:7	3:5	3:4	1:1
W.S.C. Secretary		W.S.C. Secretary	8:12	8:11	3:7	3:6	2:4	2:3	1:1
W.S.C. GD		W.S.C. GD.	7:11	7:10	3:7	3:6	2:4	1:2	1:1

ANNEXURE IV.A

REVISED DAILY RATES OF SUBSISTENCE ALLOWANCE PAYABLE TO OFFICERS TRAVELLING ON DUTY OUTSIDE KENYA

Country	Colonel and above	Lt. Col., Maj. and Capt.	All other Officers and Other Ranks
	KSh.	KSh.	KSh.
Afghanistan	1,760	1,485	1,265
Albania	1,980	1,705	1,485
Algeria	3,905	3,630	3,410
Angola	3,300	3,025	2,805
Argentina	1,540	1,265	1,045
Australia	4,015	3,740	3,520
Austria	2,805	2,530	2,310
Bahamas	3,850	3,575	3,355
Bahrain	2,255	1,980	1,760
Bangladesh	1,815	1,540	1,320
Barbados	2,365	2,090	1,870
Bermuda	3,300	3,025	2,805
Belgium	3,850	3,575	3,355
Belize	2,860	2,585	2,365
Benin	2,200	1,925	1,705
Olivia	1,705	1,430	1,210
Botswana	1,705	1,430	1,210
Brazil	3,190	2,915	2,695
Bulgaria	2,035	1,760	1,540
Burkina Faso	3,135	2,860	2,640
Burma	1,760	1,485	1,265
Burundi	2,200	1,925	1,705
Cameroon	3,520	3,245	3,025
Canada	3,905	3,630	3,410
Cape Verde	2,090	1,815	1,595
Central African Republic	3,190	2,915	2,695
Chad	2,970	2,695	2,475
Chile	2,200	1,925	1,705
China	3,465	3,190	2,970
Colombia	2,420	2,145	1,925
Comoros	2,970	2,695	2,475
Congo	3,465	3,190	2,970
Costa Rica	2,200	1,925	1,705
Cote d'Ivoire	3,080	2,805	2,585
Cuba	2,310	2,035	1,815
Cyprus	1,705	1,430	1,210

ANNEXURE IV.A—(Contd.)

REVISED DAILY RATES OF SUBSISTENCE ALLOWANCE PAYABLE TO OFFICERS TRAVELLING ON DUTY OUTSIDE KENYA

Country	Colonel and above	Lt. Col., Maj. and Capt.	All other Officers and Other Ranks
	KSh.	KSh.	KSh.
Czechoslovakia	1,980	1,705	1,485
Denmark	3,575	3,300	3,080
Djibouti	2,750	2,475	2,255
Dominica	2,420	2,145	1,925
Ecuador	2,585	2,310	2,090
Egypt	2,750	2,475	2,255
El Salvador	1,925	1,650	1,430
Equatorial Guinea ..	2,255	1,980	1,760
Ethiopia	1,980	1,705	1,485
Fiji	2,585	2,310	2,090
Finland	4,620	4,235	4,125
France	3,905	3,630	3,410
French Guiana	2,805	2,530	2,310
Gabon	3,410	3,135	2,915
Gambia	2,585	2,310	2,090
Germany (East)	4,400	4,125	3,905
Germany (West)	3,905	3,630	3,410
Ghana	1,155	1,045	825
Greece	1,760	1,485	1,265
Grenada	3,300	3,025	2,805
Guadeloupe	3,355	3,080	2,860
Guatemala	1,815	1,540	1,320
Guinea	3,410	3,135	2,915
Guinea Bissau	2,750	2,475	2,255
Guyana	3,245	2,970	2,750
Haiti	2,365	2,090	1,870
Honduras	2,200	1,925	1,705
Hong Kong	3,465	3,190	2,970
Hungary	2,255	1,980	1,760
Iceland	2,310	2,035	1,815
India	2,145	1,870	1,650
Indonesia	2,255	1,980	1,760
Iran	5,390	5,115	4,895
Iraq	4,180	3,905	3,685
Ireland	2,805	2,530	2,310
Israel	2,695	2,420	2,200

ANNEXURE IV.A—(Contd.)

