

Rwanda

Prime Minister Order establishing Criteria and Modalities for Determination of Allowances of Public Servants

Prime Ministers Order 195 of 2016

Legislation as at 22 August 2016

FRBR URI: /akn/rw/act/pmo/2016/195/eng@2016-08-22

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PDF created on 21 February 2024 at 12:08.

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Servants
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Published in Official Gazette 34 on 22 August 2016

Assented to on 3 August 2016

Commenced on 22 August 2016

[This is the version of this document from 22 August 2016.]

The Prime Minister;

Pursuant to the Constitution of the Republic of Rwanda of 2003 revised in 2015, especially in Articles 119, 120, 122 and 176;

Pursuant to Law n° 86/2013 of 11/09/2013 establishing the general statutes for public service, especially Article 59;

On proposal by the Minister of Public Service and Labour;

After consideration and approval by the Cabinet, in its session of 14/10/2015;

HEREBY ORDERS:

Article One – Purpose of this Order

This Order establishes criteria and modalities for determination of allowances of public servants.

Article 2 – Scope of this Order

This Order applies to allowances that constitute gross salary elements paid by the Government to support its employees.

Article 3 – Types of allowances

In order to facilitate public servants in discharging their duties, the Government grants the following allowances to them:

- 1 ° accommodation allowance;
- 2° transport allowance;
- 3° state contribution for medical care;
- 4° stated contribution for social security;
- 5° responsibility allowance;
- 6° other allowance that may be determined by the competent authority.

Article 4 – Calculation of accommodation and transport allowances

Accommodation allowance is equal to seventh ($\frac{1}{7}$) of the basic salary.

Transport allowance is equal to seventh ($\frac{1}{7}$) of the basic salary.

Article 5 – Calculation of State contribution for medical care and social security

Calculation of State contribution for medical care and for social security is done in accordance with laws on medical care and social security in public service.

Article 6 – Calculation of responsibility allowance

Responsibility allowance is allocated to public servant who, in line with the approved organizational structure, are supervisors of other civil servants on the same job classification level.

The responsibility allowance mentioned in Paragraph One of this Article is granted by adding five (5%) percentage on the basic salary of the supervisor of public servants of the same level.

Article 7 – Other allowances

Upon consultation with the Ministry responsible for salaries of public servants, the competent authority may determine other allowances to be included in the gross salary of a public servant.

Article 8 – Authorities responsible for the implementation of this Order

The Minister of Public Service and Labour and the Minister of Finance and Economic Planning are entrusted with the implementation of this Order.

Article 9 – Repealing provision

All prior provisions contrary to this Order are repealed.

Article 10 – Commencement

This Order comes into force on the date of its publication in the Official *Gazette* of the Republic of Rwanda.