



OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL

**GRT DETERMINATION 33 of 2024
NOTICE No: of 2024**

PUBLIC SERVICE COMMISSION; OTHER EMPLOYING BODIES

THE GRT DETERMINATION ON SALARY RELATED ALLOWANCES

This Determination sets out decision of the Tribunal in relation to the following allowances: (i) Child Allowance, and (ii) Housing allowance.

PART	CONTENT	PAGE
1	GENERAL	2
2	ALLOWANCES	2
3	RULES OF APPLICATION	3
4	RELATED MATTERS	3

PART 1 GENERAL

1.1 Authority

- 1.1.1 This Determination is issued pursuant to section 13(1) of the Government Remuneration Tribunal Act No. 20 of 1998 [CAP 250].
- 1.1.2 The Tribunal may issue guidance notes from time to time to assist the employing bodies in the administration of this Determination.

1.2 Application

- 1.2.1 The Determination applies to positions of persons employed by the employing bodies of Government.
- 1.2.2 This determination shall not apply to the Directors General, Directors, Chief Executive Officers, and those positions deemed equivalent to such level of responsibilities.
- 1.2.3 Allowances may be administered by the following Government employing bodies and related agencies as referred to in 1.2.1, including, the Public Service Commission, the Judicial Service Commission, the Police Service Commission, the Teaching Service Commission, the Public Sector, and the Office of the Attorney General.
- 1.2.4 To avoid doubt, this determination sets the maximum of salary related allowances and any amount to be approved for administration will be made by the Commission or employing body responsible but shall not exit the maximum stated under this determination.

1.3 Effective Date

- 1.3.1 This Determination takes effect as of 1st December 2024.
- 1.3.2 This Determination supersedes and revokes any determinations or decision relating to allowances stated on PART 2 paragraph 2.1.1 for officers mentioned on paragraph 1.2.1 of this Determination.

PART 2 ALLOWANCES

2.1 Types of Allowances

2.1.1 The employing bodies specified in 1.2.3 may administer the allowances listed below to the positions referred to in paragraph 1.2.1:

- (i) Child or Family allowance
- (ii) Housing allowance

2.1.2 The allowances specified in 2.1.1 shall not be paid above the maximum amounts as specified below:

Allowances	Maximum (Monthly)
Child allowance	20,000
Housing allowance	30,000

PART 3 RULES OF APPLICATION

- 3.1. A Commission or employing body shall pay child allowance for children under 18 years of age according to policies provided in the Public Service Staff Regulation Manual or other for each child. For more than three (3) children, the monthly total amount must be paid promotionally per child, but not be more than the maximum amount specified under paragraph 2.1.2
- 3.2. In the case of biological parents or adoptive parents who claim a child allowance for the same child, each spouse shall be paid 50% of the allowance that is payable to individual employee for each child.
- 3.3. Concerning couples who live in the same household, each spouse shall be paid 50% housing allowance that is payable to individual employee.

PART 4 RELATED MATTERS

- 4.1 The employing bodies specified in paragraph 1.2.3 may in consultation with GRT administer other types of allowances deemed payable to employees mentioned in paragraph 1.2.1.
- 4.2 Any other types of allowances not listed in paragraph 2.1.2 but deemed necessary for officers mentioned in paragraph 1.2.1 of this Determination shall be subject to approval by the Tribunal, if not already approved by the Tribunal.

Signed this 17th day of December 2024



Saby Natonga
Chairman



Rosemary Leona
Member



Nigel T. Malosu
Member

Effective as of 1st December 2024