REVISED DAILY RATES OF SUBSISTENCE ALLOWANCE PAYABLE TO OFFICERS TRAVELLING ON DUTY OUTSIDE KENYA

Country	Colonel and above	Lt. Col., Maj. and Capt.	All other Officers and Other Ranks
	KSh.	KSh.	KSh.
Italy	3,905	3,630	3,410
Jamaica	2,970	2,695	2,475
Japan	5,390	5,115	4,895
Jordan	2,035	1,760	1,540
Korea	1,980	1,705	1,485
Kuwait	3,410	3,135	2,915
Laos	1,265	1,045	825
Lebanon	1,540	1,265	1,045
Lesotho	1,485	1,210	990
Liberia	4,125	3,850	3,630
Libya	2,530	2,255	2,035
Luxembourg	2,860	2,585	2,365
Madagascar	2,310	2,035	1,815
Malawi	2,530	2,255	2,035
Malaysia	2,750	2,475	2,255
Maldives	2,145	1,760	1,540
Mali	3,190	2,915	2,695
Malta	2,365	2,090	1,870
Mauritania	2,145	1,870	1,650
Mauritius	2,640	2,365	2,145
Mexico	3,300	3,025	2,805
Monaco	2,805	2,530	2,310
Mongolia	1,815	1,540	1,320
Morocco	2,090	1,815	1,595
Mozambique	1,760	1,485	1,265
Namibia	3,300	3,025	2,805
Nepal	1,705	1,430	1,210
Netherlands	3,850	3,575	3,355
New Zealand	3,575	3,300	3,080
Nicaragua	3,575	3,300	3,080
Niger	3,080	2,805	2,585
Nigeria	2,035	1,760	1,540
Norway	3,355	3,080	2,860
Oman	3,080	2,805	2,585
Pakistan	2,365	2,090	1,870
Panama	2,915	2,640	2,420

ANNEXURE IV.A—(Contd.)

REVISED DAILY RATES OF SUBSISTENCE ALLOWANCE PAYABLE TO OFFICERS TRAVELLING ON DUTY OUTSIDE KENYA

Country	Colonel and above	Lt. Col., Maj. and Capt.	All other Officers and Other Ranks
	<i>KSh.</i>	<i>KSh.</i>	<i>KSh.</i>
Papua New Guinea	3,630	3,355	3,135
Paraguay	1,375	1,100	880
Peru	2,640	2,365	2,145
Philippines	2,035	1,760	1,540
Poland	2,090	1,815	1,595
Portugal	2,035	1,760	1,540
Puerto Rico	1,650	1,375	1,155
Quatar	2,640	2,365	2,145
Reunion	2,915	2,640	2,420
Romania	3,300	3,025	2,805
Rwanda	2,530	2,255	2,035
Samoa	2,145	1,870	1,650
Saudi Arabia	3,520	3,245	3,025
Senegal	3,080	2,805	2,585
Seychelles	3,410	3,135	2,915
Sierra Leone	3,685	3,410	3,190
Singapore	2,530	2,255	2,035
Somalia	1,485	1,210	990
Spain	3,520	3,245	3,025
Sri Lanka	1,430	1,155	935
Sudan	2,750	2,475	2,255
Surinam	2,970	2,695	2,475
Swaziland	1,595	1,320	1,100
Sweden	4,235	3,960	3,740
Switzerland	3,905	3,630	3,410
Syria	3,355	3,080	2,860
Taiwan	3,465	3,190	2,970
Tanzania	2,365	2,090	1,870
Thailand	2,585	2,310	2,090
Togo	2,860	2,585	2,365
Tonga	2,475	2,200	1,980
Tobago	2,090	1,815	1,595
Trinidad	2,090	1,815	1,595
Tunisia	1,375	1,100	880
Turkey	5,390	5,115	4,895
Uganda	3,300	3,025	2,805

ANNEXURE IV.A—(Contd.)

REVISED DAILY RATES OF SUBSISTENCE ALLOWANCE PAYABLE TO OFFICERS TRAVELLING ON DUTY OUTSIDE KENYA

Country	Colonel and above	Lt. Col., Maj. and Capt.	All other Officers and Other Ranks
	KSh.	KSh.	KSh.
U.S.S.R.	3,575	3,300	3,080
United Arab Emirates	2,805	2,530	2,310
United Kingdom	3,905	3,630	3,410
U.S.A	3,905	3,630	3,410
Uruguay	1,650	1,375	1,155
Venezuela	1,210	935	715
Viet Nam	1,485	1,210	990
Yemen	3,410	3,135	2,915
Yugoslavia	3,300	3,025	2,805
Zaire	4,180	3,905	3,685
Zambia	2,915	2,640	2,420
Zimbabwe	2,310	2,035	1,815

ANNEXURE IV.B

FOREIGN SERVICE ALLOWANCE RATES PER MONTH

Country	COLONEL AND ABOVE				LIEUTENANT COLONEL			
	Single		Married		Single		Married	
	US\$	KSh.	US\$	KSh.	US\$	KSh.	US\$	KSh.
Tehran	2,982	101,388	3,167	107,678	2,744	93,296	2,930	99,620
Tokyo	2,485	84,490	2,639	89,726	2,287	77,758	2,442	83,028
Geneva, Windhoek ..	2,259	76,806	2,398	81,532	2,059	70,006	2,220	75,480
Lagos	1,702	57,868	1,807	61,438	1,567	53,278	1,673	56,882
Kinshasa, Riyadh, Kigali Mogadiscio, Dar-es- Salaam, Khartoum, Beijing	1,581	53,754	1,678	57,052	1,455	49,470	1,554	52,836
London, Moscow, Bonn, Washington, The Hague, Paris, Rome, Brussels, Stockholm, Canberra, Islamabad, Ottawa	1,459	49,606	1,549	52,666	1,343	45,662	1,434	48,756
Kampala, Abu Dhabi, Cairo, Addis Ababa, Lusaka, New Delhi ..	1,338	45,492	1,420	48,280	1,231	41,854	1,315	44,710
Harare	1,216	41,344	1,291	43,894	1,119	38,046	1,195	40,630

