

**SPECIAL ISSUE**

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LEGAL NOTICE NO. 116

**THE LABOUR INSTITUTIONS ACT**

(No. 12 of 2007)

IN EXERCISE of the powers conferred by section 46 of the Labour Institutions Act, 2007, the Cabinet Secretary for Ministry of Labour, Social Security and Services makes the following Order.

**THE REGULATION OF WAGES (AGRICULTURAL INDUSTRY)  
(AMENDMENT) ORDER 2015**

1. This order may be cited as Regulation of Wages (Agricultural Industry) (Amendment) Order, 2015, and shall be deemed to have come into operation on the 1st May, 2015.

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**

<i>Occupation</i>	<i>Per month</i>		<i>Per day</i>	
	<i>KSh.</i>	<i>Cts</i>	<i>KSh.</i>	<i>Cts</i>
Unskilled employee	5,436	90	228	30
Stockman, herdsman, watchman	6,278	80	265	90
<i>Skilled and semi skilled employees</i>				
House Servant or cook	6,206	50	236	30
Farm foreman	9,808	10	414	50
Farm Clerk	9,808	10	414	50
Senior foreman	6,349	50	270	00
Farm artisan	6,498	30	276	30
Tractor driver	6,891	00	292	70
Combined harvester driver	7,591	50	322	10
Lorry driver or car driver	7,966	80	337	70

Dated the 20th May, 2015.

**RAYCHELLE OMAMO,**  
*Ag. Cabinet Secretary for Labour, Social Security and Services.*

## THE LABOUR INSTITUTIONS ACT

(No. 12 of 2007)

IN EXERCISE of the powers conferred by section 46 of the Labour Institutions Act, 2007, the Cabinet Secretary for Labour, Social Security and Services makes the following Order:—

## THE REGULATION OF WAGES (GENERAL)(AMENDMENT) ORDER 2015

1. This order may be cited as Regulation of Wages (General) (Amendment) Order, 2015, and shall be deemed to have come into operation on the 1st May, 2015.

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

## SCHEDULE

## 1. BASIC MINIMUM MONTHLY WAGES (EXCLUSIVE OF HOUSING ALLOWANCE)

## 2. MINIMUM DAILY AND HOURLY RATES (INCLUSIVE OF HOUSING ALLOWANCE)

COLUMN 1	COLUMN 2			COLUMN 3			COLUMN 4		
<i>Occupation</i>	<i>Nairobi, Mombasa and Kisumu cities</i>			<i>All former municipalities and Mavoko, Ruiru and Limuru Town councils</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>
General labourer including cleaner, sweeper, gardener, children's ayah, house servant, day watchman, messenger	10,954 70	527 10	97 90	10,107 10	484 30	89 50	5,844 20	296 20	54 70

COLUMN 1	COLUMN 2			COLUMN 3			COLUMN 4		
<i>Occupation</i>	<i>Nairobi, Mombasa and Kisumu cities</i>			<i>All former municipalities and Mavoko, Ruiru and Limuru Town councils</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>
Miner, stone cutter, turn boy waiter, cook, logger line cutter	11,831 20	568 70	106 60	10,496 90	502 90	90 70	6,752 50	333 80	61 00
Night watchman	12,221 10	586 40	110 20	11,330 10	546 50	100 30	6,970 40	336 30	64 30
Machine attendant, sawmill sawyer, machine assistant, mass production machinist, shoe cutter, bakery worker, bakery assistant, tailor's assistant	12,416 00	596 50	114 40	11,553 90	558 70	101 30	9,364 70	452 30	84 20
Machinist (made-to-measure) shoe upper preparer, challis maker, vehicle service worker (petrol and service stations), bakery plant hand, laundry operator, junior clerk, wheeled tractor driver (light)	14,173 50	683 00	127 20	13,259 30	638 30	106 60	10,840 50	524 30	97 90
Printing machine operator, bakery machine operator, plywood machine operator, sawmill dresser, shop assistant, machine tool operator, dough maker, table hand baker or confectionery, copy typist, driver (cars and light vans)	14,785 70	710 50	133 10	13,646 40	655 80	121 40	11,279 50	542 00	100 20

COLUMN 1	COLUMN 2			COLUMN 3			COLUMN 4		
<i>Occupation</i>	<i>Nairobi, Mombasa and Kisumu cities</i>			<i>All former municipalities and Mavoko, Ruiru and Limuru Town councils</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>
Pattern designer (draughtsman) garment and dress cutter, single hand oven man, charge-hand baker, general clerk, telephone operator, receptionist, storekeeper	16,872 40	811 20	152 00	15,425 40	741 90	122 20	13,152 50	630 50	118 10
Tailor, driver (medium sized vehicle)	18,595 20	894 90	165 50	17,090 50	823 10	152 20	15,239 10	744 10	136 60
Dryer, crawler tractor driver, sales man	20,528 80	984 50	184 50	19,154 00	921 70	171 60	17,286 90	829 80	152 40
Saw doctor, caretaker (buildings)	22,718 00	1,094 00	204 40	21,213.30	1,021 40	190 30	19,762 00	949 90	176 70
Cashier, driver (heavy commercial vehicles) salesman –driver	24,719 50	1,190 10	222 70	23,262 40	1,119 80	210 30	21,811 10	1,048 40	196 20
Ungraded artisan	14,785 70	711 00	133 10	13,646 40	655 80	121 40	11,279 50	542 00	100 30
Artisan Grade III	18,595 20	894 90	165 50	17,090 50	823 10	152 20	15,210 30	744 10	136 70
Artisan Grade II	20,084 00	984 50	184 50	19,154 00	997 60	171 60	17,286 90	829 80	152 60
Artisan Grade I	24,719 50	1,190 10	222 70	23,262 40	1,119 80	210 30	21,811 10	1,048 40	196 20

Dated the 20th May, 2015.

RAYCHELLE OMAMO,  
Ag. Cabinet Secretary for Labour, Social Security and Services.