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# Report on the Armed Forces Pay and other Conditions of Service

Presented to His Excellency the President  
JUNE, 1989


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Armed Forces Pay Review Board,  
P.O. Box 62927,  
NAIROBI.  
June, 1989.

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 Terms and Conditions of Service of 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;

- (a) In October 1982, an Interim Report on Pay and Pay Structure,
- (b) In July 1983, a Report on Pay, Allowances and Terms and Conditions of Service,
- (c) In December 1984, a Report on Pay Adjustment for Servicemen,
- (d) In June 1986, a Report on Pay and Allowances.

In January, 1989, Your Excellency directed the Board to undertake a review of the Pay, Allowances and Terms and Conditions of Service for the Armed Forces.

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

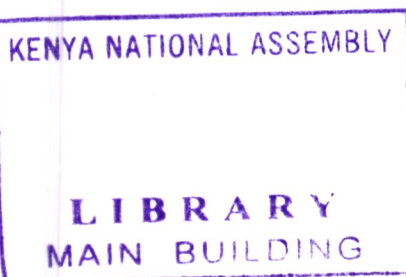
We would like to take this opportunity to thank Your Excellency for the continued trust and honour you have bestowed on us in this assignment and to express our loyalty and highest esteem to you Sir.

We are, Your Excellency,

Your Obedient Servants,

*Members:*

K. A. Ng'eny—*Chairman.*  
E. C. Kotut.  
S. N. Arasa.  
Lt.-Col. E. N. Mwangi.  
Maj. W. K. Koitaba.  
Miss J. J. Koitie—*Secretary.*



(iii)

[REDACTED]

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## CHAPTER I—INTRODUCTION

### Background

1. His Excellency the President and Commander-in-Chief of the Armed Forces constituted the Armed Forces Pay Review Board (AFPRB) by Legal Notice No. 3496 of 7th December, 1979. The Board was required to review Pay, Allowances, Terms and Conditions of Service 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 carried out in 1986, His Excellency the President in January 1989, directed that the Armed Forces Pay Review Board should undertake a review of the Pay, Allowances and Terms and Conditions of Service 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 review the Terms and Conditions of Service in the Armed Forces and to make recommendations on the necessary adjustments.
- (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.

In making recommendations and compiling the Report, the Board was expected to take into account the need to:—

- (i) provide levels of pay and fringe benefits which are considered fair both within and outside the Service,
- (ii) encourage the attraction and retention of the required calibre of Officers and Servicemen,
- (iii) encourage the attainment of the required standard of performance and discipline in the Armed Forces,
- (iv) ensure that the Armed Forces Pay and related fringe benefits are in reasonable harmony with those applicable in other sectors,
- (v) take cognizance of the prevailing economic situation in the country and the ability of the economy to pay, and
- (vi) present the Report to His Excellency the President as soon as possible.



### **Approach**

3. 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 and Allowances increases.

4. The Board also considered submissions made by the Department of Defence on the various aspects of the Armed Forces Pay, Allowances and Terms and Conditions of Service which are the subject of this review.

5. Reference was made to the past reviews undertaken by the Board. These were:—

- (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,
- (c) 1983 Report on Pay, Allowances and Terms and Conditions of Service,
- (d) 1984 Report on the Pay Adjustment for the Servicemen, and
- (e) 1986 Report on Pay and Allowances.

These references were necessary in order to ascertain which past recommendations of the Board required modification or deletion due to changed Service requirements or circumstances.

6. The continued contribution of the Armed Forces in the development of the country, requires that competitive scales of Pay and other benefits be designed to attract and retain competent and skilled personnel in the Armed Forces.

7. In arriving at various recommendations contained in this Report in respect of Pay and Allowances, the Board has taken into account all aspects highlighted in the foregoing paragraphs.

### **Acknowledgement**

8. We would like to take this opportunity to thank all those who assisted us in one way or another in collecting material and considering the various aspects of our Terms of Reference. We are particularly grateful to Mr. J. T. arap Leting, Permanent Secretary/Secretary to the Cabinet and Head of 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. We would also wish to express our gratitude to the senior staff of the Armed Forces who met the Board to provide information which greatly assisted us in formulating our conclusions, observations and recommendations. In this respect, we would like to mention Lieutenant General J. L.



Lengees, Army Commander; Major General J. R. E. Kibwana, Navy Commander; Major General D. K. Wachira, '82 Air Force Commander and Major General J. Munyao, Chief of Staff.

10. Our gratitude also goes to the senior staff of the Armed Forces who presented and elaborated on proposals by the Department of Defence. In this regard, we mention Brigadier S. K. Kipsaita, Chief of Personnel; Colonel J. P. Ngurukie, S.O.I. AFJET; Lieutenant Colonel J. M. P. Munandi, S.O.I. Career Planning and Manpower Development; Major P. B. Marwa, S.O.II AFJET; Major A. O. Momanyi, S.O. II Career Planning and Major E. M. Kilonzo, S.O. II Manpower Development.

11. We record our appreciation also to Mr. E. N. Njiru, Deputy Secretary, Department of Defence, who provided the necessary services and facilities that enabled the working and operations of the Board to be carried out satisfactorily.

12. Finally, we express our appreciation to Miss J. J. Koitie, the Secretary to the Board, for compiling this Report with the assistance of Mr. E. S. Osundwa, Mr. D. M. Mutiso, Mrs. M. W. Kimathi, Miss D. Achapa, Mrs. H. M. Otundo, Mrs. R. A. Mukoya, Miss P. Birgen, Miss F. W. Nzoka and Mr. P. S. Kimaywa.

## CHAPTER II—ROLE OF THE ARMED FORCES

13. 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 Kenya Armed Forces primary role is the defence of the country against external aggression. The secondary role provided for in the Act allows the Armed Forces to support the civilian power in maintaining law and order in the country when called upon to do so.

14. The Armed Forces also contribute to national security and stability enabling citizens of this country to go about their daily activities.

15. Another important role of the Armed Forces relates to ceremonials. 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 and contribute to national confidence.

16. The Armed Forces of the Republic of Kenya have also enhanced Kenya's foreign policy in their participation in peace-keeping roles outside Kenya. In this regard their presence in the Commonwealth Monitoring Force in Zimbabwe in December 1979 to March 1980, the OAU Peace Keeping Force in Chad, in December 1981 to June 1982 and now their participation in United Nations Military Observer Group in Iran-Iraq (UNIIMOG) since 15th August, 1988 and also in the transition to Independence of Namibia (UNTAG) from April 1988 testify eloquently to Kenya's policy of positive neutrality and the preservation of international peace.

17. There are yet other aspects of national importance to which the Armed Forces contribute, one of which is the development of skilled manpower. Their diverse 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.

18. 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 or to inaccessible areas, protection to fishermen and control of the national waters against illegal trading activities.

19. The Armed Forces possess specialized skills in the construction field, which have increasingly been applied to civilian projects. For instance they have undertaken a number of construction projects and related jobs including the following:—

- (a) a single storey building for domestic science and a laboratory and a single storey dormitory for one hundred and sixty girls in Solian Girls High School,
- (b) a seven-kilometre long self-help water project in Isinya Girls High School,
- (c) a playing field/graduation stand for Kabete Campus,
- (d) a running track, hockey, netball and football fields for Moi Forces Academy,
- (e) a survey for 1,000 plots for Kayole Housing Project,
- (f) Drill Square and Presidential Dais for recruit training school in Moi Barracks, Eldoret,
- (g) Hostels for Kenya Armed Forces Old Comrades Association in Machakos and Kitui,
- (h) Athi River and Mariakani Rifle Ranges,
- (i) classrooms, dining hall, road network and water treatment system for the School of Artillery in Archer's Post, Isiolo, and
- (j) the landscaping at Uhuru Park.

20. The need for the Armed Forces to enhance its capability in the construction field and participate in development activities, is even more urgent in these times of declining resources which demand maximization of the use of machines and manpower at the disposal of the public. Further, increased participation by the Armed Forces in this manner will not only contribute to the socio-economic development of the country but will also provide ideal training opportunities for the Armed Forces personnel.



## CHAPTER III—ECONOMIC PERSPECTIVE

### Background

21. In the course of our work, we have considered the state of the economy, including growth trends, balance of payments, Government budgetary operations and medium term growth prospects. We have also examined changes in the cost of living and provisions relating to Wage Guidelines. Elsewhere in the Report we have considered the contribution of the Armed Forces towards the maintenance of a healthy and peaceful society and indirectly, towards Kenya's economic growth and prosperity.

22. During the first decade of independence, the economy, in terms of Gross Domestic Product, registered an average annual growth rate of about 7 per cent with inflation rates of below 3 per cent, strong balance of payments position and surpluses in the budgetary operations. After that period, the economy suffered major set-backs due to a series of external factors emanating from the oil crisis manifested by fall in prices of major exports, rise in interest rates abroad and escalating prices of imports. These external factors as well as some domestic factors, particularly droughts, combined to suppress economic growth and led to high and accelerating rates of inflation and deterioration in the balance of payments. The situation improved considerably in the 1970s when terms of trade turned-around in favour due to sharp rises in coffee and tea prices in 1976 and 1977. Occasional set-backs, including deteriorations in terms of trade and droughts appeared in the early 1980s marked by the highest rate of inflation since independence in 1982 and a severe drought in 1984. Thus, during the period 1979-1983 growth in Gross Domestic Product declined from 5.0 per cent to 2.3 per cent. The devastating drought of 1984 further reduced growth to 0.8 per cent.

