AGENDA 77

"One Kenya, One Agenda"

A cross-party youth movement for accountable governance • #PunguzaMishahara

REPUBLIC OF KENYA

PARLIAMENTARY REMUNERATION IN KENYA POLICY BRIEF

Aligning Leadership Compensation with Kenya's Economic Reality; Compensation of the National Assembly and the Senate Relative to Kenya's Economic Reality

National Advocacy Campaign
#PunguzaMishahara

A Fiscal Consolidation and Governance Reform Report

Published by Agenda 77 for public advocacy, civil society, and media use
July 2026

FORWARD

Kenya stands at a defining moment in its democratic and economic journey. Across the country, citizens continue to shoulder rising living costs, increasing tax obligations, limited employment opportunities, and growing pressure on household incomes. At such a time, public leadership must not only exercise constitutional authority but also demonstrate fiscal responsibility, accountability, and solidarity with the people it serves.

Parliament remains one of the country's most important democratic institutions. Members of the National Assembly and the Senate perform vital constitutional functions, including representation, legislation, oversight, and the protection of public interests. These responsibilities deserve fair and dignified remuneration that enables legislators to discharge their duties independently and effectively.

However, remuneration within the public sector must always be balanced against Kenya's prevailing economic realities and the constitutional principles of prudent public finance. The Constitution of Kenya entrusts the Salaries and Remuneration Commission with ensuring that compensation for State officers is fair, transparent, fiscally sustainable, and reflective of the country's capacity to finance public expenditure.

This policy brief has been prepared by Agenda77 under the national **#PunguzaMishahara** campaign to contribute constructively to the national conversation on parliamentary remuneration. It does not seek to diminish the important role of Parliament, nor does it advocate punitive measures against elected leaders. Instead, it proposes evidence-based reforms that simplify the remuneration framework, eliminate overlapping allowances, strengthen transparency, and promote greater public confidence in democratic leadership.

Grounded in constitutional principles, economic analysis, and comparative public finance practices, this report presents practical recommendations aimed at ensuring that parliamentary remuneration remains fair to legislators while also remaining fair to the citizens whose taxes sustain public institutions.

Agenda77 believes that responsible leadership begins with responsible stewardship of public resources. As a movement bringing together young leaders from different political parties under the banner **"One Kenya, One Agenda,"** we remain committed to advancing constructive policy solutions that strengthen governance, enhance accountability, and secure a more sustainable future for all Kenyans.

We invite policymakers, the Salaries and Remuneration Commission, Parliament, civil society, the media, and every Kenyan to engage with the recommendations contained in this report in the spirit of dialogue, patriotism, and shared national progress.

Executive Summary

Kenya's constitutional democracy is founded on the principles of accountable leadership, prudent management of public resources, and equitable sharing of the national burden of development. As the country continues to navigate economic challenges characterized by rising living costs, increasing public debt, constrained fiscal space, and growing demands for quality public services, there is a legitimate expectation that public institutions will continuously review their expenditure to ensure it remains sustainable and responsive to the realities facing citizens.

Parliament occupies a central place within Kenya's constitutional framework. The National Assembly and the Senate perform indispensable functions of legislation, representation, oversight, budget approval, and protection of constitutional governance. These responsibilities require Members of Parliament to be remunerated fairly and in a manner that safeguards their independence, integrity, and ability to effectively discharge their constitutional mandate.

However, remuneration must equally satisfy the constitutional obligation placed upon the Salaries and Remuneration Commission (SRC) to ensure that compensation for State officers remains fiscally sustainable, transparent, equitable, and reflective of Kenya's economic capacity. Public confidence in democratic institutions is strengthened when citizens perceive that leadership shares in the sacrifices required during periods of economic hardship.

This Policy Brief, prepared by **Agenda77** under the **#PunguzaMishahara** national campaign, examines the current remuneration framework applicable to Members of the National Assembly and the Senate. It analyses the composition of parliamentary salaries and allowances, evaluates their consistency with constitutional principles and prevailing economic conditions, and identifies areas where the remuneration framework can be simplified, rationalized, and made more transparent without undermining the effectiveness or independence of Parliament.

The report finds that while the basic salary payable to Members of Parliament provides an appropriate foundation for parliamentary compensation, the current structure contains multiple overlapping allowances and benefits whose cumulative effect significantly increases the overall cost of parliamentary remuneration. The existence of parallel transport-related benefits, multiple operational allowances, and subsidized facilities creates a remuneration framework that is difficult for the public to understand and increasingly difficult to justify within Kenya's prevailing fiscal environment.

Agenda77 therefore proposes a comprehensive review of parliamentary remuneration guided by five fundamental principles:

- **Constitutional compliance** with Article 230 of the Constitution regarding fairness and fiscal sustainability.
- **Transparency** through a simpler and more understandable remuneration structure.
- **Fiscal responsibility** by eliminating unnecessary duplication of allowances.
- **Public accountability** through remuneration that reflects Kenya's current economic realities.
- **Protection of parliamentary independence** by ensuring legislators continue to receive fair compensation for the important constitutional responsibilities entrusted to them.

The report recommends that the Salaries and Remuneration Commission undertake a targeted review of parliamentary allowances with the objective of consolidating remuneration into a simpler framework centred on basic salary, reasonable housing support, and standard public-service medical cover, while replacing multiple overlapping cash allowances with transparent, accountable reimbursement mechanisms where operational expenses are genuinely incurred.

The reforms proposed in this report are intended to enhance, not diminish, the integrity of Parliament as an institution. A remuneration framework that is transparent, proportionate, and fiscally sustainable will strengthen public trust, reinforce confidence in democratic leadership, and demonstrate Parliament's commitment to leading by example during periods of national economic adjustment.

