



SPECIAL ISSUE

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(Legislative Supplement No. 52)

LEGAL NOTICE No. 125

THE LABOUR INSTITUTIONS ACT

(No. 12 of 2007)

IN EXERCISE of the powers conferred by section 46 of the Labour Institutions Act, the Cabinet Secretary for Labour makes the following Order—

**THE REGULATION OF WAGES (GENERAL) (AMENDMENT)
ORDER, 2022**

PART I—PRELIMINARY

1. This Order may be cited as the Regulation of Wages (General) (Amendment) Order, 2022 and shall be deemed to have come into operation on the 1st of May 2022.

Citation and commencement.

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

Sub. leg.



SCHEDULE

1. BASIC MINIMUM MONTHLY WAGES (EXCLUSIVE OF HOUSING ALLOWANCE)
 2. MINIMUM DAILY AND HOURLY RATES (INCLUSIVE OF HOUSING ALLOWANCE)

S/NO	COLUMN 1 Occupation	COLUMN 2			COLUMN 3			COLUMN 4		
		Monthly contract per month Kshs. Cts	Daily Rate Kshs.Cts	Hourly rate Kshs.Cts	Monthly contract per month Kshs.Cts	Daily Rate Kshs.Cts	Hourly rate Kshs.Cts	Monthly contract per month Kshs.Cts	Daily Rate Kshs.Cts	Hourly rate Kshs.Cts
1.	General labourer including cleaner, sweeper, gardener, children's ayah, house servant, day watchman, messenger	15201.65	731.50	135.90	14025.40	672.00	124.20	8109.90	411.00	75.95
2.	Miner, stone cutter, turn boy, waiter, cook, logger, line cutter	16417.90	789.15	148.00	14566.40	697.90	125.90	9370.30	463.20	84.70
3.	Night watchman	16959.00	813.70	153.00	15722.60	758.35	139.20	9672.70	466.70	89.20

S/NO	COLUMN 1 Occupation	COLUMN 2 Nairobi, Mombasa, Kisumu and Nakuru Cities			COLUMN 3 All Former Municipalities and Town Councils of Mavoko, Ruiru and Limuru			COLUMN 4 All other areas		
		Monthly contract per month	Daily Rate	Hourly rate	Monthly contract per month	Daily Rate	Hourly rate	Monthly contract per Month	Daily Rate	Hourly rate
		Kshs. Cts	Kshs.Cts	Kshs.Cts	Kshs.Cts	Kshs.Cts	Kshs.Cts	Kshs.Cts	Kshs.Cts	Kshs.Cts
4.	Machine attendant, sawmill sawyer, machine assistant, mass production machinist, shoe cutter, bakery worker, bakery assistant, tailors assistant	17229.50	827.75	158.75	16033.15	775.30	140.55	12995.25	627.65	116.80
5.	Machinist (made to measure) shoe upper preparer, chaplis maker, vehicle service worker (petrol and service stations), bakery plant hand, laundry operator, junior clerk, wheel tractor driver (light)	19668.30	947.80	176.50	18399.70	885.80	147.95	15043.10	727.55	135.90

	COLUMN 1	COLUMN 2			COLUMN 3			COLUMN 4		
S/NO	Occupation	Nairobi, Mombasa, Kisumu and Nakuru Cities			All Former Municipalities and Town Councils of Mavoko, Ruiru and Limuru			All other areas		
		Monthly contract per month	Daily Rate	Hourly rate	Monthly contract per month	Daily Rate	Hourly rate	Monthly contract per month	Daily Rate	Hourly rate
		Kshs. Cts	Kshs.Cts	Kshs.Cts	Kshs.Cts	Kshs.Cts	Kshs.Cts	Kshs.Cts	Kshs.Cts	Kshs.Cts
6	Printing machine operator, bakery machine operator, plywood machine operator, sawmill dresser, shop assistant, machine tool operator, dough maker, table hand baker or confectioner, copy typist, driver (cars and light vans)	20517.80	985.90	184.70	18936.85	910.10	168.45	15652.30	752.10	139.10
7	Pattern designer (draughts- man) garment and	23413.50	1125.70	210.90	21405.50	1029.50	169.60	18251.50	874.90	163.90

S/NO.	COLUMN 1 Occupation	COLUMN 2 Nairobi, Mombasa, Kisumu and Nakuru Cities			COLUMN 3 All Former Municipalities and Town Councils of Mavoko, Ruiru and Limuru			COLUMN 4 All other areas		
		Monthly contract per month Kshs. Cts	Daily Rate Kshs.Cts	Hourly rate Kshs.Cts	Monthly contract per month Kshs.Cts	Daily Rate Kshs.Cts	Hourly rate Kshs.Cts	Monthly contract per month Kshs.Cts	Daily Rate Kshs.Cts	Hourly rate Kshs.Cts
	dress cutter, single hand oven man, charge-hand baker, general clerk, telephone operator, receptionist, storekeeper									
8	Tailor, driver (medium sized vehicle)	25804.15	1241.85	229.70	23716.20	1142.20	211.20	21147.00	1032.55	189.55
9	Dyer, crawler tractor driver, sales man	28487.40	1366.20	256.00	26579.60	1279.00	238.10	23988.70	1151.90	211.50
10	Saw doctor, caretaker (buildings)	31525.30	1518.10	283.60	29437.30	1417.40	264.10	27423.30	1318.20	245.20

S/NO.	Occupation	Nairobi, Mombasa, Kisumu and Nakuru Cities			All Former Municipalities and Town Councils of Mavoko, Ruiru and Limuru.			All other areas		
		Monthly contract per month	Daily Rate	Hourly rate	Monthly contract per month	Daily rate	Hourly rate	Monthly contract per month	Daily rate	Hourly rate
11	Cashier, driver (heavy commercial vehicles) sales-man driver	Kshs. Cts 34302.75	Kshs.Cts 1651.45	Kshs.Cts 309.10	Kshs.Cts 32280.75	Kshs.Cts 1553.90	Kshs.Cts 291.80	Kshs.Cts 30266.80	Kshs.Cts 1454.90	Kshs.Cts 272.20
12	Ungraded artisan	20517.85	986.65	184.70	18936.85	910.10	168.45	15652.60	752.10	139.95
13	Artisan Grade III	25804.20	1241.85	229.65	23716.20	1142.20	211.20	21107.00	1032.60	189.65
14	Artisan Grade II	27870.15	1366.20	256.00	26579.60	1384.30	238.10	23988.70	1151.50	211.75
15	Artisan Grade I	34302.75	1651.45	309.10	32280.75	1553.90	291.80	30266.90	1454.80	272.30

Made on the 20th June, 2022.

SIMON K. CHELUGUI,
Cabinet Secretary for Labour.