23. The situation has however improved significantly since 1985 due to decline in oil prices, favourable weather conditions, improved terms of trade and better management policies. These positive developments enabled the economy to achieve real growth in Gross Domestic Product of 4.8 per cent, 5.5 per cent and 4.8 per cent in 1985, 1986 and 1987 respectively. It is estimated that in 1988, a growth rate of 5.2 per cent in Gross Domestic Product was achieved. According to current estimates the economy is expected to maintain an average annual growth in the order of 5.0 per cent during the period 1989-1991.

24. A major contributing factor to the improved economic prospects was the adoption by the Government of Sessional Paper No. 1 of 1986 on Economic Management for Renewed Growth. The Sessional Paper sets out policies and strategies for economic growth to the year 2000 and provides for an average annual growth of 5.6 per cent over the period.

25. Among the important elements of economic strategy set out in the Sessional Paper is the maintenance of a low rate of inflation and a viable balance of payments position. This calls, among other things, for restraint on Government expenditure to reduce the budgetary deficit to a sustainable level. Accordingly, the Government has in recent years endeavoured to reduce the budget deficit despite heavy demands on it to expand social services such as education, health and other essential services. The budget deficit as a proportion of Gross Domestic Product has been brought down from over 9 per cent in 1980/81 to 4.0 per cent in 1987/88. The Sessional Paper provides for a reduction of the budget deficit to about 2.5 per cent of Gross Domestic Product by the year 2000. Similarly, the Development Plan (1989-1993) provides for a 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.

### Cost of Living

26. The Government publishes costs of living indices indicating the cost of goods and services purchased by consumers under three income groups and these provide an indication of the average rate of inflation. The behaviour of consumer prices affecting the three income groups between July, 1986 and December, 1988 are shown in the Table below. The latest published figures indicate that the upward trend in consumer price indices which started in 1987 is likely to continue in 1989. It is therefore estimated that the cost of living will on average increase by 10-12 per cent during 1989.

TABLE: CONSUMER PRICE INCREASES JULY 1986-DECEMBER 1988

Income Group*	Price Index July, 1986	Price Index December, 1988	Percentage Change	Projected Percentage Change to December, 1989
Lower .. .. .	369.1	440.5	19.3	29.3
Middle .. .. .	352.5	452.7	28.4	40.4
Upper .. .. .	339.9	428.7	26.1	37.1
TOTAL AVERAGE	353.8	440.6	24.6	35.6

Source:— Central Bureau of Statistics.

\*Lower income: Sh. 699 and below.

Middle income: Sh. 700-2,499.

Upper income: Sh. 2,500 and over.



27. It is evident that consumer prices have since July, 1986 risen on a cumulative basis by 24.6 per cent and are expected to reach 35.6 per cent by end of December, 1989.

### **Wages Guidelines**

28. 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.

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

30. In making recommendations for Pay and Allowances the Board has taken into account the factors outlined above. In particular, the Board has noted:—

- (a) the cumulative increase in consumer prices since 1986 and the consequent reduction in real income of Armed Forces personnel,
- (b) the desire of the Government to contain the budget deficit,
- (c) the improved economic situation due to better management policies, and
- (d) the ability of the economy to pay.

## CHAPTER IV—PAY AND PAY STRUCTURE

### Introduction

31. The 1986 Armed Forces Pay Review Board Report revised Pay Scales for Officers and Servicemen which became effective from 1st July, 1986.

32. In recommending 1986 Pay Scales, the following factors were considered:—

- (a) the increase in the cost of living since the award which became effective on 1st July, 1982,
- (b) the restoration of the differentials between Officers and Servicemen Pay to those which existed at 1st July, 1982,
- (c) the increase in Pay awarded to Servicemen in 1985,
- (d) the additional rewards particular to the Armed Forces both monetary and non-monetary,
- (e) those aspects of the Service which are not measurable by standards drawn from civilian life, and
- (f) the annual increments which are earned by all ranks.

33. Certain anomalies that existed in the Pay Structure for military personnel were adjusted in the 1986 Report. The restoration of the differentials between Officers and Servicemen Pay removed the overlaps and restored the recognition on rank as well as technical skills.

34. 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, 1986,
- (b) the comparison with remuneration of comparable jobs in other relevant sectors, and
- (c) the X-Factor.

### The Increase in the Cost of Living

35. Reference to the percentage increases in the cost of living since 1986 are set out by the Treasury in their letter dated 3rd March, 1989. These are:—

Lower Income Group ... ..	17.4 per cent.
Middle Income Group ... ..	28.0 per cent.
Upper Income Group ... ..	24.9 per cent.

36. As stated earlier, the last increase awarded to the Armed Forces became effective from 1st July, 1986. The increase in the cost of living has been assessed from 31st December, 1986 to 31st December, 1988. In computing the percentage increases which should be applied to the Armed Forces, a further twelve months has been taken into account. This subject has been discussed in detail in Chapter III.

37. The cost of living adjustments are made in arrears to compensate for the increases over a period; in the case of the Armed Forces, over three years since the last award. The figures quoted in paragraph 35 indicate that there has been some reduction in the purchasing power of the Armed Forces personnel over the last three years and they can therefore be said to have a justifiable cause for compensation.

#### **Pay Comparison with Equivalent Jobs in other Comparable Sectors**

38. It is noted that the training of technical personnel in the Armed Forces, 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 civilian 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 civilian sector and particularly in the private sector. This difference between the Armed Forces Pay and that of the civilian sector, to a large extent, explains the loss of qualified military personnel to the civilian sector and hence the need to bridge the gap.

#### **The X-Factor**

39. 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.

40. 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 increment for all ranks in the Armed Forces.

41. The level of education of military personnel has now gone up substantially from what it was at Independence. A number of Servicemen, for

instance, who join the Forces are of Form Four/K.C.E. level and above. This trend is set 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.

42. The "subsidy" benefits accruing from Armed Forces Canteen Organization Services received by the Armed Forces personnel are intended to have a "cushioning" effect against some of the cost of living increases. It should, however, be realized that general price increases due to 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 the military personnel, is not very significant.

43. Annual increments could be said to provide some compensation for the cost of living increases. 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 against increases in the cost of living.

44. The Board has increased the rate of annual increments for Servicemen. The Board has also provided for additional incremental points for the ranks of Lieutenant Colonel and Colonel in view of the fact that most of the Officers serve in these ranks for long periods before advancement.

45. Having regard to the factors outlined in the fore-going paragraphs and in particular:—

- (a) maintenance of differentials between Officers and Servicemen Pay established in the 1986 Armed Forces Pay Review Board Report,
- (b) the need to bridge the substantial gap between the Armed Forces Pay and that of comparable jobs in other relevant sectors,
- (c) the rise in the cost of living, and
- (d) the need to ensure that the highest reward go 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,



*The Board recommends that:—*

(i) Pay increases be awarded to Armed Forces personnel as shown in Annexures.

(ii) The following scales be adopted:—

Annexure IV.A—Officers.

Annexure IV.B—Servicemen.

Annexure IV.C—Armed Forces Constabulary.

Annexure IV.D—Cadets and Recruits.

(iii) the recommended pay scales be effective from 1st July, 1989.

#### **Retired Officers**

46. At the moment, Regulations provide for re-employment of a Retired Officer in the Department of Defence. Such an Officer is given the maximum pay for a lower rank than the Officer held on retirement. *The Board finds this arrangement to be satisfactory and recommends its continuation.*

#### **Additional Pay**

47. It has been suggested that Additional Pay be reviewed to reflect the cost of living increases. However, the Board finds that Additional Pay is dependent on cost of living increases. The system of Additional Pay established in the Armed Forces in order to compensate, attract and retain certain specialist skills. 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 commensurate system in the Armed Forces.

48. Nevertheless, the Board has reviewed the rates of Additional Pay and *recommends that the rates of Additional Pay be revised as shown in Annexure IV.E.*

## CHAPTER V—ALLOWANCES

### Introduction

49. The allowances paid to the Armed Forces personnel fall into two categories. These are:—

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

These allowances have in the past been revised by the Board. Such revisions were made in the Armed Forces Pay Review Board Reports of 1980, 1983 and 1986.

50. In this Chapter, the Board reviews all the existing and proposed allowances in relation to the rise in the cost of living, increased job demands or changed Service requirements.

### ALLOWANCES FOR OFFICERS

#### Pay of Higher Rank—(Acting Allowance)

51. 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 the travelling privileges and other related allowances such as Accommodation Allowance (but *not* House Allowance or Hardship Allowance) at the rate applicable to the higher post.

52. The Board finds the present arrangement of paying this allowance satisfactory and therefore *recommends that*:—

- (a) *The practice of payment of Pay of Higher Rank be continued;*
- (b) *The procedure of acting appointment be retained.*

#### Overseas Subsistence Allowance

53. There are three types of Overseas Subsistence Allowances. These are:—

- (a) Subsistence Allowance for official duty outside Kenya,



(b) Duty tours on training for periods of less than six months.