Ultimately, **#PunguzaMishahara** is not a campaign against Parliament. It is a call for responsible leadership that recognizes the shared responsibility of all public institutions to steward public resources wisely. Agenda77 believes that reducing unnecessary expenditure within parliamentary remuneration represents an opportunity to reaffirm the constitutional values of accountability, fairness, and service to the people, while creating fiscal space that can be redirected toward national development priorities.

Section 1: INTRODUCTION

1.1 Background

Kenya has, over the past decade, made significant progress in strengthening democratic governance, expanding infrastructure, and improving access to public services. At the same time, the country continues to confront complex economic challenges, including a rising cost of living, increasing public debt, growing expenditure obligations, youth unemployment, and heightened pressure on public finances. These realities have intensified public debate on how national resources should be allocated and how public institutions can contribute to fiscal sustainability while maintaining effective service delivery.

Across the country, households continue to make difficult financial decisions in response to changing economic conditions. Businesses have adjusted to higher operating costs, young people continue to seek employment opportunities in an increasingly competitive economy, and governments at both the national and county levels are under growing pressure to maximize value from every shilling of public expenditure. In this context, citizens increasingly expect public leadership to demonstrate prudent stewardship of public resources and to ensure that public expenditure reflects the country's prevailing economic circumstances.

As one of the three independent arms of Government established under the Constitution of Kenya, Parliament occupies a unique and indispensable position in the governance of the Republic. Through the National Assembly and the Senate, Parliament exercises legislative authority, approves national expenditure, represents the interests of citizens, oversees the Executive, and safeguards constitutional democracy. These responsibilities require legislators to receive remuneration that is fair, adequate, and sufficient to protect the independence and effectiveness of the institution.

However, fairness in remuneration must equally be balanced against the constitutional obligation to ensure fiscal sustainability. The Constitution establishes the Salaries and Remuneration Commission (SRC) to determine and regularly review the remuneration and benefits of State officers while taking into account the need to ensure that the total public compensation bill is fiscally sustainable. As Kenya continues to pursue economic recovery, fiscal consolidation, and responsible management of public resources, questions surrounding the structure and composition of parliamentary remuneration have become matters of legitimate public interest.

Recent public discourse has increasingly focused not only on the level of parliamentary remuneration but also on the complexity of its allowance structure. Citizens have raised concerns regarding multiple transport-related allowances, committee sitting payments, subsidized facilities, and other benefits that, when combined, significantly increase the overall cost of maintaining Parliament. These concerns are not directed at the constitutional role of Parliament itself, but rather at whether the current remuneration framework remains aligned with Kenya's present economic realities and the constitutional principles of accountability, transparency, and prudent public finance.

It is within this context that **Agenda77** launched the **#PunguzaMishahara** campaign. As a non-partisan movement bringing together young leaders from different political parties under the guiding principle **"One Kenya, One Agenda,"** Agenda77 seeks to promote constructive national dialogue on governance, fiscal responsibility, and accountable leadership. The campaign advocates for a comprehensive review of parliamentary remuneration by the Salaries and Remuneration Commission, with particular emphasis on simplifying the current allowance structure, eliminating unnecessary duplication, and strengthening public confidence in Kenya's democratic institutions.

This Policy Brief has therefore been prepared as a contribution to that national conversation. It presents an evidence-based analysis of the current remuneration framework for Members of the National Assembly and the Senate, examines its implications within Kenya's broader fiscal environment, and proposes practical reforms that seek to balance fair compensation for legislators with responsible management of public resources. The recommendations contained herein are intended to support informed public dialogue and provide a constructive basis upon which the Salaries and Remuneration Commission may undertake future reviews of parliamentary remuneration.

1.2 Purpose of the Policy Brief

The primary purpose of this Policy Brief is to contribute to informed public discourse on parliamentary remuneration by presenting an objective assessment of the current compensation framework for Members of the National Assembly and the Senate. It seeks to encourage evidence-based policy discussions founded on constitutional principles, sound public finance, and the broader public interest.

Specifically, the Policy Brief aims to:

1. Examine the current structure of parliamentary remuneration, including salaries, allowances, benefits, and related facilities.
2. Assess the extent to which the existing remuneration framework aligns with Kenya's prevailing economic conditions and constitutional principles of fiscal sustainability.
3. Identify areas where the current allowance structure may contain duplication, overlap, or opportunities for greater transparency and efficiency.
4. Present practical recommendations that preserve the constitutional independence of Parliament while promoting prudent use of public resources.
5. Support the ongoing review mandate of the Salaries and Remuneration Commission through constructive, research-based policy proposals.
6. Encourage meaningful public participation in discussions concerning the remuneration of elected leaders and the broader management of public finances.

1.3 Scope of the Policy Brief

This Policy Brief focuses exclusively on the remuneration and benefits of Members of the National Assembly and the Senate as determined by the Salaries and Remuneration Commission and related statutory frameworks. It examines the principal components of parliamentary compensation, including basic salary, allowances, transport-related benefits, medical cover, subsidized facilities, and other remuneration elements applicable to Members of Parliament.

The report does not assess the remuneration of other categories of State officers or public servants. Neither does it seek to diminish the constitutional status or institutional independence of Parliament.

Instead, it concentrates on identifying opportunities to strengthen transparency, improve fiscal sustainability, and enhance public confidence in the parliamentary remuneration framework through targeted reforms consistent with the Constitution of Kenya.

