

UoN undergoes a Job Evaluation Exercise

The University of Nairobi is undergoing a job evaluation exercise that is ongoing in the public service. Price Waterhouse Coopers (PwC) have been contracted by the Salaries and Remuneration Commission (SRC) to evaluate the University.

The joint team of SRC and PwC were at the University on Monday, February 13, 2017, to kick off the crucial exercise that seeks to create a standardized pay structure, so that public officers get equal pay for work of equal value.

“SRC will be conducting the job evaluation exercise to determine the true worth of public service jobs,” said Commissioner Ann Owuor. “Jobs will be evaluated and a grading system developed. The remuneration for each grade shall be determined by the pay structure developed through a salary structure developed through a salary benchmarking exercise.”

Commissioner Owuor was accompanied by Commissioner Jason Namasake.

The Vice-Chancellor, Prof. Peter Mbithi said that the University is in full support of the SRC job evaluation exercise.

“We hope to achieve a proper jobs analysis, job evaluation, a rationalized basis for equitable remuneration, the intrinsic worth of jobs, relative complexities of different jobs and a rationalized job structure to enable consistent decision making regarding grading and rates of pay for enhanced performance, retention and productivity,” he said