

**Annex 3: Salary Grades of a Public Entity's Officers by Grade**

No	Position	Grade	BASIC SALARY PER MONTH (KSHS)	ALLOWANCES PER MONTH (KSHS)								Procedures of Determining salary & allowances	
				House	Commuter	Entertainment	Telephone	Responsibility	Domestic Worker	Hardship	Danger		Leave per annum
1	Managing Director	MD	340,000.00	80,000.00	100,000.00	60,000.00	-		20,000.00	60,000.00		50,000.00	Ministry
2	<b>Managerial</b> (Radio Programme Manager, Procurement Manager, Human Resource Manager, Editor In Chief, Marketing Manager, Finance & Admin Manager, Manager Advertising, Corporation Secretary, Digital Manager, Television Programmes Manager, Corporate Affairs Manager, ICT Manager, Manager CPRD, Strategy & Special Projects Manager)	BE 1	132,337.00-187,710.00	60,000.00	27,000.00	10,000.00	7,500.00	15,000.00	-	45,000.00		20,000.00	BOD/SRC
3	<b>Managerial</b> ( Asst. Editor In Chief, Asst. Manager Television Programmes, Chief Engineer, Asst. Manager Technical Services, Principal Internal Auditor, Asst. Human Resource Manager, Finance Manager, Senior Legal Officer, Credit Control Manager, Asst. Radio Programmes Manager)	BE 2	111,236.00-163,102.00	50,000.00	24,000.00	8,000.00	7,500.00	5,000.00		38,100.00		20,000.00	BOD/SRC
4	<b>Managerial</b> (Principal Technical Operation, Controller of Programmes, Chief Engineer, Chief Auditor, Managing Editor, Head of Design, Sales Manager)	BE 3	61,139.00-132,337.00	45,000.00	16,000.00	5,000.00	5,000.00	-		31,500.00		15,000.00	BOD/SRC
5	<b>Managerial</b> (Chief Technician, Chief Technical Officer, Chief Producer, Chief Revenue officer, Chief Procurement Officer, Chief accountant, Managing Editor, Executive Secretary, Editor 1, Chief Security officer, Sales Manager, Brand Manager, Chief Digital Media Admin, Chief Human Resource Officer)	BE 4	54,990.00-91,022.00	45,000.00	12,000.00	4,000.00				27,300.00		15,000.00	BOD/SRC
6	<b>Supervisory</b> (Senior Advertising Executive, Senior Technical Operation, Senior Technician, Senior Producer, Senior Design Officer, Senior BIS Support Officer, Senior Admin Officer, Senior Procurement Officer, Senior Accountant, Senior Sales Administrator, Senior Revenue Officer, Senior Personal Secretary, Senior Human Resource Officer, Economist, Senior Internal Auditor, Asst. Brand Manager, Asst Engineer)	BE 5	49,889.00-78,718.00	35,000.00	10,816.00					17,100.00		12,000.00	BOD/SRC
7	<b>Supervisory</b> (Technician, Security Officer, Procurement Officer, Personal Secretary, Producer I, Programmes Officer, Estates Officer, Technical Operator, Mechanical Rigger, Administration Officer I, Librarian, Internal Auditor, Translator, Human Resource Officer, Auditor Information System, Revenue Officer, Advertising Executive, Editor I, Sales Executive, Legal Officer, Trainee Graduate Engineer)	BA 1	55,911.00-85,076.00	28,000.00	9,360.00					14,650.00	7,090.00	12,420.00	BOD/SRC
8	<b>Supervisory</b> (Programme Officer II, Technical Operator II, Technician II, Producer II, Procurement Officer II, Personal Secretary, Reporter I, Security Officer II, Editor II, Asst Revenue Officer, Mechanical Rigger, Advertising Executive, Asst. Accountant, Asst. Database Admin, Customer Care Executive, Workshop Officer, Internal Auditor, Corporate Comm Officer, Reporter I, Creative Officer, Digital Video Editor, Asst Database Admin, BIS Technician, Digital Library Support Officer II, Asst. Mobile Broadcast Admin, Digital Photo Journalist, Digital Content Editor, Digital Graphic Designer, News/Reporter)	BA 2	46,572.00-72,687.00	28,000.00	8,320.00					12,300.00	6,057.00	10,350.00	BOD/SRC
9	<b>Supervisor</b> (Technical Operator, Senior Accounts Assistant, Assistant Producer, Assistant Programme Producer, Senior Mechanic, Electrician III, Assistant Librarian, Reporter I, Telephone Supervisor II, Assistant Programme Officer, Computer Operator Officer, Senior Legal Officer Asst, Brand Marketing Executive, Security Officer III, Advertising Executive, Audit Assistant, Assistant Help Desk Officer, Senior Human Resource Asst, Personal Secretary III, Customer Care Officer I, BIS Technician II, Creative Officer, Secretarial Assistant, Librarian II, Assistant Design Officer, News Producer, Assistant Programme Presenter, News Anchor, Senior Procurement Assistant, Sign Language Interpreter)	BA 3	39,366.00-63,907.00	16,500.00	6,656.00					10,700.00	5,326.00	10,350.00	BOD/SRC
10	<b>Support</b> (Accounts Assistant, Administration Assistant, Design Assistant, Producer Assistant, Mechanic I, Senior Driver, Human Resource Assistant, Auto Electrician, Performance Analysis, Revenue Assistant, Senior Clerical Officer, Assistant Help Desk Officer, Carpenter I, Telephone Operator I, Security Assistant III, Mechanical Rigger, Librarian Assistant, News Translator, Sign Language Interpreter, News Anchor/ Reporter)	BA 4	29,398.00-54,000.00	10,000.00	5,512.00					8,200.00	4,500.00	8,280.00	BOD/SRC
11	<b>Support</b> (Mechanical Rigger IV, Programme Assistant, Security Assistant II, Telephone Operator, Senior Clerical Officer, News Anchor, Design Assistant, Plumber, Office Assistant I)	BA 5	24,585.00-44,763.00	8,320.00	4,992.00					6,600.00	3,730.00	8,280.00	BOD/SRC
12	<b>Support</b> (Office Assistant II, Driver Grade II, Clerical Officers, Higher Clerical Officer, Telephone Operator, Security Assistant IV, Revenue Assistant)	BA 6	22,123.00-35,983.00	7,800.00	4,368.00					5,700.00	2,999.00	6,210.00	BOD/SRC
13	<b>Support</b> (Office Assistant II, Drivers Grade III, Security Assistant IV, Welder IV, Customer Care Assistant)	BA 7	15,228.00-27,065.00	6,760.00	3,640.00					4,300.00	2,255.00	6,210.00	BOD/SRC