Section 2: KENYA'S ECONOMIC REALITY, WHY LEADERSHIP MUST LEAD BY EXAMPLE

2.1 Introduction

Every nation periodically reviews its public expenditure priorities to ensure that government spending remains aligned with prevailing economic conditions and the needs of its citizens. In times of economic expansion, governments may have greater fiscal flexibility to increase investment, improve public services, and review remuneration across the public sector. Conversely, periods of fiscal pressure require careful prioritization of expenditure, prudent management of public resources, and visible leadership in demonstrating financial discipline.

Kenya is currently navigating a period of significant economic adjustment. While important gains have been made in macroeconomic stability and economic growth, many households continue to experience rising living costs, constrained disposable incomes, and increased taxation. At the same time, Government faces growing expenditure demands in healthcare, education, infrastructure, security, agriculture, and social protection, while also managing a substantial public debt burden.

These realities require every public institution to examine how limited public resources are utilized. Parliament, as the institution responsible for approving national expenditure and exercising oversight over public finance, has an opportunity to reinforce public confidence by ensuring that its own remuneration framework reflects the principles of fiscal responsibility, transparency, and accountability enshrined in the Constitution of Kenya.

2.2 The Cost of Living and Household Pressure

Over the past several years, Kenyan households have faced sustained increases in the cost of essential goods and services. The prices of food, fuel, electricity, transportation, housing, healthcare, and education have placed considerable pressure on household budgets across both urban and rural communities. Although inflation has moderated compared to previous years, many families continue to experience reduced purchasing power as wage growth has not kept pace with the cumulative increase in the cost of living.

Young people have been particularly affected by unemployment and underemployment, while small and medium-sized enterprises continue to grapple with rising operational costs and constrained access to affordable financing. Many households have adjusted their spending patterns, postponed investments, or reduced discretionary expenditure in response to prevailing economic conditions.

These economic realities have strengthened public expectations that leadership should equally embrace prudent financial management and demonstrate solidarity with the citizens it serves.

2.3 Kenya's Fiscal Position

Kenya's public finances continue to face significant pressure arising from increasing expenditure obligations, debt servicing requirements, and growing demand for public services.

Government must simultaneously finance healthcare, education, national security, agriculture, infrastructure development, county transfers, social protection programmes, and other essential services while maintaining fiscal sustainability.

The country's public debt has grown considerably over the past decade, increasing the proportion of national revenue allocated to debt servicing. This has reduced the fiscal space available for development expenditure and social investment. Consequently, every recurring expenditure within Government must increasingly be evaluated against competing national priorities.

The Constitution recognizes this reality by requiring that public remuneration be fiscally sustainable and affordable within the country's economic capacity. This principle is not intended to diminish the value of public service but rather to ensure that remuneration decisions support long-term economic stability and responsible stewardship of public resources.

2.4 Public Expectations of Leadership

Leadership in public office carries responsibilities that extend beyond the execution of constitutional mandates. It also requires demonstrating integrity, accountability, and sensitivity to the prevailing circumstances affecting the citizens represented.

During periods of economic constraint, public confidence in democratic institutions is strengthened when leadership is perceived to share in the sacrifices expected of the wider population. Around the world, governments have adopted expenditure rationalization measures, including reviews of executive and legislative remuneration, as part of broader fiscal consolidation efforts aimed at restoring public confidence and protecting essential public services.

For Kenya, reviewing parliamentary remuneration should therefore be understood not as a punitive exercise but as an opportunity to reaffirm Parliament's commitment to responsible governance, prudent financial management, and constitutional leadership.

2.5 Why Parliament Matters in Fiscal Leadership

Parliament occupies a unique position within Kenya's public finance system. It debates and approves the national budget, authorizes taxation, scrutinizes government expenditure, and exercises oversight over the management of public resources.

Because Parliament determines the legal framework within which national resources are allocated, its own remuneration arrangements inevitably attract significant public attention. Citizens naturally expect that the institution responsible for overseeing national expenditure should exemplify the same principles of efficiency, accountability, and fiscal prudence that it expects from other public institutions.

A transparent, equitable, and economically sustainable remuneration framework would strengthen Parliament's moral authority when making difficult fiscal decisions affecting the nation.

2.6 The Case for Reviewing Parliamentary Remuneration

Agenda77 recognizes that Members of Parliament perform demanding constitutional responsibilities that require adequate remuneration to preserve their independence and effectiveness. The objective of this Policy Brief is therefore not to reduce compensation arbitrarily or undermine Parliament as an institution.

Rather, the central question is whether the **current structure** of parliamentary remuneration, particularly the multiplicity of allowances and benefits, remains the most transparent, efficient, and fiscally sustainable model in Kenya's present economic environment.

A remuneration framework that is simple, transparent, and proportionate is easier for citizens to understand, easier for oversight institutions to administer, and more consistent with the constitutional principles of fairness and prudent public finance. Reviewing overlapping allowances, strengthening accountability for reimbursable expenses, and aligning benefits with demonstrated operational needs would represent an important step toward enhancing public confidence in Parliament while safeguarding the dignity and effectiveness of legislative office.

¨Kenya's current economic and fiscal environment calls for careful stewardship of public resources by every public institution. As the guardian of the nation's legislative and budgetary processes, Parliament has an opportunity to demonstrate leadership by embracing a remuneration framework that reflects constitutional principles of transparency, fiscal sustainability, and accountability.¨

Section 3: PARLIAMENTARY REMUNERATION IN KENYA - THE CURRENT FRAMEWORK

3.1 Introduction

The remuneration of Members of Parliament in Kenya is determined by the Salaries and Remuneration Commission (SRC) in accordance with Article 230 of the Constitution of Kenya. The Commission is mandated to set and periodically review the salaries and benefits of State officers while ensuring that public compensation remains fair, fiscally sustainable, transparent, and reflective of the country's economic circumstances.

