

APPENDIX I

Medical Risk Allowance

The Programme shall pay medical risk allowance to eligible officers at a monthly rate indicated below:

NO.	GRADE	KHS. (MONTHLY)
1.	Enrolled/Nursing Officer (Upto MR/8)	3,850
2.	Enrolled/Nursing Officer (MR/9 and above)	4,000
3.	Laboratory Technologist/Technician	3,000
4.	Clinical Officers	3,000
5.	Radiographers	2,000
6.	Pharmacists (MR/8 and above)	3,000
7.	Pharmaceutical Technologists	2,000
8.	Medical Records Technicians/Technologists	2,000
9.	Biomedical Engineering Technologists/Technicians	2,000
10.	Public Health Technicians	2,000
11.	Public Health Officers (MR/8 and above)	3,000

ARTICLE 8: OVERTIME (Employment Act/Wages Regulations)

Overtime shall be paid to those employees who work over and above the normal daily/weekly working hours at the rates of:

1. 1 ½ times for the extra time worked during the normal working days.
2. Double times for hours worked on Gazetted Public Holidays and Sundays.

ARTICLE 9: UNIFORM ALLOWANCE

All uniformed unionisable employees will receive a minimum of two (2) pairs of their uniforms or protective clothing annually from the institute. The type and style of uniform for each category of employees according to the job they perform will be agreed upon between the Institute's Management and Shopstewards Committee union representatives.

and

"Salaries and Remuneration Commission Circular of 14th September, 2015 part "E"

"Uniform Allowance is payable to nurses at a flat rate of Kshs. 10,000 per annum".