(c) Duty tours on training for a period in excess of six months.

#### *Subsistence Allowance for Duty Tours Abroad*

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

55. In view of the fact that the rates of Subsistence Allowance are revised from time to time, the Board *recommends that such revised rates be adopted by the Armed Forces as appropriate.*

#### *Duty Tours of Less than Six Months*

56. While on training outside Kenya for a period of less than six months, 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.

57. 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 credit the allowance to the general revenue and in lieu thereof, claim Subsistence Allowance to which he is entitled.

58. Those on courses in 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 to messing.

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

60. As noted in paragraph 54 above the rates of Subsistence Allowance applicable to each foreign country are revised from time to time by the Directorate of Personnel Management in liaison with the Ministry of Foreign Affairs and International Co-operation, who have the statistics on the rise in the cost of living in respective foreign countries. The Armed Forces personnel who attend courses in foreign countries are paid Subsistence Allowance based on the rates applicable to those countries.

61. The Board therefore *recommends that the rates of Subsistence Allowance payable to the Armed Forces personnel be adjusted from time to time when the rates of Subsistence Allowance are revised by the Directorate of Personnel Management in liaison with the Ministry of Foreign Affairs and International Co-operation.*

### *Duty Tours of Periods in Excess of Six Months*

62. Where courses last longer than six 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.

63. Representation was made to the Board that Officers who revert to Foreign Service Allowance do not enjoy other privileges enjoyed by Officers serving in Kenya Missions abroad, such as Diplomatic Immunity and purchase of tax-free goods. This arrangement was thus claimed to be disadvantageous to Officers on course. It was proposed that Officers attending courses overseas lasting more than six months be paid Subsistence Allowance instead of Foreign Service Allowance.

64. The Board notes that the nature of duty and living conditions applicable to Officers serving abroad and who enjoy diplomatic privileges is distinctly different from that of Officers attending courses. Besides, there are good reasons for making a distinction between Officers attending long courses and those attending courses of a short duration. For instance, in view of exchange rates fluctuations, it is more beneficial for Officers attending long courses to receive Foreign Service Allowance which is calculated on the basis of foreign currency. Accordingly, the Board finds no justification to change the present arrangement.

65. The Board therefore *recommends that provided that the revised rates of Foreign Service Allowance are kept under review, the present practice be continued.*

### **Entertainment Allowance**

66. Entertainment Allowance is paid to Officers of the rank of Lieutenant Colonel and above.

67. The Allowance is paid as follows:—

	<i>KSh. p.m.</i>
(a) Chief of General Staff ... ..	1,500
(b) Service Commanders and Officers of General Rank ... ..	1,200
(c) Brigadiers ... ..	750
(d) Colonels and Lt.-Colonels (in command) ... ..	625
(e) Lieutenant Colonels (not in command) ... ..	375

This Allowance is non-accountable and not subject to tax.

68. Representations were made to the Board to the effect that rates for Entertainment Allowance are inadequate, in view of the general price increases



in entertainment related items and facilities. The Board has considered the representation and *recommends that Entertainment Allowance be increased as follows:—*

	<i>Present</i> KSh. p.m.	<i>Recommended</i> KSh. p.m.
(a) Chief of General Staff .. .. .	1,500	2,000
(b) Service Commanders and Officers of General Rank .. .. .	1,250	1,600
(c) Brigadiers .. .. .	750	1,000
(d) Colonels .. .. .	625	825
(e) Lieutenant Colonels in command ..	625	775
Lieutenant Colonels not in command	375	

#### **Hardship Allowance**

69. Hardship Allowance is payable to all Officers who are posted to specified hardship areas. This Allowance is paid at the rate of 30 per cent of an Officer's basic salary to a maximum of KSh. 1,200 p.m. for married Officers and KSh. 600 p.m. for single Officers.

70. The Board has considered the rationale and basis of paying this Allowance and finds the arrangement satisfactory. It is therefore *recommended that the present practice be continued.*

#### **Messing Cash/Ration Allowance**

71. The Messing Cash Allowance (MCA) is paid to Officers at the rate of KSh. 25 per diem. Officers contribute an additional minimum of KSh. 550 per month each towards the cost of messing in the Mess, and Officers who live outside the Mess are paid a Ration Allowance.

72. Officers feeding in Messes and Officers on duty who do not spend a night away from their normal station but make use of an Officer's Mess facility, are charged for any meals taken at the following rates:—

	<i>KSh.</i>
Breakfast .. .. .	5
Lunch .. .. .	10
Dinner .. .. .	15

73. Representation was made to this Board to the effect that daily messing rates in the various military stations had been recorded at an average of KSh 44, thus necessitating need for review of this Allowance. The Board has scrutinized the daily messing costs prevailing at various Units of the Armed Forces. Daily feeding rates in other comparable civilian institutions have also been studied. The Board finds that there is a case to revise the rates under this Allowance. It is therefore *recommended that the rates be increased from KSh. 25 to KSh. 30 per diem.*

74. In view of the rise in the cost of feeding Officers in the Mess it is recommended that Officers on duty who do not spend a night away from their normal station but make use of an Officer's Mess facility, should be charged for meals taken at the following rates:—

	KSh.
Breakfast ... ..	7
Lunch ... ..	15
Dinner ... ..	18

#### Accommodation Allowance

75. This Allowance embraces all other allowances involving an Officer's authorized absence from his station on official duties. Provision exists for members of the Armed Forces to be paid or refunded such expenditure as they might have incurred in payment for their meals or for accommodation for which they have made their own arrangements. Accommodation Allowance is claimed whether the accommodation is provided in a hotel or in a privately arranged residence. The present rates are:—

Rank	KSh. per night
Major-General and above ... ..	525
Colonel and Brigadier ... ..	450
Lieutenant-Colonel, Major, Captain and Major AFC ... ..	350
Lieutenant, 2nd Lieutenant and Captain AFC ...	275

76. It was represented that these rates should be revised in view of the increased hotel tariffs and prices of food items. The Board has considered this proposal and notes that even if this Allowance is increased, the rates may not cover fully charges in most hotels that would be commensurate to the rank and status of the Officer.

77. The rates are however, meant to assist Officers in situations where there are no appropriate hotels available and the Officers have to avail themselves accommodation in hotels below their status. The Board has examined the case and accordingly recommends that these rates be increased as follows:—

Rank	KSh. per night
Major-General and above ... ..	600
Colonel and Brigadier ... ..	520
Lieutenant Colonel, Major, Captain and Major AFC ... ..	400
Lieutenant, 2nd Lieutenant and Captain AFC ...	320

The above rates include the element of Incidental Allowance in respect of the claiming Officer.



### **Incidental Allowance**

78. This Allowance is claimed at the rate of KSh. 75 per day where an Officer is duly authorized to stay in a hotel with his family due to lack of other accommodation. His wife is entitled to the incidental element of the Accommodation Allowance at the same rate as the claiming Officer. Children between the age of 7 to 18 years are entitled to half the rate of the Allowance.

79. Representations were made to the Board for the increase of this Allowance in view of the increased prices in some of the items related to the Allowance.

80. The Board has considered this case and notes that there is increased expense related to Incidental Allowance items and *recommends that it be increased from KSh. 75 to KSh. 100.*

### **Disturbance Allowance**

81. 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 a Disturbance Allowance amounting to 1/48th of his basic annual pay if he is moving into an unfurnished house.

82. This Allowance is paid to meet expenses arising either from breakage incidental to travelling, purchase or replacement of some items such as curtains, school uniforms and associated losses and expenses arising from the transfer from one station to another.

83. The Allowance is also payable to an Officer who for one reason or another is required by his Commanding Officer to move from one house to another in the same station; but at half the rate applicable. Exception to this provision is when an Officer opts of his own free will to move from one house to another in order to occupy better accommodation.

84. An Officer on transfer who is accommodated in Mess is not eligible for the Allowance, nor is an Officer who moves from one Mess to another.

85. *The Board is satisfied with the present arrangement in respect of this Allowance and recommends that it be continued.*

### **Civilian Clothing Grant**

86. On commissioning, young Officers receive an allowance of KSh. 1,500 in order to assist them purchase suitable civilian clothes.

87. Representation was made to the Board that this Allowance should be revised because of the increased cost of clothing items since 1986 when it was last reviewed.

88. In view of the increased cost of clothing items, the Board recommends that this Allowance be increased from KSh. 1,500 to KSh. 3,200.

#### **Overseas Clothing Grant**

89. This Allowance is payable to all Officers proceeding on courses abroad at the current rate of KSh. 6,000. The Grant is payable after every two years.

90. Some of the items to be purchased with this Grant are: one warm civilian suit, one pair of gloves, one pair of shoes, one sweater and one pair of warm trousers. These items are necessary in those countries to which Officers are sent for training where the climate is colder than Kenya. Similarly, the Allowance is paid to Officers proceeding to those countries with warmer climate than Kenya.

