



Grant Thornton

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WAGE GUIDE 2018



The Labour Institutions Act (No. 12 of 2007) once again reviews the minimum wages for employees in the agricultural sector and other sectors.

The Labour Institutions Act, does not provide for the frequency of updating minimum wage. However Part VI of the Labour Institutions Act empowers the Minister of Labour to fix and update the minimum wages provided in the wages order (section 48(1)).



THE REGULATION OF WAGES (AGRICULTURAL INDUSTRY) (AMENDMENT) ORDER, 2018 (w.e.f 1ST May 2018)

The agricultural sector, which is one the hardest hit sectors in the country, has over the years sustained low wages for its workers. However, much has been done by the government in a bid to try to match the employees' income to the current level of inflation recently experienced in the country. The revised wages do not however, reflect the inflation index that has hit the country since 2017 when the wages were last revised.

We highlight below the revised rates.

BASIC MINIMUM CONSOLIDATED WAGES

No	Occupation	Per month	Per Day
		KES Cts.	KES Cts.
1	Unskilled employee	6,736.30	282.90
2	Stockman, herdsman, watchman	7,779.45	329.40
	<i>Skilled & semi-skilled employees</i>	KES. Cts	KES. Cts
3	House Servant or cook	7,689.85	292.80
4	Farm foreman	12,152.20	513.55
5	Farm Clerk	12,152.20	513.55
6	Senior foreman	7,867.00	334.50
7	Farm artisan	8,051.40	342.35
8	Tractor driver	8,538.00	362.65
9	Combine harvester driver	9,405.85	399.10
10	Lorry driver or car driver	9,870.85	418.40

MINIMUM DAILY AND HOURLY RATES (INCLUSIVE OF HOUSING ALLOWANCE) w.e.f 1ST May 2018

Occupation	Nairobi, Mombasa and Kisumu cities			All former municipalities and Town councils of Mavoko, Ruiru and Limuru			All other areas		
	Monthly contract p.m	Daily Rate	Hourly rate	Monthly contract p.m	Daily Rate	Hourly rate	Monthly contract p.m	Daily Rate	Hourly rate
	KES. Cts	KES. Cts	KES. Cts	KES. Cts	KES. Cts	KES. Cts	KES. Cts	KES. Cts	KES. Cts
General labourer including cleaner, sweeper, gardener, children's ayah, house servant, day watchman, messenger	13,572.90	653.10	121.30	12,522.70	600.00	110.90	7,240.95	367.00	67.80
Miner, stone cutter, turnboy waiter, cook, logger line cutter	14,658.85	704.60	132.10	13,005.70	623.10	112.40	8,366.35	413.60	75.60
Night watchman	15,141.95	726.55	136.55	14,038.00	677.10	124.30	8,636.30	416.70	79.65
Machine attendant, sawmill sawyer, machine assistant, mass production machinist, shoe cutter, bakery worker, bakery assistant, tailors assistant	15,383.45	739.05	141.75	14,315.30	692.20	125.50	11,602.90	560.40	104.30
Machinist (made to measure) shoe upper preparer, chapllis maker, vehicle service worker (petrol and service stations), bakery plant hand, laundry operator, junior clerk, wheel tractor driver (light)	17,561.00	846.25	157.60	16,428.30	790.90	132.10	13,431.30	649.60	121.30

Occupation	Nairobi, Mombasa and Kisumu cities			All former municipalities and Town councils of Mavoko, Ruiru and Limuru			All other areas		
	Monthly contract p.m	Daily Rate	Hourly rate	Monthly contract p.m	Daily Rate	Hourly rate	Monthly contract p.m	Daily Rate	Hourly rate
	KES. Cts	KES. Cts	KES. Cts	KES. Cts	KES. Cts	KES. Cts	KES. Cts	KES. Cts	KES. Cts
Printing machine operator, bakery machine operator, plywood machine operator, sawmill dresser, shop assistant, machine tool operator, dough maker, table hand baker or confectioner y, copy typist, driver (cars and light vans)	18,319.50	880.30	164.90	16,907.90	812.55	150.40	13,975.30	18,319.50	880.30
Pattern designer (draughts- man) garment and dress cutter, single hand oven man, charge-hand baker, general clerk, telephone operator, receptionist, storekeeper	20,904.90	1,005.10	188.30	19,112.05	919.20	151.40	16,295.95	781.20	146.30
Tailor, driver (medium sized vehicle)	23,039.40	1,108.80	205.10	21,175.15	1,019.80	188.60	18,881.21	921.90	169.25
Dryer, crawler tractor driver, sales man	25,435.20	1,219.80	228.60	23,731.80	1,142.00	212.60	21,418.50	1,028.50	188.85
Saw doctor, caretaker (buildings)	28,147.60	1,355.45	253.25	26,283.30	1,265.50	235.80	24,485.10	1176.95	218.90
Cashier, driver (heavy commercial vehicles) sales-man driver	30,627.45	1,474.50	275.95	28,822.10	1,387.40	260.55	27,023.95	1,299.00	243.05

Occupation	Nairobi, Mombasa and Kisumu cities			All former municipalities and Town councils of Mavoko, Ruiru and Limuru			All other areas		
	Monthly contract p.m	Daily Rate	Hourly rate	Monthly contract p.m	Daily Rate	Hourly rate	Monthly contract p.m	Daily Rate	Hourly rate
	KES. Cts	KES. Cts	KES. Cts	KES. Cts	KES. Cts	KES. Cts	KES. Cts	KES. Cts	KES. Cts
Ungraded artisan	18,319.50	880.95	164.90	16,907.90	812.55	150.40	13,975.55	671.50	124.05
Artisan Grade III	23,039.45	1,108.80	205.05	21,175.15	1,019.80	188.60	18,845.55	921.95	169.35
Artisan Grade II	24,884.05	1,219.80	228.60	23,731.80	1,236.00	212.60	21,418.50	1,028.10	189.05
Artisan Grade I	30,627.45	1,474.50	275.95	28,822.10	1,387.40	260.55	27,024.00	1,298.95	243.10

Get in Touch

Please get in touch with us to find out more about how this affects you.

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