Members of Parliament play a vital constitutional role in representing the people, enacting legislation, approving public expenditure, and exercising oversight over the Executive. The remuneration framework established by the SRC is therefore intended to enable legislators to discharge these responsibilities effectively while safeguarding the independence and dignity of Parliament.

Over time, however, the remuneration framework has evolved beyond basic salary to include a range of allowances, reimbursements, subsidized facilities, and institutional benefits. While many of these were introduced to facilitate the effective execution of parliamentary duties, the cumulative effect has been the creation of a compensation structure that is increasingly complex and difficult for the public to understand.

This chapter presents an overview of the current remuneration framework applicable to Members of the National Assembly and the Senate.

3.2 Constitutional and Legal Framework

The remuneration of Members of Parliament is governed principally by:

- **Article 230 of the Constitution of Kenya**, which establishes the Salaries and Remuneration Commission and mandates it to set and regularly review the remuneration and benefits of all State officers.
- **Article 230(5)**, which requires the Commission, in determining remuneration, to consider:
    - Fiscal sustainability;
    - The need to attract and retain the skills required to execute public functions;
    - Productivity and performance;
    - Transparency and fairness.

In undertaking its mandate, the Commission also considers the broader objectives of public finance contained in **Article 201 of the Constitution**, including openness, accountability, and prudent use of public resources.

3.3 Current Parliamentary Remuneration Structure

Under the current SRC remuneration framework, an ordinary Member of Parliament receives a package comprising basic salary together with several allowances and employment-related benefits.

The principal salary components include:

Component	Monthly (KSh)	Annual (KSh)
Basic Salary	443,760	5,325,120
House Allowance	150,000	1,800,000
Market Adjustment	145,840	1,750,080
Gross Monthly Salary	**739,600**	**8,875,200**

Source: SRC remuneration determination and Agenda77 analysis.

This constitutes the core remuneration payable before additional allowances and benefits are considered.

3.4 Additional Allowances and Benefits

In addition to the gross monthly salary, Members of Parliament receive a number of allowances and benefits designed to support the performance of their official responsibilities.

These include:

(a) Transport and Vehicle Benefits

The current framework provides several transport-related benefits, including:

- Monthly Mileage Allowance
- Monthly Car Maintenance Allowance
- Vehicle Purchase Reimbursement
- Distance-based Mileage Claims for qualifying Members
- Access to subsidized vehicle loan facilities

Collectively, these represent one of the largest components of parliamentary remuneration outside the basic salary.

(b) Committee Sitting Allowances

Members serving on Parliamentary Committees receive sitting allowances for committee meetings.

The current rates vary according to leadership responsibility within the committee structure.

Position	Rate per Sitting (KSh)
Committee Chairperson	15,000
Vice Chairperson	12,000
Ordinary Member	7,500

These allowances are payable separately from the Member's monthly salary.

(c) Medical Benefits

Members of Parliament also benefit from:

- Comprehensive medical insurance;
- Dental cover;
- Optical cover;
- Family medical benefits.

The objective is to ensure that legislators have access to adequate healthcare during their term of office.

(d) Housing

Housing support is currently provided through a monthly housing allowance incorporated within the gross remuneration package.

(e) Communication Support

Members receive communication support intended to facilitate engagement with constituents and official parliamentary duties.

(f) Financial Facilities

Members also have access to:

- Subsidized mortgage facilities;
- Subsidized motor vehicle loans;
- End-of-term gratuity arrangements administered under applicable parliamentary regulations.

3.5 The Overall Cost of Parliamentary Remuneration

When salary, allowances, transport benefits, vehicle reimbursements, and other guaranteed benefits are considered together, the effective cost of maintaining parliamentary remuneration extends significantly beyond the published gross monthly salary.

Agenda77 estimates that the guaranteed remuneration package for an ordinary Member of Parliament exceeds **KSh 1.5 million per month**, before accounting for variable committee sitting fees, medical insurance premiums, subsidized credit facilities, and other institutional support. Across all 416 Members of the National Assembly and the Senate, this represents an annual direct remuneration cost running into several billions of shillings.

While Parliament's constitutional responsibilities justify fair compensation, the layered structure of multiple allowances and benefits has contributed to growing public concern regarding transparency, affordability, and fiscal sustainability.

3.6 Key Observations

A review of the current remuneration framework reveals several notable characteristics:

- The core salary structure is accompanied by numerous additional allowances and benefits that substantially increase overall remuneration.
- Several transport-related benefits exist simultaneously, resulting in a layered approach to compensating travel and vehicle expenses.
- Committee sitting allowances remain payable in addition to the monthly remuneration package.
- The remuneration framework has become increasingly complex, making it difficult for members of the public to fully understand the actual cost of parliamentary compensation.
- The complexity of the current system has contributed to heightened public scrutiny and calls for greater transparency in how parliamentary remuneration is structured.

These observations do not suggest that Members of Parliament should be inadequately compensated. Rather, they indicate the need to examine whether the current structure remains the most efficient, transparent, and fiscally sustainable approach to remunerating Kenya's legislators.

¨The current parliamentary remuneration framework combines a competitive basic salary with a broad range of allowances, transport benefits, medical cover, financial facilities, and other employment-related entitlements. While each component may have been introduced to address a specific operational need, the cumulative effect is a remuneration structure that is considerably more complex than the published gross salary alone suggests.¨

Section 4: DOES THE CURRENT PARLIAMENTARY REMUNERATION FRAMEWORK REMAIN FIT FOR PURPOSE?