91. It was represented to the Board that this Grant is not payable to Officers proceeding abroad on official short duty tours, visits, seminars and meetings. It was further argued that it is discriminatory to pay this Grant to only those Officers going to courses as weather conditions have no time duration. Further, it was represented that due to increased inflation rates and current exchange rates the Overseas Clothing Grant should be increased. The Board considered this case and would like to affirm that, Overseas Clothing Grant was meant for the benefit of those going for courses. At the same time the Officers in training do not enjoy full rate of Subsistence Allowance like the Officers on visits, seminars and meetings.

92. The Board notes that facilities accorded to Officers on meetings and short visits are not comparable to those accorded to Officers on training overseas. In view of this, the Board does not find justification to extend Overseas Clothing Grant to Officers proceeding on official short duty tours, visits, seminars and meetings abroad.

93. However, in view of the increased cost of items involved, it is recommended that this Allowance be increased from KSh. 6,000 to KSh. 7,000.

#### **Foreign Service Allowance**

94. The rates that apply to Defence Attachés in Kenya Missions abroad are provided and reviewed by the Directorate of Personnel Management in liaison with 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 V.B.

95. It is recommended that the practice be continued and that the Department of Defence adjust the rates applicable under this Allowance as revised from time to time.



### **Outfit Allowance**

96. Outfit Allowance is payable to Defence Attachés 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.

97. 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.

98. Representations were made by the Department of Defence that the cost of purchasing the items catered for by this Allowance has risen in the recent past and proposed the Allowance to be increased.

99. 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.

100. 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. The Board therefore *recommends that the Defence Attachés adopt the rates of Outfit Allowance as revised from time to time by the Directorate of Personnel Management and Ministry of Foreign Affairs and International Co-operation. For purpose of paying this Allowance the Board recommends that Military personnel be categorized as shown in Annexure V.C.*

### **Special Duty Allowance**

101. 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 for the Officer's rank in the Forces. The Board *recommends that the present practice be continued.*

### **Advances for Purchase and Overhaul of Motor Vehicles**

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

103. 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 40 per cent of the cost of the car, and for a second-hand car, one is required to raise 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 National Bank of Kenya.

104. Presently, the maximum loan that may be granted to an Officer is as follows:—

<i>Rank</i>	<i>Amount not exceeding KSh.</i>
Major and above .. .. .	150,000
Captain, Lieutenant, Major AFC and Captain AFC	120,000
2nd Lieutenant .. .. .	90,000

For major overhauls, Officers can be granted a loan of up to KSh. 7,500.

105. It was represented to the Board that advances for overhaul of motor vehicles be extended to Officers who have finished repaying car loans. The Board has considered this proposal and finds that there would be merit in granting advances for overhaul of the motor vehicle after the original loan has been repaid. This will extend the useful life of the vehicles and contribute to the conservation of foreign exchange. However, as noted above, the policy regarding motor vehicle advances is determined by the Treasury and the National Bank of Kenya. The Board therefore suggests that the Department of Defence raises this issue with the appropriate parties.

#### **Motor Mileage Allowance**

106. An Officer is entitled to transport at government expense when travelling on duty. In the absence of such transport an Officer may therefore, with the permission of his Commanding Officer, use his own car for travelling on duty and claim Mileage Allowance. The current rates are:—

<i>(a) Motor-cars c.c.</i>	<i>Current KSh. per km.</i>
2,000 and above .. .. .	4.05
1,801-1,999 .. .. .	3.65
1,701-1,800 .. .. .	3.50
1,601-1,700 .. .. .	3.30
1,501-1,600 .. .. .	3.20
1,401-1,500 .. .. .	2.95
1,301-1,400 .. .. .	2.80
1,201-1,300 .. .. .	2.60
1,101-1,200 .. .. .	2.50
1,001-1,100 .. .. .	2.50
1,000 and below .. .. .	1.90



*Current*  
*KSh. per km.*

<i>(b) Motor-cycles</i>				
With Sidecar	..	..	..	1.40
Without Sidecar	..	..	..	1.20
<i>(c) Motor Scooters</i>				0.80

107. Representations were made to the Board that the current rates require to be revised due to the increased costs on fuel, vehicle maintenance and related expenses. In considering this Allowance the Board examined rates worked out by the Automobile Association of Kenya concerning depreciation over the economic life of a vehicle, insurance, licences, new tyres, tubes, battery, petrol and maintenance. *The Board recommends the following new rates:—*

<i>(a) Motor-cars</i>				<i>Recommended</i>
<i>c.c.</i>				<i>KSh. per km.</i>
2,000 and above	..	..	..	5.30
1,801-1,999	..	..	..	4.75
1,701-1,800	..	..	..	4.55
1,601-1,700	..	..	..	4.30
1,501-1,600	..	..	..	4.15
1,401-1,500	..	..	..	3.85
1,301-1,400	..	..	..	3.65
1,201-1,300	..	..	..	3.40
1,101-1,200	..	..	..	3.25
1,001-1,100	..	..	..	3.00
1,000 and below	..	..	..	2.50
<i>(b) Motor-cycles</i>				
With Sidecar	..	..	..	1.80
Without Sidecar	..	..	..	1.55
<i>(c) Motor Scooters</i>				1.05

#### **House to Office Mileage Allowance**

108. This Allowance is paid to those Officers who live not less than 5 kilometres from their place of duty and who are authorized to use their private vehicles. The current rates are:—

<i>Category of Vehicle</i>	<i>Rate per Kilometre KSh.</i>	<i>Maximum per Month KSh.</i>
Cars of 1,350 c.c. and above .. ..	1.25	1,100
Cars of less than 1,350 c.c. .. ..	1.05	900
Motor-cycles—all types.. ..	0.55	460
Motor-scooters—all types .. ..	0.35	300

109. The Department of Defence represented that the present rates are low and discourage Officers from using their own vehicles. It was further suggested that it would be economical to pay this Allowance than running military vehicles especially Land-Rovers for the same purpose. The Department of Defence therefore, proposed that a flat rate of KSh. 2,000 per month be payable to Officers who use their cars to their place of work.

110. The Board has considered this request and is of the opinion that not every Officer would use his private vehicle to the place of duty. It is further observed that senior Officers of the rank of Lieutenant Colonel and above use and are entitled to official staff cars. In any case a flat rate Allowance across the board would not compensate Officers equitably due to the different rating capacities of vehicles. In view of these observations, the Board finds no justification to recommend a flat rate Allowance.

111. The Board, however, accepts the observation by the Department of Defence that it is expensive to run operational vehicles like Land-Rovers to transport Officers to their duty stations. The Board therefore urges that every effort be made to use non-operational vehicles for the transport of Officers.

112. In view of the increased cost of running private vehicles, the Board recommends that the present practice of paying House to Office Motor Mileage Allowance be continued and that the rates be revised as follows:—

<i>Category of Vehicle</i>	<i>Rate per Kilometre KSh.</i>	<i>Maximum per Month KSh.</i>
Cars of 1,350 c.c. and above .. ..	1.45	1,275
Cars of less than 1,350 c.c. .. ..	1.25	1,100
Motor-cycles—all types .. ..	0.75	660
Motor-scooters—all types .. ..	0.55	480

#### **Doctors Motor Mileage Claim**

113. Doctors are entitled to claim Motor Mileage Allowance based on the number of kilometres travelled in the course of their duties. In view of the Doctors nature of duties, the Board considers this arrangement satisfactory and recommends that the present practice be continued.

#### **Road Travel Allowance**

114. Road Travel Allowance is payable to an Officer when proceeding on leave at the rate of 70 cts. per kilometre, baggage inclusive. His wife is paid at the same rate as the Officer and his children under the age of 12 years are paid at half rate. The Officer and his family while proceeding on leave is also entitled to travel first class by train.

115. It was represented that the Road Travel Allowance be increased in view of the recent increases in the cost of motor vehicle spare parts, and general maintenance of vehicles which have caused increases in bus fares.

116. In view of the general increase in transportation costs, *it is recommended that the Allowance be increased to a consolidated rate of 80 cents per kilometre, baggage inclusive. Further, the current arrangement on railway transport be continued.*

### **Telephone Refund**

117. Officers of the rank of Lieutenant Colonel and above and others employed on duties the nature of which require them to be contacted at short notice are provided with telephones which are installed at public expense in their residence. These Officers are entitled to a monthly refund on production of receipted bills at the following rates:—

(a) Lt. Colonels and above—KSh. 220 plus 15 per cent Tax of KSh. 33 per month.

(b) Majors and below—KSh. 180 plus 15 per cent Tax of KSh. 27 per month.

The Officers are allowed to claim a refund for official calls made in addition to a refund of rental charges.

118. Representations were made by the Department of Defence that there has been increase on the telephone service rates and therefore proposed that the Telephone Refund Allowance be increased accordingly. The Board accepts that there has been increase in telephone charges since the last review. *The Board therefore recommends that the rates be increased as follows:—*

(a) Lt. Colonels and above—KSh. 286 plus 15 per cent Tax of KSh. 42.90 per month.

(b) Majors and below—KSh. 234 plus 15 per cent Tax of KSh. 35.10 per month.

### **Water Allowance**

119. An Officer living in an owner-occupied house or privately rented accommodation may on application be granted the privileges of free water applicable to Government hiring.

