

**CC\_PC5\_4.1(FEEDBACK ON MONITORING  
AND EVALUATION ON IMPLEMENTATION  
OF SRC ADVICE)**

Ref. No. SRC/TS/35  
vol.

The County Secretary  
County Government of  
Busia  
P.O Box Private Bag - 50400  
BUSIA



Salaries & Remuneration  
Commission

Rewarding productivity

(178)

12 June 2025

FEEDBACK ON MONITORING AND EVALUATION ON IMPLEMENTATION OF SRC ADVICE  
ON REMUNERATION AND BENEFITS

Reference is made to the monitoring and evaluation and capacity building sessions conducted by the Salaries and Remuneration Commission (SRC) in your County Government on 28<sup>th</sup> November 2024 supported by the Kenya Devolution Support programme (KDSP) II.

In discharging its mandate, SRC undertakes regular monitoring and evaluation (M&E) to receive feedback from stakeholders on SRC's advice on remuneration and benefits, assess the effectiveness of SRC's advice on remuneration and benefits, identify challenges in implementation and remedies for continuous improvement. The Commission appreciates the feedback received during our engagement with your team.

Further, the Commission deliberated on your feedback during the visit and hereby wishes to communicate the recommendations. The table below presents the findings of the exercise as well as the Commission's recommendations.

Issues Raised/ Observations	Commission Remarks/ Recommendations
[REDACTED]	

1. No policy/framework on performance and productivity to facilitate reward of exemplary performance among staff members	The county government to ensure development of performance and productivity framework to facilitate reward of exemplary performance.
2. The County Executive wage bill to revenue ratio of 40% is significantly above the PFM threshold of a maximum of 35%.	The county government provides the implementation status of the strategies identified to address the high wage bill ratio of to 35% by June 2028.

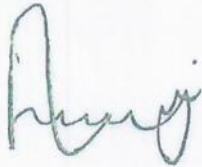
The purpose of this letter therefore is to communicate the observations and recommendations, and request that your Office to consider and implement the recommended corrective measures to address the observed issues.

For any inquiries or clarification, kindly get in touch with the Commission through [info@src.go.ke](mailto:info@src.go.ke), [compliance@src.go.ke](mailto:compliance@src.go.ke) or through 020 2710071.

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The Commission appreciates your continued cooperation and support as we discharge our respective mandates.

Yours



Mrs. Anne R. Gitau PhD, EBS  
COMMISSION SECRETARY/CEO