

SRC to conduct Job Evaluation for University of Nairobi staff.

The Salaries and Remuneration Commission, SRC, has begun a 30 days job evaluation exercise for the University of Nairobi staff.

The exercise will involve evaluation of the available jobs at the University of Nairobi, analysis of the jobs and description of the jobs, doing a salary comparison with other universities and research institutions and finally writing a report on the evaluation exercise.

Commissioner, Anne Elizabeth Owuor, noted that the mandate of SRC is to advise on the salaries and remuneration of all public officers. She added that they support job evaluation exercise for equitable remuneration. She was accompanied by fellow Commissioner Jason Namasake.

The job evaluation exercise which began in 2016 is being conducted by Price Water House Coopers (PwC), an internationally renowned audit firm. The result will lead to equitable remuneration, addressing pay disparities, grading of positions and help in reviewing salaries, remuneration and benefits.

According to PwC, the benefit of job evaluation exercise has been among others, harmonized remuneration which helps avert strike and industrial action.

To have a successful job evaluation exercise, the consultant will need the right information to be provided. PwC has recently completed 47,000 job evaluations exercise in 47 counties, 21 ministries and several government agencies.

Going forward, Job Analysts will be trained to help with the job evaluation exercise and job evaluation committees will be formed to assist in the exercise. Job evaluation exercise will be conducted using Peterson model of job evaluation. Among the things that will be looked into during the evaluation include: Experience and training required for the position, financial impact, influence wielded by the position among others. The model has been successfully used in other Universities among them North West University, Venda University, University of Pretoria among others.

Present during the exercise were; the Vice-Chancellor, members of the University Management Board, Directors and Heads of Departments from the Central Administration.