4.1 Introduction

The question surrounding parliamentary remuneration is not whether Members of Parliament should be paid fairly. They should. The constitutional responsibilities entrusted to legislators are extensive and require competent, independent, and committed leadership. Fair remuneration is therefore an essential component of an effective parliamentary democracy.

The more important policy question is whether the **current structure** of parliamentary remuneration continues to reflect the constitutional principles of fiscal sustainability, transparency, fairness, and prudent public finance.

Public confidence in democratic institutions depends not only on the performance of those institutions but also on whether citizens perceive that public resources are managed responsibly. As Kenya continues to navigate economic pressures, it is appropriate to periodically evaluate whether existing remuneration structures remain justified in light of changing national circumstances.

4.2 Constitutional Principles for Determining Remuneration

The Constitution of Kenya establishes clear principles that should guide the determination of remuneration for State officers.

Article 230 mandates the Salaries and Remuneration Commission to ensure that remuneration remains:

- Fair;
- Equitable;
- Transparent;
- Fiscally sustainable.

Similarly, Article 201 requires that public money be used in a prudent and responsible manner, while Article 10 emphasizes accountability, good governance, integrity, and sustainable development as national values.

These constitutional principles require that remuneration frameworks evolve alongside changes in economic conditions and public finance realities. They also require periodic assessment of whether existing benefits continue to serve their intended purpose without creating unnecessary expenditure or public concern.

4.3 Complexity of the Current Allowance Structure

One of the most notable characteristics of the current parliamentary remuneration framework is the number of separate allowance categories that exist alongside the basic salary.

Transport-related benefits alone include:

- Vehicle purchase reimbursement;
- Monthly car maintenance allowance;
- Fixed monthly mileage allowance;
- Distance-based mileage reimbursement in qualifying circumstances;
- Access to subsidized vehicle financing.

Each of these benefits was introduced to address specific operational needs. However, when considered collectively, they create a remuneration structure that many citizens find difficult to understand and distinguish from direct income.

Similarly, committee sitting allowances, communication allowances, subsidized credit facilities, and other benefits contribute to a system that extends well beyond the published monthly salary.

While each component may be individually justifiable, the cumulative effect is a remuneration framework that has become increasingly complex and less transparent to the public.

4.4 Public Trust and Democratic Institutions

Public trust is one of the most valuable assets of any democratic institution.

Citizens are more likely to support public expenditure when they believe it is fair, transparent, and consistent with the economic realities they themselves experience. Conversely, perceptions of disproportionate remuneration or opaque allowance structures can weaken confidence in public institutions, even where those institutions continue to perform important constitutional functions.

Strengthening transparency in parliamentary remuneration is therefore not simply a financial issue; it is also an investment in democratic legitimacy. A remuneration framework that is easier for citizens to understand is more likely to inspire confidence in the institutions responsible for representing them.

4.5 International Practice

Across many democratic jurisdictions, remuneration commissions periodically review legislative compensation to ensure that it remains aligned with economic performance, inflation, fiscal sustainability, and public expectations.

Although remuneration levels differ from one country to another, several common principles emerge internationally:

- Basic salary should constitute the largest component of compensation.
- Operational expenses should be clearly distinguishable from personal remuneration.
- Reimbursements should, where practicable, be linked to actual expenditure.
- Public disclosure of remuneration should be simple and transparent.

- Compensation should balance the need to attract capable leaders with the obligation to safeguard public resources.

These principles provide useful reference points for evaluating Kenya's current remuneration framework.

4.6 Why Reform Should Focus on the Structure Rather Than the Institution

Agenda77 recognizes Parliament as one of the pillars of Kenya's constitutional democracy.

The objective of this Policy Brief is therefore **not** to diminish Parliament, nor to suggest that legislators should receive inadequate compensation. Rather, it is to encourage a review of the **structure** through which parliamentary remuneration is delivered.

A simpler remuneration framework would:

- improve public understanding;
- enhance transparency;
- reduce perceptions of duplication;
- strengthen accountability;
- reinforce public confidence in Parliament.

Importantly, reforming the remuneration structure does not imply reducing Parliament's effectiveness. On the contrary, a transparent and constitutionally grounded remuneration system can strengthen the institution by demonstrating responsiveness to public expectations and prudent management of public resources.

4.7 The Case for Reform

Based on the analysis presented in this report, Agenda77 believes that the time is appropriate for the Salaries and Remuneration Commission to undertake a comprehensive review of parliamentary remuneration with particular attention to:

- simplifying the remuneration framework;
- reviewing overlapping allowances;
- strengthening transparency;
- ensuring alignment with Kenya's current fiscal environment;
- maintaining fair compensation that preserves the independence and effectiveness of Parliament.

Such a review would be consistent with the Commission's constitutional mandate and would provide an opportunity to modernize parliamentary remuneration in a manner that strengthens both public confidence and institutional integrity.

¨A review of the current framework should therefore be viewed not as a criticism of Parliament, but as an opportunity to strengthen democratic accountability, simplify remuneration, and reinforce public confidence in one of Kenya's most important constitutional institutions.¨

Section 5: THE AGENDA77 REFORM PROPOSAL

5.1 Introduction

The Constitution of Kenya recognizes that Members of Parliament perform critical legislative, representative, and oversight functions that require fair and adequate remuneration. Agenda77 fully supports the principle that elected leaders should receive compensation that enables them to discharge their constitutional responsibilities independently, professionally, and with dignity.

However, fair remuneration does not require an extensive system of multiple cash allowances, subsidized financial facilities, and overlapping benefits that separate legislators from the economic realities experienced by the citizens they represent.