Country	MAJOR				CAPTAIN			
	Single		Married		Single		Married	
	US\$	KSh.	US\$	KSh.	US\$	KSh.	US\$	KSh.
Tehran	2,561	87,074	2,744	93,296	2,424	82,416	2,560	87,040
Tokyo	2,134	72,556	2,287	77,758	2,020	68,680	2,213	75,242
Geneva, Windhoek ..	1,940	65,960	2,079	70,686	1,836	62,424	1,972	67,048
Lagos	1,462	49,708	1,567	53,278	1,383	47,022	1,487	50,558
Kinshasa, Riyadh, Kigali Mogadiscio, Dar-es- Salaam, Khartoum, Beijing	1,354	46,036	1,455	49,470	1,264	42,976	1,381	46,954
London, Moscow, Bonn, Washington, The Hague, Paris, Rome, Brussels, Stockholm, Canberra, Islamabad, Ottawa	1,253	42,602	1,343	45,662	1,186	40,324	1,274	43,316
Kampala, Abu Dhabi, Cairo, Addis Ababa, Lusaka, New Delhi ..	1,148	39,032	1,231	41,854	1,087	36,958	1,168	39,712
Harare	1,044	35,496	1,119	38,046	988	33,592	1,062	36,108

Country	LIEUTENANT				2LT AND WO I			
	Single		Married		Single		Married	
	US\$	KSh.	US\$	KSh.	US\$	KSh.	US\$	KSh.
Tehran	2,170	73,780	2,354	80,036	1,916	65,147	2,333	79,322
Tokyo	1,808	61,472	1,962	66,708	1,597	54,298	1,944	66,096
Geneva, Windhoek ..	1,644	55,896	1,784	60,656	1,523	51,782	1,663	56,542
Lagos	1,239	42,126	1,344	45,696	1,148	39,032	1,253	42,602
Kinshasa, Riyadh, Kigali Mogadiscio, Dar-es- Salaam, Khartoum, Beijing	1,151	39,134	1,248	42,432	1,066	36,244	1,164	39,576
London, Moscow, Bonn, Washington, The Hague, Paris, Rome, Brussels, Stockholm, Canberra, Islamabad, Ottawa	1,062	36,108	1,152	39,168	984	33,456	1,074	36,516
Kampala, Abu Dhabi, Cairo, Addis Ababa, Lusaka, New Delhi ..	974	33,116	1,056	35,904	902	30,668	985	33,490
Harare	885	30,090	960	32,640	820	27,880	895	30,430

Country	WO II AND SSGT				SGT AND BELOW			
	Single		Married		Single		Married	
	US\$	KSh.	US\$	KSh.	US\$	KSh.	US\$	KSh.
Tehran	1,842	62,628	2,021	68,714	1,842	62,628	2,021	68,714
Tokyo	1,535	52,190	1,684	57,256	1,535	52,190	1,684	57,256
Geneva, Windhoeck	1,465	49,810	1,603	54,502	1,465	49,810	1,603	54,502
Lagos	1,103	37,502	1,210	41,140	1,103	37,502	1,210	41,140
Kinshasa, Riyadh, Kigali Mogadiscio, Dar-es- Salaam, Khartoum, Beijing	1,024	34,816	1,123	38,182	1,024	34,816	1,123	38,182
London, Moscow, Bonn, Washington, The Hague, Paris, Rome, Brussels, Stockholm, Canberra, Islamabad, Ottawa	946	32,164	1,037	35,258	946	32,164	1,037	35,258
Kampala, Abu Dhabi, Cairo, Addis Ababa, Lusaka, New Delhi	867	29,478	950	32,300	867	29,478	950	32,300
Harare	788	26,792	864	29,376	788	26,792	864	29,376

KEN
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ANNEXURE IV.C

OUTFIT ALLOWANCE

Posts	Colonel and above		Captain to Lt. Col.		Lieutenant and WO		Other Service Personnel	
	Single	Married	Single	Married	Single	Married	Single	Married
Moscow	K£ 240	K£ 480	K£ 180	K£ 360	K£ 120	K£ 240	K£ 90	K£ 180
Washington, New York, Jeddah, Bonn, Paris, Peking, London and Stockholm	180	360	150	300	90	180	60	120
Cairo, Kinshasa, Addis Ababa, Mogadishu, New Delhi, Dar-es- Salaam, Harare and Kampala ..	90	180	60	120	36	72	30	60

