

KENYA MEDICAL RESEARCH INSTITUTE
INTERNAL OFFICE MEMO

FROM: Deputy Director, (A & F)	DATE: 25 th July 2018
TO: All Staff	REF: Loose

RE: PAYMENT OF EXTRANEOUS ALLOWANCE ARREARS

The above subject refers.

The Union of National Research and Allied Institutes Staff of Kenya (UNRISK) went to court in 2013 (cause 1315 of 2013) to have government circulars No. **MSPS/2/1/3A Vol. III (77)** and **MSPS/2/1/3A Vol. III (100)** of 2012 implemented. The circulars clearly indicated the cadres of officers who were to be paid the extraneous allowance.

The Management started implementing the circulars in July 2015 by effecting payment of the allowances quoted in Phase One to the affected staff. The Institute received a Court ruling in March 2017 that directed full implementation of the above mentioned circulars. In July 2017, the Management effected payment of allowances under Phase Two. However, the extraneous allowance arrears from Dec 2011 to June 2017 were not paid as the Institute had not been funded by The National Treasury.

In the course of the just ended financial year, the Management sought for funding from The National Treasury to facilitate payment of the arrears as directed by the Court. The National Treasury approved the Management's request for additional funding through the 2017/18 supplementary budget to facilitate payment of the arrears. The funds were received by the Institute on 30th June 2018. Consequently, the Management hereby informs all employees that the Institute will now fully comply with the court ruling by settling the arrears of extraneous allowance in the July 2018 payroll to the affected staff.

The Management is aware of concerns raised by the UNRISK in relation to the payment of extraneous allowance to all the Institute employees and has commenced initiatives with relevant Government agencies for a way forward.

Thank you.


Kamau Mugenda