

(Legislative Supplement No.78)

LEGAL NOTICE NO. 95

THE LABOUR INSTITUTIONS ACT

(Cap. 234)

IN EXERCISE of the powers conferred by section 46 of the Labour Institutions Act, the Cabinet Secretary for Labour and Social Protection makes the following Order—

THE REGULATION OF WAGES (GENERAL) (AMENDMENT) ORDER, 2026

1. This Order may be cited as the Regulation of Wages (General) (Amendment) Order, 2026, and shall be deemed to have come into operation on the 1st May, 2026.

2. The Regulation of Wages (General) Order is amended by deleting the Schedule and substituting therefor the following new Schedule—

SCHEDULE

Basic Minimum Monthly Wages (exclusive of Housing Allowance) and Basic Minimum Daily and Hourly Rates (exclusive of Housing Allowance)

S/No.	COLUMN 1 <i>Occupation</i>	COLUMN 2			COLUMN 3			COLUMN 4		
		<i>Monthly contract per month</i>	<i>Daily rate</i>	<i>Hourly rate</i>	<i>Monthly contract per month</i>	<i>Daily rate</i>	<i>Hourly rate</i>	<i>Monthly contract per month</i>	<i>Daily rate</i>	<i>Hourly rate</i>
		<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>
		<i>Nairobi, Mombasa, Kisumu, Nakuru and Eldoret Cities</i>			<i>All former Municipalities and Town Councils of Mavoko, Ruiru and Limuru</i>			<i>All other areas</i>		
	General labourer including cleaner, sweeper, gardener, children's ayah, house servant, day watchman, messenger	18,047.40	868.44	161.34	16,650.95	797.80	147.45	9,268.07	487.94	90.17
	Miner, stone cutter, tumboy, waiter, cook, logger, line cutter	19,491.33	936.88	1,754.68	17,046.83	828.55	149.47	11,124.42	549.91	100.56

	COLUMN 1	COLUMN 2			COLUMN 3			COLUMN 4		
S/No.	Occupation	<i>Nairobi, Mombasa, Kisumu, Nakuru and Eldoret Cities</i>			<i>All former Municipalities and Town Councils of Mavoko, Ruiru and Limuru</i>			<i>All other areas</i>		
		<i>Monthly contract per month</i>	<i>Daily rate</i>	<i>Hourly rate</i>	<i>Monthly contract per month</i>	<i>Daily rate</i>	<i>Hourly rate</i>	<i>Monthly contract per month</i>	<i>Daily rate</i>	<i>Hourly rate</i>
		<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>
	Night watchman	20,133.72	966.02	181.64	18,665.88	900.31	165.26	11,483.43	554.07	105.90
	Machine attendant, sawmill sawyer, machine assistant, mass production machinist, shoe cutter, bakery worker, bakery assistant, tailor's assistant	20,454.86	982.70	188.47	19,034.56	920.44	166.86	15,427.97	745.15	138.66
	Machinist (made to measure), shoe upper preparer, chaplis maker, vehicle service worker (petrol and service stations), bakery plant hand, laundry operator, junior clerk, wheel tractor driver (light)	23,350.21	1,125.23	209.54	21,844.12	1,051.62	175.65	17,859.17	863.75	161.34
	Printing machine operator, bakery machine operator, plywood machine operator,	24,358.73	1,170.46	219.28	22,481.83	1,080.47	199.98	18,582.41	892.89	165.14