The Board finds this arrangement to be satisfactory, and *recommends its continuation.*



### Gas and Electricity Refund

120. Servicemen who occupy married quarters are allowed to claim this Allowance on production of receipted bills up to a maximum of KSh. 260 per month. The Board received representations that Officers living in rented, owner-occupier or Government quarters should also be considered for this Allowance.

121. The increase in the cost of gas and electricity has been taken into account in calculating the pay for Officers in all reviews undertaken by the Armed Forces Pay Review Board. The Board therefore sees no justification for the introduction of this Allowance.

### Rental House Allowance

122. The maximum House Allowance, is payable as shown below:—

<i>Rank</i>	<i>KSh. per month</i>
Colonels and Brigadiers ... ..	3,900
Majors and Lieutenant Colonels ... ..	3,400
Captains and Lieutenants ... ..	3,000

123. It was represented to the Board that due to rapid population increase in urban centres, appropriate accommodation has become extremely scarce. As a result, the high demand for housing has considerably raised rental charges.

124. In view of the market rental situation, it is *recommended that this Allowance be revised to the following rates:—*

<i>Rank</i>	<i>KSh. per month</i>
Colonels and Brigadiers ... ..	8,000
Majors and Lt. Colonels ... ..	6,500
Captains and Subalterns ... ..	5,300

### Owner-occupier House Allowance

125. The current rates payable are dependent on the rank of the Officer and the capital ceiling. The rates are:—

<i>Rank</i>	<i>KSh. per month</i>
Major-Generals and above ... ..	7,400
Brigadiers and Colonels ... ..	6,500
Lieutenant Colonels and Majors ... ..	5,600
Captains and Subalterns ... ..	3,500

126. Representations were made for the increase of the Allowance in view of the increased costs of construction, purchase and mortgage repayment on houses.

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127. In view of the rising mortgage repayments and the need to ease housing shortage for Officers, *it is recommended that this Allowance be revised and that the following rates be applicable:—*

<i>Rank</i>	<i>KSh. per month</i>
Brigadiers and above ... ..	12,000
Lieutenant Colonels and Colonels ... ..	10,000
Majors ... ..	8,000
Captains and Subalterns ... ..	6,000

128. Considering the shortfall in accommodation in the Armed Forces, the Board urges the Department of Defence to continue giving high priority to the construction of government quarters.

**ALLOWANCES FOR SERVICEMEN**

129. There are certain allowances which are common to both Officers and Servicemen. These are:—

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

These allowances have already been dealt with in the previous paragraphs and should apply to Servicemen as appropriate.

**Advances for Purchase and Overhaul of Motor Vehicles**

130. At the moment Advances for Purchase and Overhaul of Motor Vehicles for Servicemen is given to Warrant Officers who are entitled to the same amounts as for Second Lieutenants. It was represented that these Advances should be extended to Senior Sergeants and Sergeants as well. The Board has considered this representation and *recommends that the Advances for Purchase and Overhaul of Motor Vehicles be extended to Senior Sergeants and Sergeants.*

**Gas and Electricity Refund**

131. Servicemen who occupy married quarters are eligible to claim a refund on production of receipted bills up to a maximum of KSh. 260 per month in

respect of gas and electricity. It was represented that this refund be raised due to increased costs on gas and electricity tariffs.

The Board has noted the recent increases on gas and electricity costs and *recommends that Servicemen continue to claim this Allowance and that it be revised to a maximum of KSh. 300 per month.*

### **Special Allowance**

#### *Women Service Corps (WSC)*

132. On joining the Corps, the Women Service Corps personnel are issued with items of clothing and uniform in accordance with an official scale. Such items are re-issued annually. The Board finds this arrangement satisfactory and *recommends that the practice be continued.*

### **Armed Forces Constabulary Allowances**

133. The Armed Forces Constabulary receive Trade Allowances. These are: Driving, Dog Handling and Fire Fighting. The present rates payable are:—

	<i>KSh. per month</i>
(a) Driving ... ..	50.00
(b) Dog Handling ... ..	90.00
(c) Fire Fighting ... ..	50.00

134. It was represented that these Allowances be increased in view of the increased cost of living. The Board notes that these Allowances are not affected by the cost of living factor. However, there are certain extra job demands placed on these trades because of technological and other job requirements. It is therefore *recommended that the Allowances be revised as shown below:—*

	<i>KSh. per month</i>
(a) Driving ... ..	75.00
(b) Dog Handling ... ..	120.00
(c) Fire Fighting ... ..	75.00

### **New Allowances**

#### *Medals and Awards*

135. Servicemen who maintain high standard of discipline for 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 half month's pay for those who have served for 21 years and over.

136. It was represented to the Board by the Department of Defence that those who qualify for other medals and decorations, such as Order of Golden Heart, Uhodari, Order of Burning Spear, Distinguished Conduct Order, Distinguished Service Medal, Order of Grand Warrior, Silver Star and Head of State Commendation Medals be recognized and besides wearing medals, be considered for monetary rewards. The award of medals in itself, in our opinion, is a great honour and pride to the recipient for which no additional amount of monetary reward can substitute or compensate. Further, the award of these medals is applicable to both military as well as the civilian sector.

137. In view of what is stated above, the Board has considered this request and finds it not appropriate to attach monetary value to the award of medals.

#### *Regimental Duty Allowance*

138. In the Armed Forces Units, organization is based on rank structure. Within the Units, Servicemen are grouped into trades. One Warrant Officer, the Regimental Sergeant Major (RSM), assists the Commanding Officer in the maintenance of discipline and supervises all other Servicemen including any other Warrant Officers Class One. This is an extra responsibility on the Regimental Sergeant Major who is also responsible for conducting drills for Officers in the Units.

139. Representations were made to the Board that the RSM should be paid Regimental Duty Allowance because of the higher responsibility he shoulders.

140. The Board agrees with the observation of the Department of Defence regarding the responsibilities shouldered by the Regimental Sergeant Major.

141. The Board therefore *recommends that the Regimental Sergeant Major be paid Regimental Duty Allowance as a percentage of his individual pay at the rate of 7½ per cent.*



## CHAPTER VI—TERMS AND CONDITIONS OF SERVICE

142. In its 1986 Report, the Board deferred consideration of the Terms and Conditions of Service for the Armed Forces in view of the need for further review and consultations with the Department of Defence. These Terms and Conditions of Service were to cover Officers, Servicemen, Armed Forces Constabulary personnel and Retired Officers. The Board received and reviewed revised proposals from the Department of Defence. The Board observes with satisfaction the comprehensive nature of the proposals submitted by the Department of Defence on these Terms and Conditions of Service.

143. Further, the Board notes that these Terms and Conditions of Service for the Armed Forces are to be read and applied together with the Armed Forces Act, Armed Forces Standing Orders, Armed Forces Pensions and Gratuities Regulations along with other Orders promulgated by Service Commanders and their subordinates.

144. The Board therefore, *recommends that these Terms and Conditions of Service be published by the Defence Council and be implemented.*



## SUMMARY OF MAIN RECOMMENDATIONS

Paragraph

### Pay and Pay Structure

- (a) *That Pay increases be awarded to Armed Forces personnel.* 45
- (b) *That the recommended Pay Scales be effective from 1st July, 1989.* 45
- (c) *That the rates of Additional Pay be revised as shown at Annexure IV.E.* 48

### Allowances

- (a) (i) *That the practice of payment of Pay of Higher Rank be continued.* 52
- (ii) *That the present procedure of acting appointment be retained.* 52
- (b) (i) *That revised rates of Subsistence Allowance be adopted by the Armed Forces as appropriate.* 55
- (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.* 61
- (iii) *That provided the revised rates of Foreign Service Allowance are kept under review, the present practice be continued.* 65
- (c) *That Entertainment Allowance be increased.* 68
- (d) *That Hardship Allowance remains payable at 30 per cent of an Officer's or other Ranks basic pay to a maximum of KSh. 1,200 per month for married Officers and KSh. 600 per month for single Officers.* 70
- (e) *That the rates for Messing Cash/Ration Allowance be increased.* 73

	<i>Paragraph</i>
(f) <i>That the rates of Accommodation Allowance be increased.</i>	77
(g) <i>That Incidental Allowance be increased.</i>	80
(h) <i>That the present arrangement of paying Disturbance Allowance be continued.</i>	85
(i) <i>That Civilian Clothing Grant be increased.</i>	88
(j) <i>That Overseas Clothing Grant be increased.</i>	93
(k) <i>That the present practice of paying Foreign Service Allowance be continued and that Department of Defence adjust rates applicable under this Allowance as revised by Directorate of Personnel Management from time to time.</i>	95
(l) <i>That the Defence Attachés adopt the rates of Outfit Allowance as revised from time to time by the Directorate of Personnel Management.</i>	100
(m) <i>That the present practice of payment of Special Duty Allowance be continued.</i>	101
(n) <i>That the Department of Defence raises the issue of Motor Vehicles Overhaul Advances with the appropriate parties.</i>	105
(o) <i>That the rates of Motor Mileage Allowance be increased.</i>	107
(p) <i>That there is no justification to recommend a flat rate Allowance for House to Office Allowance and that the present practice be continued and the rates be increased.</i>	112
(q) <i>That the present practice of paying Doctors Motor Mileage claim be continued.</i>	113
(r) <i>That Road Travel Allowance be increased.</i>	116
(s) <i>That Telephone Refund Allowance be increased.</i>	118
(t) <i>That the present system of granting privileges of free water to Officers in Owner-Occupied or privately rented accommodation be continued.</i>	119
(u) <i>That the rates of Rental House Allowance be increased.</i>	124
(v) <i>That the rates payable for Owner-Occupier House Allowance be increased.</i>	127

