



REPUBLIC OF KENYA

RESOLUTIONS

OF THE THIRD NATIONAL WAGE BILL CONFERENCE

HELD ON 15 – 17 APRIL 2024, AT THE BOMAS OF KENYA

1. All Ministries, Departments and Agencies, State Corporations at the national government level to refine their strategies and action plans to achieve a wage bill to revenue ratio of 35 per cent by 30 June 2028. These strategies and action plans to be submitted to their respective Cabinet Secretary by 30 June 2024 for approval. The National Treasury and the Controller of Budget to progressively monitor the trajectory and ensure that provision of Personnel Emolument do not exceed the 35 per cent threshold, by 30 June 2028.

Lead Actor: SRC & SCAC

Collaborators: NT&P, COB, MPSP&DM, CEO's State Corporations

2. All County Executive Committee Members (CECM) for Public Service to refine the strategies and action plans to achieve a wage bill to revenue ratio of 35 per cent. The strategies and action plans to be submitted to the County Executive Committee (CEC) by 30 June 2024 for approval. The county governments and the Controller of Budget to progressively monitor and ensure that provision of Personnel Emolument do not exceed the 35 per cent threshold, by 30 June 2028.

Lead Actor: IGRTC & SRC

Collaborators: COG, CPSBs, NT&P, COB, CECM

3. The public service institutions to review and rationalize their staff establishment with a view to align to affordability, fiscal sustainability, right composition, skills set and fit for purpose organization structures that will facilitate the institutions to achieve the 35 per cent by 2028.

Lead Actors: PSC & CPSBs

Collaborators: COG, SRC, SCAC, MPSP&DM, Boards of State Corporations

4. Review the Kenyan model for performance management by December 2024 to shift from measurement of activities and inputs to outputs and outcomes. Institutionalize measurement of productivity, integrate the various measurement systems and create clear linkage to a reward and sanction system.

Lead Actor: MPSP&DM & ML&SP

Collaborators: COG, SRC, SCAC, CPSBs

5. All institutions of the national and county governments to adopt and build capacity on performance contracting as an accountability tool in line with Medium Term Plan IV with effect from 1 July 2024. In this regard, public service institutions to incorporate productivity measurements, process re-engineering, technology, and skills development as key drivers to implementation.

Lead Actor: MPSP&DM, ML&SP, CPSBs

Collaborators: SRC, SCAC, COG

6. All institutions at both levels of government to migrate their payrolls to the Human Resource Information System-Kenya by 30 June 2025. Further, manual, multiple and stand-alone payroll systems to cease.

Lead Actor: MPS&PD, Accounting Officers

Collaborators: COG, COB, NT&P, SRC, County Secretary/authorized Officer, SCAC, CCIOs

7. Eliminate duplications and mitigate overlap of mandates, roles and functions across State corporations, national and county governments, Constitutional Commissions and Independent Offices.

Lead Actor: OPCS (NDIC), IGRTC, SCAC

Collaborators: PSC, CPSBs, COG, CCIOs

8. Initiate a government-wide cultural transformation to embed the national values and principles, and institute a mechanism for reward and consequence management in pursuit of a transformed public service culture.

Lead Actor: PSC, HOPS, County Governments,

Collaborators: EACC, ODPP, COG, SCAC, CPSB's, MPS&PDM

9. Submit the resolutions to the Summit for adoption, and thereafter, constitute an inter-governmental multi-agency team to implement the resolutions.

Actors: SRC, IGRTC, COG