	COLUMN 1	COLUMN 2			COLUMN 3			COLUMN 4		
S/No.	Occupation	<i>Nairobi, Mombasa, Kisumu, Nakuru and Eldoret Cities</i>			<i>All former Municipalities and Town Councils of Mavoko, Ruiru and Limuru</i>			<i>All other areas</i>		
		<i>Monthly contract per month</i>	<i>Daily rate</i>	<i>Hourly rate</i>	<i>Monthly contract per month</i>	<i>Daily rate</i>	<i>Hourly rate</i>	<i>Monthly contract per month</i>	<i>Daily rate</i>	<i>Hourly rate</i>
		<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>
	sawmill dresser, shop assistant, machine tool operator, dough maker, table hand baker or confectioner, copy typist, driver (cars and light vans)									
	Pattern designer (draughtsman), dress cutter, single hand oven man, charge-hand baker, general clerk, telephone operator, receptionist, storekeeper	27,796.51	1,336.43	250.38	25,412.61	1,222.22	201.35	21,668.18	1,038.68	194.58
	Tailor, driver (medium sized vehicle)	30,634.69	1,474.32	272.70	28,155.87	1,356.02	250.74	25,105.72	1,225.84	225.03
	Dyer, crawler tractor driver, salesman	33,820.24	1,621.95	303.92	31,555.31	1,518.43	282.67	28,479.38	1,367.54	251.09
	Saw doctor, caretaker (buildings)	37,426.84	1,802.29	336.69	34,947.96	1,682.74	313.54	32,556.94	1,564.97	291.10
	Cashier, driver (heavy commercial vehicles) salesman driver	40,724.23	1,960.60	366.96	38,323.71	1,844.79	346.42	35,932.75	1,727.26	323.16

S/No.	Occupation	COLUMN 2			COLUMN 3			COLUMN 4		
		<i>Nairobi, Mombasa, Kisumu, Nakuru and Eldoret Cities</i>			<i>All former Municipalities and Town Councils of Mavoko, Ruiru and Limuru</i>			<i>All other areas</i>		
		<i>Monthly contract per month</i>	<i>Daily rate</i>	<i>Hourly rate</i>	<i>Monthly contract per month</i>	<i>Daily rate</i>	<i>Hourly rate</i>	<i>Monthly contract per month</i>	<i>Daily rate</i>	<i>Hourly rate</i>
	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	<i>Ksh. Cts.</i>	
	Ungraded artisan	24,358.79	1171.35	219.28	22,481.83	1,080.47	199.98	18,582.77	892.89	166.15
	Artisan Grade III	30,634.74	1,474.32	272.64	28,155.87	1,356.02	250.74	25,058.23	1,225.90	225.15
	Artisan Grade II	33,087.44	1,621.95	303.92	31,555.31	1,643.44	282.67	28,479.38	1,367.06	251.39
	Artisan Grade I	40,724.23	1,960.60	366.96	38,323.71	1,844.79	346.42	35,932.86	1,727.14	323.27

Made on the 7th May, 2026.

ALFRED MUTUA,
Cabinet Secretary for Labour and Social Protection.

LEGAL NOTICE NO. 96

THE LABOUR INSTITUTIONS ACT

(Cap. 234)

IN EXERCISE of the powers conferred by section 46 of the Labour Institutions Act, the Cabinet Secretary for Labour and Social Protection makes the following Order—

THE REGULATION OF WAGES (AGRICULTURAL INDUSTRY) (AMENDMENT) ORDER, 2026

1. This Order may be cited as the Regulation of Wages (Agricultural Industry) (Amendment) Order, 2026, and shall be deemed to have come into operation on the 1st May, 2026.

2. The Regulation of Wages (Agricultural Industry) Order, is amended by deleting the Schedule and substituting therefor the following new Schedule—

SCHEDULE

BASIC MINIMUM CONSOLIDATED WAGES

S/No.	Occupation	Per month (Ksh. Cts.)	Per day (Ksh. Cts.)
1.	Unskilled employee	9,196.93	385.24
2.	Stockman, herdsman, watchman	20,621.15	449.81
	<i>Skilled and semi-skilled employees</i>		
3.	House servant to cook	10,498.82	399.77
4.	Farm foreman	26,591.20	701.11

<i>S/No.</i>	<i>Occupation</i>	<i>Per month (Ksh. Cts.)</i>	<i>Per day (Ksh. Cts.)</i>
5.	Farm clerk	26,591.20	701.11
6.	Senior foreman	20,740.61	455.70
7.	Farm artisan	20,992.45	467.36
8.	Tractor driver	11,656.75	495.10
9.	Combine harvester driver	12,841.61	544.89
10.	Lorry driver or van driver	13,496.47	571.22

Made on the 7th May, 2026.

ALFRED MUTUA,
Cabinet Secretary for Labour and Social Protection.