(w) *That the Advances for Purchase and Overhaul of Motor Vehicles be extended to Senior Sergeants and Sergeants.* 130

(x) *That Servicemen continue to claim Gas and Electricity Refund and that the Allowance be increased.* 131

**Special Allowance**

*That the practice of giving Women Service Corps personnel items of Clothing and Uniform be continued.* 132

**Armed Forces Constabulary Allowances**

*That the rates of Trades Allowances given to Armed Forces Constabulary be increased.* 134

**New Allowance**

*That Regimental Sergeant Major be paid Regimental Duty Allowance as a percentage of his individual pay at the rate of 7½ per cent.* 141

**Terms and Conditions of Service**

*That the Terms and Conditions of Service be published by the Defence Council and be implemented.* 144



## PAY SCALES FOR OFFICERS APPLICABLE

WITH EFFECT FROM 1ST JULY, 1989

Rank	Present K£ p.a.	Recommended K£ p.a.
Second Lieutenant ..	2,352	3,387
	2,412	3,447
Lieutenant .. ..	2,496	3,567
	2,556	3,627
	2,616	3,687
	2,676	3,747
	2,760	3,831
	2,844	3,915
Captain .. ..	2,997	4,068
	3,105	4,176
	3,213	4,284
	3,321	4,392
	3,441	4,524
	3,561	4,656
	3,681	4,788
Major .. ..	3,945	5,241
	4,065	5,373
	4,185	5,505
	4,305	5,637
	4,425	5,769
	4,569	5,925
	4,713	6,081
	4,857	6,237
	5,001	6,393
Lieutenant Colonel	5,121	6,762
	5,241	6,918
	5,361	7,074
	5,481	7,230
	5,625	7,386
	5,769	7,542
	—	7,698
	—	7,878
	—	8,058
Colonel .. ..	5,949	8,238
	6,093	8,418
	6,237	8,598
	6,381	8,778
	6,531	8,958
	6,681	9,138
	—	9,342

## PAY SCALES FOR OFFICERS APPLICABLE

WITH EFFECT FROM 1ST JULY, 1989

Rank	Present K£ p.a.	Recommended K£ p.a.
Brigadier .. ..	6,864	9,525
	7,014	9,729
	7,164	9,933
	7,314	10,137
	7,500	10,341
	7,686	10,569
Major General ..	7,716	10,653
	7,902	10,881
	8,088	11,109
	8,274	11,337
	8,475	11,565
	8,676	11,817
Lieutenant General	8,928	12,069
	9,129	12,321
	9,330	12,573
	9,531	12,825
	9,747	13,077
	9,963	13,353
General .. ..	10,848	14,253
	11,133	14,553
	11,418	14,853
	11,703	15,153
	12,006	15,477
	12,309	15,801

PRESENT PAY SCALES FOR SERVICEMEN  
(Kf p.a.)

Band	Rank	Level	OA	1 Yr.	2 Yr.	3 Yr.	4 Yr.	5 Yr.	6 Yr.	7 Yr.	8 Yr.
1	Pte	1	591	606	621	636	651	666	681	696	711
	Spte	2	738	753	768	783	798	813	828	843	858
	Cpl	3	873	888	903	918	933	948	963	978	993
2	Spte	3	873	888	903	918	933	948	963	978	993
	Cpl	4	1,008	1,023	1,038	1,053	1,068	1,083	1,098	1,113	1,128
	Sgt	5	1,143	1,158	1,173	1,188	1,203	1,218	1,233	1,248	1,263
3	Spte	4	1,008	1,023	1,038	1,053	1,068	1,083	1,098	1,113	1,128
	Cpl	5	1,143	1,158	1,173	1,188	1,203	1,218	1,233	1,248	1,263
	Sgt	6	1,278	1,293	1,308	1,323	1,338	1,353	1,368	1,383	1,398
	SSgt	7	1,413	1,428	1,443	1,458	1,473	1,488	1,503	1,518	1,533
4	Cpl	6	1,278	1,293	1,308	1,323	1,338	1,353	1,368	1,383	1,398
	Sgt	7	1,413	1,428	1,443	1,458	1,473	1,488	1,503	1,518	1,533
	SSgt	8	1,548	1,563	1,578	1,593	1,608	1,623	1,638	1,653	1,668
5	Sgt	8	1,548	1,563	1,578	1,593	1,608	1,623	1,638	1,653	1,668
	SSgt	9	1,683	1,698	1,713	1,728	1,743	1,758	1,773	1,788	1,803
6	Sgt	9	1,683	1,698	1,713	1,728	1,743	1,758	1,773	1,788	1,803
	SSgt	10	1,818	1,833	1,848	1,863	1,878	1,893	1,908	1,923	1,938
7	WO II	10	1,818	1,833	1,848	1,863	1,878	1,893	1,908	1,923	1,938
	WO I	11	2,040	2,055	2,070	2,085	2,100	2,115	2,130	2,145	2,160
8	WO II	11	2,040	2,055	2,070	2,085	2,100	2,115	2,130	2,145	2,160
	WO I	12	2,175	2,190	2,205	2,220	2,235	2,250	2,265	2,280	2,295
9	WO II	12	2,175	2,190	2,205	2,220	2,235	2,250	2,265	2,280	2,295
	WO I	13	2,310	2,325	2,340	2,355	2,370	2,385	2,400	2,415	2,430



ANNEXURE IV.B

RECOMMENDED PAY SCALES FOR SERVICEMEN APPLICABLE WITH EFFECT FROM 1ST JULY, 1989  
(K£ p.a.)

Band	Rank	Level	OA	1 Yr.	2 Yr.	3 Yr.	4 Yr.	5 Yr.	6 Yr.	7 Yr.	8 Yr.
1	Pte ..	1	1,293	1,311	1,329	1,347	1,365	1,383	1,401	1,419	1,437
	Spte III ..	2	1,455	1,473	—	—	—	—	—	—	—
	Spte II ..	2	1,491	1,509	—	—	—	—	—	—	—
	Spte I ..	2	1,527	1,545	1,563	1,581	1,599	—	—	—	—
	Cpl ..	3	1,617	1,635	1,653	1,671	1,689	1,707	1,725	1,743	1,761
2	Spte III ..	3	1,617	1,635	—	—	—	—	—	—	—
	Spte II ..	3	1,653	1,671	—	—	—	—	—	—	—
	Spte I ..	3	1,689	1,707	1,725	1,743	1,761	—	—	—	—
	Cpl ..	4	1,779	1,797	1,815	1,833	1,851	1,869	1,887	1,905	1,923
	Sgt ..	5	1,941	1,959	1,977	1,995	2,013	2,031	2,049	2,067	2,085
3	Spte III ..	4	1,779	1,797	—	—	—	—	—	—	—
	Spte II ..	4	1,815	1,833	—	—	—	—	—	—	—
	Spte I ..	4	1,851	1,869	1,887	1,905	1,923	—	—	—	—
	Cpl ..	5	1,941	1,959	1,977	1,995	2,013	2,031	2,049	2,067	2,085
	Sgt ..	6	2,103	2,121	2,139	2,157	2,175	2,193	2,211	2,229	2,247
	SSgt ..	7	2,265	2,283	2,301	2,319	2,337	2,355	2,373	2,391	2,409
	Cpl ..	6	2,103	2,121	2,139	2,157	2,175	2,193	2,211	2,229	2,247
4	Sgt ..	7	2,265	2,283	2,301	2,319	2,337	2,355	2,373	2,391	2,409
	SSgt ..	8	2,427	2,445	2,463	2,481	2,499	2,517	2,535	2,553	2,571
	Sgt ..	8	2,427	2,445	2,463	2,481	2,499	2,517	2,535	2,553	2,571
5	SSgt ..	9	2,589	2,607	2,625	2,643	2,661	2,679	2,697	2,715	2,733
	Sgt ..	9	2,589	2,607	2,625	2,643	2,661	2,679	2,697	2,715	2,733
6	SSgt ..	10	2,751	2,769	2,787	2,805	2,823	2,841	2,859	2,877	2,895
	Sgt ..	10	2,751	2,769	2,787	2,805	2,823	2,841	2,859	2,877	2,895
7	WO II ..	11	2,997	3,015	3,033	3,051	3,069	3,087	3,105	3,123	3,141
	WO I ..	11	2,997	3,015	3,033	3,051	3,069	3,087	3,105	3,123	3,141
8	WO II ..	12	3,159	3,177	3,195	3,213	3,231	3,249	3,267	3,285	3,303
	WO I ..	12	3,159	3,177	3,195	3,213	3,231	3,249	3,267	3,285	3,303
9	WO II ..	13	3,321	3,339	3,357	3,375	3,393	3,411	3,429	3,447	3,465
	WO I ..	13	3,321	3,339	3,357	3,375	3,393	3,411	3,429	3,447	3,465