The objective of this reform proposal is therefore not to weaken Parliament, but to strengthen public confidence in Parliament by establishing a remuneration framework that is simple, transparent, fiscally responsible, and firmly grounded in the constitutional principles of accountability and prudent management of public resources.

Agenda77 believes that parliamentary remuneration should be designed around three essential components only:

- Basic Salary;
- Housing Allowance;
- Comprehensive Medical Cover.

All other personal allowances and financial privileges should be abolished.

5.2 The Agenda77 Principles for Parliamentary Remuneration

Agenda77 proposes that future parliamentary remuneration should be guided by the following six principles.

Principle One: Simplicity

The remuneration framework should be straightforward, easily understood by citizens, and free from unnecessary layers of allowances that obscure the true cost of parliamentary compensation.

Principle Two: Transparency

Every Kenyan should be able to clearly understand what a Member of Parliament earns without navigating multiple categories of allowances, reimbursements, grants, or subsidized facilities.

Principle Three: Shared Economic Reality

Members of Parliament make decisions that directly influence taxation, fuel prices, housing costs, transport expenses, the cost of credit, and the broader cost of living.

Agenda77 believes that legislators should experience these economic realities alongside the citizens they represent. A remuneration framework that insulates elected leaders from the financial effects of their own legislative decisions risks weakening democratic accountability and reducing sensitivity to the everyday challenges faced by ordinary Kenyans.

Principle Four: Fiscal Responsibility

Public resources should first prioritize essential public services before financing non-essential benefits for public office holders.

Principle Five: Equality Before Public Service

Members of Parliament should not enjoy financial privileges that are unavailable to the vast majority of public servants, particularly where those privileges extend beyond what is reasonably necessary for the performance of constitutional duties.

Principle Six: Constitutional Leadership

Leadership requires service, accountability, and stewardship of public resources. Parliament should exemplify these constitutional values through a remuneration framework that reflects prudence, fairness, and solidarity with the people.

5.3 Proposed Parliamentary Remuneration Structure

Agenda77 recommends replacing the current remuneration framework with a simplified structure comprising only three components.

Component	Recommendation
Basic Salary	Retain
Housing Allowance	Retain
Comprehensive Medical Cover	Retain

These three components adequately recognize the constitutional responsibilities of Members of Parliament while ensuring transparency, predictability, and fiscal responsibility.

5.4 Allowances and Benefits Proposed for Abolition

Agenda77 recommends that the Salaries and Remuneration Commission abolish the following benefits and allowances applicable to Members of the National Assembly and the Senate.

1. Salary Market Adjustment

The market adjustment has become a permanent component of remuneration despite its original purpose as a corrective measure. Agenda77 recommends that it be discontinued.

2. Monthly Mileage Allowance

Members of Parliament receive salaries sufficient to meet personal transport expenses. A fixed monthly mileage allowance creates unnecessary additional compensation and should therefore be abolished.

3. Monthly Car Maintenance Allowance

Routine maintenance of privately used vehicles should remain the responsibility of the vehicle owner. This allowance should therefore be abolished.

4. Vehicle Purchase Grant

Agenda77 recommends abolishing the vehicle purchase reimbursement scheme. Members of Parliament, like other salaried professionals, should acquire motor vehicles through their own financial planning.

5. Subsidized Motor Vehicle Loans

Preferential vehicle financing constitutes a financial privilege that is not available to most public servants and should therefore be discontinued.

6. Subsidized Mortgage Facilities

Access to subsidized mortgage facilities at preferential interest rates creates an unequal remuneration advantage. Agenda77 recommends abolishing this benefit.

7. Committee Sitting Allowances

Committee work forms part of the constitutional responsibilities for which Members of Parliament are already remunerated through their salaries. Separate sitting allowances for routine committee work should therefore be abolished.

8. Communication Allowances

Communication with constituents forms part of parliamentary duties and should be met from the Member's salary rather than through separate personal allowances.

9. Entertainment and Similar Cash Allowances

Any discretionary personal allowances that cannot be directly justified as essential constitutional expenditures should be abolished.

5.5 Expected Outcomes of the Reform

Implementation of these recommendations would produce significant governance and fiscal benefits.

These include:

- A transparent parliamentary remuneration system.
- Increased public confidence in Parliament.
- Reduced expenditure on non-essential benefits.
- Stronger alignment between leadership and citizens' economic realities.
- Simpler remuneration administration.
- Greater accountability in the use of public resources.
- More fiscal space for investment in priority national programmes.

Beyond financial savings, the reforms would reinforce the principle that leadership is founded on service rather than privilege.

5.6 A New Social Contract Between Parliament and the People

Kenya's democracy is strongest when citizens have confidence that those elected to represent them understand and share the realities of everyday life.

The reforms proposed in this Policy Brief seek to establish a new social contract founded on fairness, transparency, and shared responsibility. By simplifying parliamentary remuneration and removing unnecessary privileges, Parliament would demonstrate leadership by example and reaffirm its commitment to the constitutional values of accountability, integrity, and prudent stewardship of public resources.

Agenda77 believes that elected office should never distance leaders from the people they serve. Rather, it should strengthen their connection to the aspirations, challenges, and daily experiences of Kenyan citizens.

¨Agenda77's proposal is built on a simple but transformative principle: ***Members of Parliament should be fairly compensated for their constitutional responsibilities through a transparent package consisting of basic salary, housing allowance, and comprehensive medical cover.*** *All other personal allowances, grants, and preferential financial privileges should be abolished. This approach preserves the dignity and independence of Parliament while promoting fiscal responsibility, strengthening democratic accountability, and ensuring that elected leaders remain connected to the economic realities experienced by the people they represent.¨*

Section 6: FISCAL IMPACT AND NATIONAL BENEFITS OF PARLIAMENTARY REMUNERATION REFORM

6.1 Introduction

Every public expenditure decision carries an opportunity cost. Resources allocated to one area are unavailable for another. The Constitution of Kenya therefore requires that public resources be utilized prudently, efficiently, and in a manner that maximizes public benefit.

