

21. **LUNCH ALLOWANCE**

Employees stationed at international airports and ports will be paid lunch allowance of Kshs. 600 per day. The allowance shall additionally be paid on approval to staff deployed on duty at all corporate events including all national and international forums and trade fairs. Lunch allowance will also be payable to staff stationed at (UNEP) Gigiri post office

22. **OUT OF POCKET ALLOWANCE FOR SPORTSMEN AND WOMEN**

Employees who are called upon to participate in sports will be paid an out of pocket allowance as follows:

Categories	Current
Participants	320
Officials	350

Lunch allowance will be paid at half ($\frac{1}{2}$) of the above rates.

23. **DOMESTIC LOANS**

Employees will be entitled to six (6) months' salary subject to a maximum of Kshs. 130,000/= as domestic loan for purchase of household effects. The loan will be recovered over a period of 36 months with an interest rate of 5% pa.

24. **CAR LOANS**

Employees will be entitled to a car loan to purchase a motor vehicle of their choice. The age of the vehicle should not be more than 8 years from the year of manufacture and will be recovered over a period of 96 months. It will attract an interest rate of 5% pa. The loan entitlement will be as follows:-

Grade	CURRENT KSHS.	NEW KSHS.
8 & 9	350,000	370,000
10 & 11	300,000	320,000

25. **HOUSE PURCHASE LOAN**

The Corporation will grant a loan of 100% of the cost of the house subject to the maximum entitlements indicated below.

Grade	Maximum loan entitlement
UN8 & 9	1,200,000
UN10	1,000,000
UN11	800,000

The employee will raise the legal fees, stamp duty and other related expenses from his private sources. The loan is recoverable over a period of 15 years at 5% pa interest rate.

26. **CAR ALLOWANCE**

This allowance is paid to officers who own vehicles and use them to travel to work. The allowance will not be paid to officers who use the vehicles for commercial purposes. It will be paid at the end of every month. Unionisable employees will be paid Kshs. 2,000 p.m, as car allowance. Only cars and pick-ups will attract the benefit.

27. **SORTING ALLOWANCE**

Employees deployed on mail sorting duties will be paid Kshs 500 per month as sorting allowance. The purpose of the allowance is to compensate the employee on laundry expenses.

28. **CJC allowance**

It was agreed to retain the issue as per the existing regulations. The allowance is currently paid commensurate to individual's grade.

29. **TRANSFER ALLOWANCE**

Employees who are transferred due to exigency of service and are called upon to move from one duty station to another for over 24 Kms will be paid transfer allowance as follows:-

First 15 days full rate night subsistence

Next 15 days ½ rate night subsistence

- Staff who are also transferred on disciplinary reasons shall qualify for the allowance
- Official transport will be provided where an employee is transferred.