PAY SCALES FOR ARMED FORCES CONSTABULARY  
 APPLICABLE WITH EFFECT FROM 1ST JULY, 1989

Rank	Present K£ p.a.	Recommended K£ p.a.
Constable III ..	483	723
	498	738
	513	753
	528	768
	543	783
	558	798
Constable II ..	594	879
	615	900
	636	921
	657	942
	678	963
Constable I .. ..	735	1,077
	759	1,101
	783	1,125
Senior Constable ..	822	1,200
	852	1,230
	882	1,260
	912	1,290
Head Constable ..	957	1,389
	993	1,425
	1,029	1,461
Inspector .. ..	2,025	2,919
	2,085	2,979
	2,145	3,039
	2,205	3,099
	2,265	3,159
Deputy Commandant	2,415	3,462
Commandant ..	2,952	4,011

PAY SCALES FOR CADETS AND RECRUITS  
 APPLICABLE WITH EFFECT FROM 1ST JULY, 1989

Rank	Present K£ p.a.	Recommended K£ p.a.
Recruit .. .. .	399	597
Cadet on Appointment	690	1,035
Officer Cadet on Appointment .. .. .	744	1,116
Officer Cadet after 1 year .. .. .	—	1,200
Cadet abroad on Appointment .. .. .	843	1,263
Cadet abroad after 1 year .. .. .	1,014	1,521
Officer Cadet abroad on Appointment .. .. .	1,467	2,199
Officer Cadet abroad after 1 year .. .. .	1,767	2,649
Officer Cadet abroad after 2 years .. .. .	1,839	2,757
Officer Cadet abroad after 3 years .. .. .	—	2,859

It has been observed that Officer Cadets are now going abroad for training whose duration is more than 3 years. Therefore, a third year increment has been added.



## ADDITIONAL PAY

## 1. OFFICERS

	<i>Per cent</i>
(a) Doctors:	
General Practitioner .. .. .	37.5 of basic pay.
Specialist .. .. .	42.5 of basic pay.
Consultant .. .. .	47.5 of basic pay.
(b) Lawyers .. .. .	37.5 of basic pay.
	<i>KSh.</i>
(c) Parachutists .. .. .	500 per month.
(d) Divers .. .. .	500 per month.
(e) Flying (Pilots and Navigators):	
Category A .. .. .	4,000 per month.
B .. .. .	3,500 per month.
C .. .. .	2,500 per month.
D .. .. .	1,500 per month.
Unrated Pilots .. .. .	1,000 per month.
(f) Qualified Flying Instructors ('82 AF) ..	20 per day.
(g) Parachute Jumping Instructors (KA) ..	} .. 1,100 per month.
Diving Instructors (KN) ..	
	(Consolidated rate which includes the Parachutist and Diving Pay).

## 2. SERVICEMEN

	<i>KSh.</i>
(a) Supernumerary Air Crew .. .. .	500 per month.
(Parachutist, Inflight Technician, Air Gunner and Air Dispatcher).	
(b) Divers .. .. .	500 per month.
(c) Flying Cadets .. .. .	600 per month.
(d) Trackers:	
Class I .. .. .	75 per month.
Class II .. .. .	55 per month.
Class III .. .. .	40 per month.
(e) Star Soldiers .. .. .	100 per month.
(f) Dog Handlers .. .. .	120 per month.
(g) Firemen .. .. .	75 per month.
(h) Parachute Jumping Instructors (KA) ..	} .. 780 per month.
Diving Instructors (KN) ..	
	(Consolidated rate which includes the Parachutists and Diving Pay).
(i) Mortarmen .. .. .	120 per month.

DAILY RATES OF SUBSISTENCE ALLOWANCE APPLICABLE TO MILITARY  
PERSONNEL TRAVELLING ON DUTY OUTSIDE KENYA

Country	Brigadiers and above	Colonels, Lt. Colonels and Majors	All Other Officers and Other Ranks
	<i>KSh.</i>	<i>KSh.</i>	<i>KSh.</i>
Afghanistan .. .. .	1,600	1,350	1,150
Albania .. .. .	1,250	1,000	800
Algeria .. .. .	2,800	2,550	2,350
Angola .. .. .	2,800	2,550	2,350
Argentina .. .. .	1,250	1,000	800
Australia .. .. .	1,750	1,500	1,300
Austria .. .. .	2,100	1,850	1,650
Bahamas .. .. .	3,500	3,250	3,050
Bahrain .. .. .	2,050	1,800	1,600
Bangladesh .. .. .	1,450	1,200	1,000
Barbados .. .. .	2,150	1,900	1,700
Bermuda .. .. .	3,400	3,150	2,950
Belgium .. .. .	2,600	2,350	2,150
Belize .. .. .	2,050	1,800	1,600
Benin .. .. .	2,000	1,750	1,550
Bolivia .. .. .	1,500	1,250	1,050
Botswana .. .. .	1,300	1,100	900
Brazil .. .. .	1,350	1,100	900
Bulgaria .. .. .	1,850	1,600	1,400
Burma .. .. .	1,150	1,000	800
Burundi .. .. .	1,700	1,450	1,250
Cameroon .. .. .	2,650	2,400	2,200
Canada .. .. .	1,600	1,350	1,150
Cape Verde .. .. .	1,250	1,000	800
Central African Rep. .. .. .	1,900	1,650	1,450
Chad .. .. .	2,050	1,800	1,600
Chile .. .. .	1,200	1,000	800
China .. .. .	1,700	1,450	1,250
Colombia .. .. .	1,600	1,350	1,150
Comoros .. .. .	1,450	1,200	1,000
Congo .. .. .	2,550	2,300	2,100
Costa Rica .. .. .	1,500	1,250	1,050
Cuba .. .. .	1,350	1,100	900
Cyprus .. .. .	1,050	950	750
Czechoslovakia .. .. .	1,400	1,150	950
Denmark .. .. .	2,400	2,150	1,950

DAILY RATES OF SUBSISTENCE ALLOWANCE APPLICABLE TO MILITARY PERSONNEL  
TRAVELLING ON DUTY OUTSIDE KENYA—(Contd.)

Country	Brigadiers and above	Colonels, Lt. Colonels and Majors	All Other Officers and Other Ranks
	KSh.	KSh.	KSh.
Djibouti .. .. .	2,050	1,800	1,600
Dominica .. .. .	1,350	1,100	900
Equador .. .. .	1,300	1,100	900
Egypt .. .. .	1,650	1,400	1,200
El Salvador .. .. .	1,300	1,100	900
Equatorial Guinea .. .. .	1,850	1,600	1,400
Ethiopia .. .. .	1,450	1,200	1,000
Fiji .. .. .	1,250	1,000	800
Finland .. .. .	2,850	2,660	2,400
France .. .. .	1,950	1,700	1,500
French Guiana .. .. .	2,100	1,850	1,650
Gabaa .. .. .	2,550	2,300	2,100
Gambia .. .. .	1,000	900	700
Germany (East) .. .. .	2,400	2,150	1,950
Germany (West) .. .. .	1,800	1,550	1,350
Ghana .. .. .	1,050	950	750
Greece .. .. .	1,050	950	750
Grenada .. .. .	1,700	1,450	1,250
Guadeloupe .. .. .	1,700	1,450	1,250
Guatemala .. .. .	1,300	1,100	900
Guinea .. .. .	2,450	2,200	2,000
Guinea Bissau .. .. .	2,000	1,750	1,550
Guyana .. .. .	2,100	1,850	1,650
Haiti .. .. .	1,550	1,300	1,100
Honduras .. .. .	1,600	1,350	1,150
Hong Kong .. .. .	2,500	2,250	2,050
Hungary .. .. .	1,200	1,000	800
Iceland .. .. .	1,700	1,450	1,250
India .. .. .	1,350	1,100	900
Indonesia .. .. .	1,300	1,100	900
Iraq .. .. .	2,700	2,450	2,250
Iran .. .. .	2,550	2,300	2,100
Ireland .. .. .	2,050	1,800	1,600
Israel .. .. .	1,500	1,250	1,050
Italy .. .. .	2,500	2,250	2,050
Ivory Coast (Cote d'Ivoire) .. .. .	2,100	1,850	1,650