The recommendations contained in this Policy Brief are intended to simplify parliamentary remuneration while generating meaningful fiscal savings that can be redirected toward national development priorities. Although parliamentary remuneration constitutes only one component of the national budget, reforming it would send a powerful message about responsible leadership and prudent stewardship of public resources.

More importantly, such reforms would demonstrate that Parliament is prepared to lead by example by sharing in the fiscal discipline expected of every Kenyan.

6.2 Estimated Annual Savings

Based on the analysis presented in this Policy Brief, the abolition of non-essential parliamentary allowances and financial privileges would generate substantial annual savings to the Exchequer.

Agenda77 estimates that the proposed reforms would reduce recurrent expenditure on parliamentary remuneration by approximately KSh 5.2 billion annually, while preserving fair compensation through:

- **Basic Salary;**
- **Housing Allowance; and**
- **Comprehensive Medical Cover.**

These estimates are based on current remuneration structures and should be updated periodically to reflect future determinations by the Salaries and Remuneration Commission.

The significance of these savings extends beyond the monetary value itself. They represent an opportunity to demonstrate that fiscal consolidation begins with leadership.

6.3 Investing the Savings in Kenya's Future

Public expenditure should always reflect national priorities. The resources released through parliamentary remuneration reform could be redirected toward programmes that have a direct and measurable impact on the lives of ordinary Kenyans.

Agenda77 recommends that Parliament, the National Treasury, and the Salaries and Remuneration Commission establish a transparent mechanism through which savings arising from remuneration reforms are visibly invested in priority sectors.

Potential areas include:

Education

Additional funding could support:

- Higher Education Loans Board (HELB) financing;
- Technical and Vocational Education and Training (TVET);
- School infrastructure;
- Student bursary programmes.

Healthcare

Resources could strengthen:

- Primary healthcare services;
- Medical equipment in public hospitals;
- Essential medicines;
- Rural health facilities.

Youth Employment

Savings could expand:

- Youth enterprise initiatives;
- Skills development programmes;
- Internship opportunities;
- Innovation and entrepreneurship funds.

Agriculture

Additional investment could support:

- Small-scale farmers;
- Irrigation programmes;
- Agricultural extension services;
- Food security initiatives.

Social Protection

Resources could strengthen programmes supporting:

- Older persons;
- Persons with disabilities;
- Vulnerable households;
- Community-based social safety nets.

6.4 Beyond the Financial Savings

The greatest value of parliamentary remuneration reform may not be measured in billions of shillings alone.

The reforms proposed by Agenda77 would produce broader governance benefits, including:

Strengthened Public Trust

Citizens are more likely to have confidence in democratic institutions when leaders demonstrate accountability and responsible stewardship of public resources.

Enhanced Transparency

A simplified remuneration framework would make parliamentary compensation easier for citizens to understand and easier for oversight institutions to administer.

Improved Democratic Accountability

When elected leaders experience the same economic conditions as the citizens they represent, public policy is more likely to reflect the practical realities faced by Kenyan households and businesses.

Responsible Fiscal Leadership

Parliament would reinforce its credibility as the institution responsible for approving national expenditure by demonstrating that fiscal discipline begins with leadership.

Institutional Integrity

Removing unnecessary financial privileges would strengthen the public perception that parliamentary service is motivated by commitment to national service rather than personal financial benefit.

6.5 Leadership by Example

Throughout Kenya's history, moments of national transformation have been characterized by leaders willing to place the public interest above personal privilege.

The reforms proposed in this Policy Brief reflect that same principle.

Agenda77 believes that leadership should inspire confidence not only through legislation and oversight, but also through the example it sets in the management of public resources.

When Parliament demonstrates a willingness to simplify its own remuneration in recognition of the economic realities facing the nation, it sends a powerful message that leadership is prepared to share in the responsibilities and sacrifices expected of every Kenyan.

Such leadership would strengthen the social contract between elected representatives and the citizens they serve, reaffirming the constitutional ideals of accountability, integrity, and service to the nation.

5.4 Redirection of Net Savings

An estimated KSh 5.2 billion released annually from the legislative wage bill could, illustratively, fund any one of the following at current unit costs reported in national budget documents:

- Roughly 2.5x the government's current annual allocation to the School Feeding Programme (KSh 3.0 billion).
- A substantial top-up to HELB/bursary financing for university and TVET students facing funding shortfalls.
- Expanded capitation for primary healthcare facilities under the Social Health Authority, particularly in underserved counties.
- A meaningful contribution toward closing the annual financing gap for the Hustler Fund's micro-credit facility for informal-sector workers.

Any redirection should be accompanied by independent, published tracking (e.g., through the Controller of Budget's quarterly reports) so that the public can verify that savings from parliamentary pay reform are demonstrably reaching the stated purpose rather than being absorbed elsewhere in recurrent expenditure.

This brief was prepared using SRC-gazetted figures as reported in Kenyan financial and general media, African Development Bank and World Bank/IMF macroeconomic data, and Parliament's own published budget documents. Where sources reported figures with minor variation, the most recent, most specific, and most consistently cross-referenced figure has been used, with the underlying calculations shown so that they can be independently checked or updated as new SRC gazette notices are published.

