



Salaries & Remuneration
Commission

Rewarding productivity

Ref. No. **SRC/TS/COG/3/61/48**

28th April, 2020

Hon. Amb. Ukur Yatani, EGH

Cabinet Secretary
The National Treasury
Treasury Building, Harambee Avenue
NAIROBI

Dear **Amb. Yatani,**

COVID-19 MEDICAL EMERGENCY ALLOWANCE AND BENEFITS FOR FRONTLINE HEALTHCARE WORKERS IN NATIONAL AND COUNTY GOVERNMENTS

Reference is made to a letter from the Council of Governors Ref. No. COG/6/40 Vol. 53 (40) dated 15th April, 2020 on request for Payment of Allowances to Healthcare Workers in the County Governments. Further reference to a letter from the Ministry of Public Service and Gender Ref. No. MPYG.8/3/1 dated 27th April, 2020) on proposed welfare and insurance package for healthcare workers during the COVID-19 pandemic.

The Salaries and Remuneration Commission deliberated on the matter during its 117th Special Meeting held on 28th April, 2020, in cognizant of the challenges faced by the Healthcare Workers, and approved COVID-19 Medical Emergency Allowance and benefits for the frontline Healthcare Workers as enclosed in **Table 1** estimated to cost **Kshs. 3,013,390,000 billion** as enclosed in **Table 2** for a period of **three (3) months with effect from 1st April, 2020**, subject to availability of funds.

The purpose of this letter therefore, is to present to your office the resultant cost implication of implementing the COVID-19 Medical Emergency Allowance and benefits for frontline healthcare workers in national and county governments for consideration and release of funds by the National Treasury.

The Commission appreciates your continued support as it undertakes its mandate.

Yours Sincerely,

Mrs. Lyn C. Mengich
CHAIRPERSON

Copy to:

Prof. Margaret Kobia, PhD, MGH
Cabinet Secretary
Ministry of Public Service and Gender
NAIROBI

Hon. Mutahi Kagwe, EGH,
Cabinet Secretary
Ministry of Health
NAIROBI

H.E. Hon. Wycliffe Oparanya, EGH, CGJ
Chairperson
Council of Governors
NAIROBI

Dr. Julius Muia, CBS
Principal Secretary
The National Treasury
NAIROBI

Table 1: COVID-19 Medical Emergency Allowance for Frontline Healthcare Workers in National and County Governments

Frontline Healthcare Workers: Staff Category	Rate p.m
Medical Doctors, Dentists and Pharmacists	20,000
Clinical Officers, Nurses, and Medical Lab Technologist and Technicians, Biochemists, Chemists, Medical Entomologists, Medical Parasitologists, Medical Lab Officers, and Physiotherapists	15,000
All other Technologists and Technicians (Public Health, Dental, Pharmaceutical, Orthopaedic Trauma, Medical Engineering, Nutrition & Dietetics, Orthopaedic)	10,000
Other Para Medics:	
(a) Community Health Officers,	
(b) Community Health Assistants,	
(c) Health Promotion Officers,	
(d) Health Records & Information Mgt. Officers,	
(e) Health Records & Information Mgt. Assistants,	
(f) Medical Social Workers,	
(g) Nutrition & Dietetics Officers,	
(h) Occupational Therapists,	
(i) Public Health Officers,	
(j) Radiation Protection Officers,	
(k) Radiographers,	
Drivers deployed in Hospitals	
Mortuary Attendants	
Support Staff deployed in hospital:	5,000
(a) Cleaning Supervisors	
(b) Support Staff (Senior, I, II, and III)	
(c) Boiler Assistants	

Note

The allowance is payable for a period of **three (3) months with effect from 1st April, 2020**, subject to availability of funds.

BENEFITS FOR COVID-19 BENEFITS FOR FRONTLINE HEALTHCARE WORKERS IN NATIONAL AND COUNTY GOVERNMENTS

(a) Medical Benefits

Medical cover for Healthcare workers to be provided as per existing SRC's Advisory, subject to affordability.

(b) Insurance Cover

Other Insurance benefits under Work Injury Benefits Act (WIBA), Group Personal Accident (GPA) and Group Life Insurance (GLI) to be addressed by the Ministry of Public Service & Gender who will give further guidance in consultation with respective stakeholders as per proposals.

(c) Psychosocial Support

Psychosocial support to Health Workers to be provided for as per existing Public Service Human Resource Manual of 2016, subject to affordability.

(d) Other Welfare Benefits

These to be taken up directly by respective institutions.

Table 2: Cost Implication for COVID-19 Medical Emergency Allowance and Benefits for Frontline Healthcare Workers in National and County Governments

	Category	Period
A	County	Cost 3 Months
1	Baringo County	44,985,000
2	Bomet County	31,470,000
3	Bungoma County	66,330,000
4	Busia County	45,270,000
5	Elgeyo-Marakwet County	32,685,000
6	Embu County	48,465,000
7	Garissa County	39,165,000
8	Homa-Bay County	66,930,000
9	Isiolo County	21,180,000
10	Kajiado County	45,195,000
11	Kakamega County	78,930,000
12	Kericho County	36,180,000
13	Kiambu County	106,635,000
14	Kilifi County	59,895,000
15	Kirinyaga County	43,740,000
16	Kisii County	84,165,000
17	Kisumu City County	68,400,000
18	Kitui County	68,430,000
19	Kwale County	42,660,000
20	Laikipia County	36,690,000
21	Lamu County	20,325,000
22	Machakos County	97,560,000
23	Makueni County	58,830,000

24	Mandera County	31,845,000
25	Marsabit County	30,420,000
26	Meru County	76,935,000
27	Migori County	44,835,000
28	Mombasa City County	68,505,000
29	Muranga County	63,510,000
30	Nairobi City County	100,200,000
31	Nakuru County	80,505,000
32	Nandi County	58,470,000
33	Narok County	34,875,000
34	Nyamira County	46,800,000
35	Nyandarua County	31,365,000
36	Nyeri County	63,150,000
37	Samburu County	16,485,000
38	Siaya County	36,495,000
39	Taita-taveta County	34,575,000
40	Tana-River County	22,470,000
41	Tharaka-Nithi County	40,470,000
42	Trans-Nzoia County	43,635,000
43	Turkana County	42,555,000
44	Uasin-Gishu County	46,395,000
45	Vihiga County	28,605,000
46	Wajir County	35,070,000
47	West-Pokot County	33,615,000
	SubTotal	2,355,900,000
B	Ministry	
1	Ministry of Health	104,805,000
	SubTotal	104,805,000
C	State Corporations	
1	Kenyatta National Hospital - KNH	156,795,000
2	Moi Teaching and Referral Hospital - MTRH	106,680,000
3	Kenyatta University Referral Hospital – KURH (Estimates)	*94,077,000
4	Kenya Medical Research Institute - KEMRI (Estimates)	* 94,077,000
	SubTotal	451,629,000
D	Benefits	
1	Provision of medical cover for 15,000 health care workers in 22 county governments not covered in any other medical scheme	500,000,000
2	Provision of psychosocial support to Health Workers during COVID – 19 Crisis	20,000,000
	SubTotal	520,000,000
	Total	3,432,334,000

Note

The cost does not include the cost of 8,000 Healthcare Workers currently being recruited.