## DAILY RATES OF SUBSISTENCE ALLOWANCE APPLICABLE TO MILITARY PERSONNEL TRAVELLING ON DUTY OUTSIDE KENYA—(Contd.)

Country	Brigadiers and above	Colonels, Lt. Colonels and Majors	All Other Officers and Other Ranks
	<i>KSh.</i>	<i>KSh.</i>	<i>KSh.</i>
Jamaica .. .. .	2,150	1,900	1,700
Japan .. .. .	3,350	3,100	2,900
Jordan .. .. .	1,300	1,100	900
Korea .. .. .	1,800	1,550	1,350
Kuwait .. .. .	2,500	2,500	2,050
Laos .. .. .	800	700	500
Lebanon .. .. .	1,100	1,000	800
Lesotho .. .. .	1,100	1,000	800
Liberia .. .. .	1,750	1,500	1,300
Libya .. .. .	1,750	1,500	1,300
Luxembourg .. .. .	2,050	1,800	1,600
Madagascar .. .. .	1,350	1,100	900
Malawi .. .. .	1,250	1,000	800
Malaysia .. .. .	1,750	1,500	1,300
Maldives .. .. .	1,250	1,000	800
Mali .. .. .	2,000	1,750	1,550
Malta .. .. .	1,650	1,400	1,200
Mauritania .. .. .	1,250	1,000	800
Mauritius .. .. .	1,300	1,100	900
Mexico .. .. .	1,050	950	750
Monaco .. .. .	1,500	1,250	1,050
Mongolia .. .. .	1,300	1,100	900
Morocco .. .. .	1,150	900	700
Mozambique .. .. .	1,300	1,100	900
Nepal .. .. .	1,100	1,000	800
Netherlands .. .. .	2,650	2,400	2,200
New Zealand .. .. .	1,650	1,400	1,200
Nicaragua .. .. .	1,700	1,450	1,250
Niger .. .. .	1,900	1,650	1,450
Nigeria .. .. .	1,850	1,600	1,400
Norway .. .. .	2,400	2,150	1,950
Oman .. .. .	2,550	2,300	2,100
Pakistan .. .. .	1,200	1,000	800
Panama .. .. .	2,100	1,850	1,650
Papua New Guinea .. .. .	2,100	1,850	1,650
Paraguay .. .. .	1,050	950	750

DAILY RATES OF SUBSISTENCE ALLOWANCE APPLICABLE TO MILITARY PERSONNEL  
TRAVELLING ON DUTY OUTSIDE KENYA—(Contd.)

Country	Brigadiers and above	Colonels, Lt. Colonels and Majors	All Other Officers and Other Ranks
	<i>KSh.</i>	<i>KSh.</i>	<i>KSh.</i>
Peru .. .. .	1,250	1,000	800
Philippines .. .. .	1,500	1,250	1,050
Poland .. .. .	1,200	1,000	800
Portugal .. .. .	1,600	1,350	1,150
Puerto Rico .. .. .	1,050	950	750
Quartar .. .. .	1,950	1,700	1,500
Reunion .. .. .	1,200	1,000	800
Romania .. .. .	1,900	1,650	1,450
Rwanda .. .. .	1,750	1,500	1,300
Samoa .. .. .	1,050	950	750
Saudi Arabia .. .. .	2,450	2,200	2,000
Senegal .. .. .	2,000	1,750	1,550
Seychelles .. .. .	2,100	1,850	1,650
Sierra Leone .. .. .	1,050	950	750
Singapore .. .. .	1,700	1,450	1,250
Somalia .. .. .	800	700	500
Spain .. .. .	2,250	2,000	1,800
Sri Lanka .. .. .	900	800	600
Sudan .. .. .	2,500	2,250	2,050
Surinam .. .. .	1,550	1,300	1,100
Swaziland .. .. .	1,250	1,000	800
Sweden .. .. .	2,350	2,100	1,900
Switzerland .. .. .	2,200	1,950	1,750
Syria .. .. .	2,100	1,850	1,650
Taiwan .. .. .	1,000	900	700
Tanzania .. .. .	1,250	1,000	800
Trinidad .. .. .	1,850	1,600	1,400
Tobago .. .. .	2,050	1,800	1,600
Tunisia .. .. .	1,000	900	700
Turkey .. .. .	2,500	2,250	2,050
Uganda .. .. .	2,350	2,100	1,900
U.S.S.R. .. .. .	2,450	2,200	2,000
United Arab Emirates .. .. .	2,050	1,800	1,600
United Kingdom .. .. .	2,200	1,950	1,750
U.S.A. .. .. .	2,200	1,950	1,750
Uruguay .. .. .	1,050	950	750
Upper Volta (Burkina Faso) .. .. .	1,750	1,500	1,300

## FOREIGN SERVICE ALLOWANCE RATES PER MONTH

COUNTRY	BRIGADIER AND ABOVE				COLONEL				LIEUTENANT COLONEL			
	Single		Married		Single		Married		Single		Married	
	K£	US\$	K£	US\$	K£	US\$	K£	US\$	K£	US\$	K£	US\$
Canada .. ..	810	1,094	860	1,162	745	1,007	796	1,076	696	940	745	1,007
Egypt .. ..	990	1,338	1,050	1,420	911	1,231	972	1,315	850	1,148	911	1,231
Ethiopia .. ..	900	1,216	955	1,291	828	1,119	884	1,195	773	1,044	828	1,119
France .. ..	900	1,216	955	1,291	828	1,119	884	1,195	773	1,044	828	1,119
India .. ..	810	1,094	860	1,162	745	1,007	796	1,076	696	940	745	1,007
Italy .. ..	810	1,094	860	1,162	745	1,007	796	1,076	696	940	745	1,007
Pakistan .. ..	720	973	764	1,033	662	895	707	956	618	835	662	895
Somalia .. ..	1,170	1,581	1,242	1,678	1,076	1,455	1,149	1,554	1,005	1,357	1,076	1,455
Tanzania .. ..	1,260	1,702	1,337	1,807	1,159	1,567	1,238	1,673	1,082	1,462	1,159	1,567
U.K. .. ..	900	1,216	955	1,291	828	1,119	884	1,195	773	1,044	828	1,119
Uganda .. ..	720	973	764	1,033	662	895	707	956	618	835	662	895
U.S.A. .. ..	990	1,338	1,051	1,420	911	1,231	972	1,315	850	1,148	911	1,231
W. Germany ..	900	1,216	955	1,291	828	1,119	884	1,195	773	1,044	828	1,119
Zimbabwe .. ..	720	973	764	1,033	662	895	707	956	618	835	662	895



## FOREIGN SERVICE ALLOWANCE RATES PER MONTH—(Contd.)

COUNTRY	MAJOR				CAPTAIN				LIEUTENANT			
	Single		Married		Single		Married		Single		Married	
	K£	US\$	K£	US\$	K£	US\$	K£	US\$	K£	US\$	K£	US\$
Canada .. ..	658	889	707	956	614	829	663	896	590	797	639	864
Egypt .. ..	804	1,087	865	1,168	750	1,013	811	1,096	721	974	781	1,056
Ethiopia .. ..	731	988	786	1,062	682	921	737	996	655	885	710	960
France .. ..	731	988	786	1,062	682	921	737	996	655	885	710	960
India .. ..	658	889	707	956	614	829	663	896	590	797	639	864
Italy .. ..	658	889	707	956	614	829	663	896	590	797	639	864
Pakistan .. ..	585	790	629	850	545	737	590	797	524	708	568	768
Somalia .. ..	950	1,284	1,022	1,381	887	1,197	958	1,295	852	1,151	923	1,248
Tanzania .. ..	1,023	1,383	1,100	1,487	955	1,289	1,032	1,394	917	1,239	994	1,344
U.K. .. ..	731	988	786	1,062	682	921	737	996	655	885	710	960
Uganda .. ..	585	790	629	850	545	737	590	797	524	708	568	768
U.S.A. .. ..	804	1,087	865	1,168	750	1,013	811	1,096	721	974	781	1,056
W. Germany ..	731	988	786	1,062	682	921	737	996	655	885	710	960
Zimbabwe .. ..	585	790	629	850	545	737	590	797	524	708	568	768

## FOREIGN SERVICE ALLOWANCE RATES PER MONTH—(Contd.)

COUNTRY	2ND LIEUTENANT				W.O.S AND S. SERGEANT				SERGEANT AND BEL			
	Single		Married		Single		Married		Single		Married	
	K£	US\$	K£	US\$	K£	US\$	K£	US\$	K£	US\$	K£	US\$
Canada .. ..	546	738	596	806	525	709	575	778	502	679	553	
Egypt .. ..	668	902	728	985	641	867	703	950	614	829	675	
Ethiopia .. ..	607	820	662	895	583	788	639	864	558	754	614	
France .. ..	607	820	662	895	583	788	639	864	558	754	614	
India .. ..	546	738	596	806	525	709	575	778	502	679	553	
Italy .. ..	546	738	596	806	525	709	575	778	502	679	553	
Pakistan .. ..	486	656	530	716	466	630	511	691	446	603	491	
Somalia .. ..	789	1,066	861	1,164	758	1,024	831	1,123	725	980	798	1
Tanzania .. ..	850	1,148	927	1,253	816	1,103	895	1,210	781	1,056	860	1
U.K. .. ..	607	820	662	895	583	788	639	864	558	754	614	
Uganda .. ..	486	656	530	716	466	630	511	691	446	603	491	
U.S.A. .. ..	668	902	728	985	641	867	703	950	614	829	675	
W. Germany ..	607	820	662	895	583	788	639	864	558	754	614	
Zimbabwe .. ..	486	656	530	716	466	630	511	691	446	603	491	

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ANNEXURE V.C

OUTFIT ALLOWANCE

Posts	Full Colonels and above		Captains to Lt. Cols.		Lieutenants and WOs		Other Svc 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