THE KENYA DECLARATION

A National Commitment to Responsible Parliamentary Leadership and Fiscal Accountability

Preamble

WE, the young leaders and citizens of the Republic of Kenya, united under Agenda77 and guided by the belief that "One Kenya, One Agenda," hereby make this Kenya Declaration as an expression of our collective commitment to responsible leadership, constitutional governance, prudent management of public resources, and the strengthening of Kenya's democratic institutions.

Recognizing that sovereignty belongs to the people of Kenya and is exercised only in accordance with the Constitution;

Affirming that public office is a public trust to be exercised in a manner that demonstrates integrity, accountability, transparency, and service to the people;

Acknowledging the indispensable constitutional role of Parliament in representing the people, enacting legislation, approving national expenditure, and providing oversight over the Executive;

Recognizing the constitutional mandate of the Salaries and Remuneration Commission to ensure that the remuneration and benefits of State officers are fair, transparent, fiscally sustainable, and reflective of Kenya's economic circumstances;

Mindful of the economic challenges currently facing millions of Kenyan households, including the rising cost of living, increasing taxation, unemployment, and growing pressure on public finances;

Believing that effective leadership is demonstrated not only through legislation and public policy but also through personal example, responsible stewardship of public resources, and solidarity with the citizens whom leaders are elected to serve;

We therefore declare the following principles and commitments.

OUR DECLARATION

1. Leadership is a Public Trust

We affirm that election to Parliament is a solemn responsibility entrusted by the people of Kenya. Parliamentary service should always be guided by integrity, humility, accountability, and commitment to the national interest above personal benefit.

2. Leadership Must Share the People's Reality

We affirm that those entrusted with making laws affecting taxation, fuel prices, housing, healthcare, transport, education, and the overall cost of living should remain connected to the economic realities experienced by ordinary Kenyans.

A remuneration framework should never create unnecessary financial insulation that distances elected leaders from the consequences of the policies they enact.

3. Public Resources Must Be Used Prudently

We affirm that every shilling collected from Kenyan taxpayers should be managed responsibly and allocated in a manner that maximizes public benefit.

Leadership begins with demonstrating that fiscal discipline applies equally to those who govern.

4. Parliamentary Remuneration Should Be Simple and Transparent

We believe that every Kenyan should be able to clearly understand the remuneration received by Members of Parliament.

Complex structures consisting of multiple personal allowances, grants, and financial privileges undermine transparency and weaken public confidence.

5. Parliament Should Lead by Example

We believe that Parliament has an opportunity to strengthen public confidence by voluntarily embracing a remuneration framework that reflects constitutional principles of fairness, accountability, and fiscal responsibility.

Leadership by example strengthens democratic legitimacy.

6. Fair Compensation Does Not Require Excessive Privilege

We affirm that Members of Parliament deserve fair remuneration that protects the independence and dignity of their office.

However, fair remuneration should not be confused with an extensive system of personal allowances, subsidies, grants, and financial privileges that extend beyond what is reasonably necessary for the performance of constitutional duties.

7. Parliamentary Remuneration Should Be Simplified

Agenda77 therefore calls upon the Salaries and Remuneration Commission to establish a simplified parliamentary remuneration framework comprising only:

- **Basic Salary;**
- **Housing Allowance; and**
- **Comprehensive Medical Cover.**

All other personal cash allowances, grants, subsidized financial facilities, and non-essential remuneration benefits should be abolished.

8. Savings Should Benefit the People

We call upon the Government of Kenya to ensure that all savings realized from parliamentary remuneration reform are transparently redirected toward national priorities, including education, healthcare, youth employment, agriculture, and social protection.

The benefits of responsible leadership should be visible in the everyday lives of Kenyan citizens.

9. A New Standard of Leadership

We believe that the strength of Kenya's democracy depends upon leaders who are willing to lead not through privilege, but through service.

Public confidence is strengthened when elected leaders demonstrate that they are prepared to live under the same economic realities experienced by the people they represent.

10. Our Commitment

As members and supporters of Agenda77, we commit ourselves to promoting peaceful civic engagement, constitutional dialogue, evidence-based public policy, and responsible leadership.

We shall continue to advocate for governance reforms that strengthen democratic institutions, enhance public accountability, and advance the interests of present and future generations of Kenyans.

OUR CALL TO ACTION

We respectfully call upon:

- The **Salaries and Remuneration Commission** to undertake a comprehensive review of parliamentary remuneration in accordance with the Constitution of Kenya.
- **Parliament** to embrace remuneration reforms that reinforce public confidence and demonstrate leadership by example.
- **The National Treasury** to transparently account for savings arising from any remuneration reforms and ensure that such resources are redirected toward priority public services.
- **Civil society organizations, faith-based institutions, professional bodies, universities, youth organizations, and all Kenyans** to support constructive dialogue on responsible leadership and prudent management of public resources.

Together, we can build a Parliament that remains strong, independent, respected, and firmly connected to the aspirations and realities of the people it serves.

CONCLUSION

The **#PunguzaMishahara** campaign is not a campaign against Parliament.

It is a campaign **for stronger democratic leadership, greater public accountability, and responsible stewardship of public resources**.

It recognizes that Parliament occupies a central place in Kenya's constitutional democracy and that its strength is measured not only by the laws it enacts but also by the example it sets for the nation.

As Kenya looks toward the future, we believe that true leadership will be defined by those who are prepared to serve with humility, govern with integrity, and share in the aspirations and sacrifices of the people.

Leadership is not measured by the privileges it receives, but by the trust it earns.

AGENDA77
One Kenya, One Agenda

"A Parliament that shares the people's reality will make better decisions for the people."

Join the Movement
#PunguzaMishahara