PRESS STATEMENT:

REVIEW/HARMONIZATION OF ALLOWANCES IN THE PUBLIC SERVICE
BY SALARIES AND REMUNERATION COMMISSION (SRC):

Our attention has been drawn to the press release issued by the Salaries and Remuneration Commission (SRC) on Thursday December 11, 2014.

The same purports to make unilateral decisions on very sensitive issues touching on remuneration and allowances of public servants.

After in-depth consultations between the leadership of the unions within the public sector of our economy, we wish to address you as here under:-

(i) That the SRC is overstepping its constitutional mandate as provided for in Article 230 (4)(b) to advise the national and county governments on the remuneration and benefits of all public officers.

(ii) The SRC in their own words under OVERVIEW (1) has without due regard to established law, practices and procedures in determining remuneration of public officers frozen any further review of basic salaries for public servants until job evaluation exercise is concluded.

This is outrageous as the SRC is fully aware that all the unions in the sector are engaged in collective bargaining in order to sign tripartite agreements upon conclusion.

Tom Mboya Odege
NATIONAL CHAIRMAN:

Wilson Sossion
GENERAL SECRETARY:

Muga K'olale
NATIONAL TREASURER:
Whereas the SRC is mandated to offer advice to the relevant Governments, it has taken upon itself the role of making decisions on the remunerations as in their own words "In view if the foregoing, the commission has reviewed and harmonized four critical allowances: (hardship, house, leave and subsistence).

The SRC is exhibiting clear hypocrisy. While they appear readily agreeable to freeze, to set, to limit and to approve what is good to them, the commission passes the burden of leave allowance to the process of CBAs which they have outlawed.

An exercise for Public Relations:

Upon confirmation that the SRC has established that there exists over 150 different types of allowances in the public service, the minimum that would be expected of the commission is first to publish all the types of allowances and degazette them at once. To purport to consolidate them is exercise in futility which would see the same types of allowances back in place in new forms.

Like Ceaser's wife, any person seeking to hold public office MUST be a person without reproach. In its conclusion, the SRC pledges that "the new rates that they have given shall be the only allowances to be applied to both public and state officers".

We wish to write to the Commission to confirm or deny that all the commissioners receive monthly salaries or stipend in excess of Kshs. 350,000/= not withstanding the fact that they are only entitled to allowances for a certain number of meetings in a year.

Following our scrutiny of this document, we hereby make the following demands:-
(i) That the SRC do withdraw, within **seven days of this notice**, this circular and all its contents.

(ii) That following that this report or decision was arrived at without public participation at least non of out unions was consulted, the same be declared void as it is unconstitutional.

(iii) That the Government moves fast to conclude all pending CBAs with various unions to avoid throwing the entire public service sector into industrial unrest never witnessed before.

(iv) That all individual unions continue to seek their rules of engagement with the relevant employer's quick resolutions to reported labour disputes.

**SECURITY LAWS (AMENDMENT) BILL 2014**

**CLAUSE 4 PROPOSES TO AMEND THE PUBLIC ORDER ACT**

To purport to give powers to the Cabinet Secretary to designate areas where public gatherings or public processions may be held. For us as workers, this will out rightly contravene article 41 of the constitution, which expressly grants unfetted freedom to picket, demonstrate or participate in strikes called by union leadership.

The proposed amendment signifies a deliberate intention by the state to maintain control over these rights.

We wish to declare that we are opposed to that clause in particular and shall do all that is possible to team up with others of good will to stop the amendment from becoming law.
That **NOTICE** is hereby given that if within the seven days given above, the circular or press release **is NOT** withdrawn or revoked, The **Trade Unions Congress of Kenya (TUC-KE)** shall meet to declare a labour dispute and to take the necessary action to save workers and the labour market from disintegrating into untenable discourse.

(WILSON SOSSION)
GENERAL SECRETARY
**TUC-KE**