

Many different factors go into someone choosing one job over another. For example, one position may have an office with a shorter commute. Another company may offer perks that are too hard to pass up. You can make your company stand out by providing compensation and benefits that will attract top talent to your positions.

Meeting Kenya's compensation laws and providing statutory benefits as part of your Kenya benefit management plan will also help you stay compliant. Globalization Partners can assist with Kenya compensation and benefits outsourcing. We'll add your employees to our payroll and benefits plan to make sure you're staying compliant and enable your employees to have a positive experience.

Kenya's Compensation Laws

Instead of using a national minimum wage, Kenya's compensation laws vary by position and city. For example, cleaners, gardeners, general workers, sweepers, and similar workers in Nairobi, Mombasa, and Kisumu should make at least 115.50 KES an hour. Cooks, waiters, miners, stone cutters, logger line cutters, and others also in Nairobi, Mombasa, and Kisumu must make at least 125.80 KES an hour.

Guaranteed Benefits in Kenya

Guaranteed benefits in Kenya are required by law and must get dispersed to all employees. It's best to add these benefits to your Kenya benefits management plan first before including any supplemental benefits. Kenya celebrates 10 national holidays that employees should get time off for. Employees are also entitled to 1.75 days of paid annual leave that they accrue each month they work for your company. You can also provide 21 days over 12 months.

Employees also usually care about maternity and paternity leave, which is another statutory benefit. Female employees should get three months of paid maternity leave but need to give seven days of written notice before going on the leave and present a medical certificate. Fathers get two weeks of paid paternity leave.

How Should You Disperse Your Kenya Benefits Management Plan?

One of the best ways to make your company stand out is by providing additional benefits that aren't required by law. For example, offer employees a performance-based or 13th-month bonus as part of their employment contract. You could also source a private health care plan for employees since the country has a public and private health care system. If you're not ready to source an entire plan, you can offer a monthly stipend for employees to find their own private insurance.

Benefits and Compensation Restrictions

Expanding to Kenya without the help of a global PEO means you need to set up your own subsidiary before providing compensation and benefits. However, it can take a couple of months to register your subsidiary and delay your time to start operating in Kenya. Globalization Partners will help you start working quickly through Kenya compensation and benefits outsourcing. We'll act as the Employer of Record to make sure you stay compliant as well.

Expand With Help From Globalization Partners

You can start working fast with help from Globalization Partners and manage your company without the risks associated with compliance requirements. Contact us today to learn more about Kenya benefits and compensation outsourcing.