

AGREEMENT

BETWEEN

ITALIAN SPACE AGENCY (ASI)

(P.O. Box 450 - 80200, Malindi)

WITH

GRASI S.C.A.R.L BRANCH OF KENYA

(P.O. Box 1050 - 80200, Malindi)

(hereinafter referred to as the "ORGANIZATION/EMPLOYER" of the First Part)

AND

UNION OF NATIONAL RESEARCH AND ALLIED INSTITUTES STAFF OF KENYA

(UNRISK) OF P.O. BOX 27723 - 00506, NAIROBI

(hereinafter referred to as the "UNION" of the Second Part).

IN THE MATTERS OF TERMS AND CONDITIONS OF EMPLOYMENT

COLLECTIVE BARGAINING

AGREEMENT (CBA)

YEAR 2021- 2024



PREAMBLE:

The Italian Space Agency was appointed by the Italian Government to manage The San Marco Project activities (hereinafter referred to as "the Project") based on the Luigi Broglio Space Centre in Malindi as per the Agreement between the Kenyan and the Italian Government.

Whereas by terms of recognition and negotiation procedure agreement signed between the two parties, it was agreed that the Organization recognizes the Union as the sole Trade Union representing the interest of the San Marco Project employees.

The Organization and the Union meeting together in free heart and voluntary association have agreed and entered into this agreement in the matters of wages and other terms and conditions of employment negotiated between them at their joint negotiating committee.

The employer shall draw the attention of this agreement to all sub-contractors, labor contractors/agents who may not be party to this agreement and ensure that they adhere, and observe fair labor practices in the sites and guard against underpayment contrary to the Collective Bargaining Agreement.

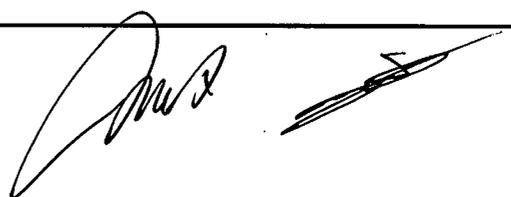
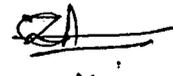
At present, GRASI SCARL Kenya is the employer of the majority of employees on behalf of ASI, which remains, however, the guarantor of all labor relations, as the only interface with the Government of Kenya. All employees of the San Marco Project -BSC in Malindi at the end of the term of the contract between ASI and GRASI SCARL Kenya will come back again, without interruption, as set forth in individual letters of employment of the employees themselves.

1. APPLICATION:

This agreement shall apply to all unionisable employees of the Organization(s).

2. INTEPRETATION:

1. All clauses, paragraphs, appendix and parts, as contained in the Agreement, shall be taken to mean as they read. In the event of any dispute on interpretation of any paragraph, clause or part, an "Ad Hoc" Committee composed of at least two



representatives from employer's side (to be appointed by the employer) and three representatives from Union's side (to be appointed by the Union) shall be requested to interpret the paragraph, clause or part in dispute, within a period of at least 10 days.

2. The decision of the committee so appointed as provided above, shall be communicated to both parties in writing by the Secretary to be appointed by the Ad Hoc interpretation Committee from amongst its members. In the event of failure to reach an agreement at this level, both parties shall refer the dispute to the Ministry of Labour in accordance to the provisions of the Labour Relations Act, 2007.

3. BASIC MINIMUM MONTHLY RATE (EXCLUSIVE OF HOUSING ALLOWANCE):

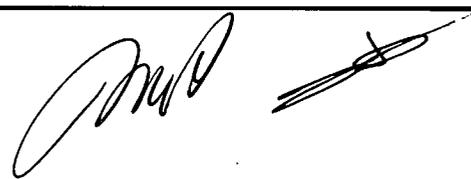
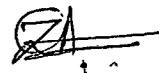
1. The basic minimum wage to be paid to an employee shall not be less favorable than specified in relation to the employee's category in the hereinafter attached Appendix on the wages schedule.
2. Any employee taken by the Organization to another area shall not be paid less wages than that applicable to his/her category.

4. HOUSING ALLOWANCE:

Employees who are not provided with reasonable free housing accommodation by the Organization shall be entitled, in addition to their wages to a housing allowance at a rate of 20% of their basic wages or to basic housing allowance of Kshs. 5,800/= whichever is greater.

NOTE:

For the purpose of calculating housing allowance for employees who are employed for a period of less than one month. The daily rate of housing allowance is calculated by dividing the monthly salary of the employee by 30 and multiplying by 20% or dividing Kshs. 5,800/= per 30 days whichever is greater.



5. HOURS OF WORK:

1. The normal working week shall consist of forty-five hours of work at the rate of eight hours of work per day from Monday to Friday inclusive, and five hours on Saturday, or five shifts of nine hours each, should operation necessitate work on Saturday, it shall be considered as a working day. Provided that:
 - a) In the case of a watchman the normal hours of work per week shall be fifty-two hours, normally consisting of six shift per week;
 - b) In the event of inclement weather conditions, the employer may prevent or stop any employee from working for any time during the normal hours of work per day and the employees shall, if he/she has reported for duty and remains available for work during such time being deemed to have worked full time at his/her normal rate of wages per day, except that nothing in this paragraph shall be construed so as to prevent an employee from reporting for duty each morning.
2. For the purpose of subparagraph 1, any employer who prevents or stops his employees from reporting for work to any period of time due to inclement weather conditions shall treat such employees as having reported for duty and pay them as stipulated in that subparagraph.
3. Except as provided in subparagraph 2 and without prejudice to any contract of service being terminable by either party no contract of service shall be for less than the normal hours of work per week or in the case of an employee engaged after the start of the week, for less than the normal hours of work per day on each of the remaining days of the week, and any employee who is forced by his/her employer to work less than normal hours of work per day shall be paid at a rate not less than the employee's daily rate wages.
4. An employee who is stopped from working by his employer for any period of time for any reason other than termination of employment, dismissal or inclement weather conditions, shall be entitled to his/her full rate of wages per hour or per day, as the case may be.
5. However, contingency of duty may require an employee to put in extra hours as applicable.



OVERTIME:

1. Every employee who works for any time in excess of the normal hours of work specified in article 5 shall be entitled to be paid for the overtime thereby worked at the following rates:
 - a) One and a half times his/her normal rate of wages per hour in respect of any time worked in excess of the normal hours of work.
 - b) Twice the normal rate of wages per hour in respect of anytime worked on a Sunday and Public holiday.

6. NIGHT WORK ALLOWANCE:

Where an employee (other than night shift watchman) is required to work on a night shift he/she shall be paid an allowance of 29% of his basic salary daily rate.

7. HOLIDAYS WITH FULL PAY:

The following days and all gazetted public holidays shall be with full pay:

- | | |
|---|---|
| 1. New Year's Day (1 st of January) | 7. Labour Day (1 st of May) |
| 2. Easter Monday | 8. Huduma Day (10 th October) |
| 3. Madaraka day (1 st of June) | 9. Heroes day (20 th October – Mashujaa) |
| 4. Idd-ul-Fitr Day | 10. Independence Day (12 th of December) |
| 5. Good Friday | 11. Utamaduni Day (26 th of December) |
| 6. Christmas Day (25 th of December) | 12. Any Other Public Holiday declared by the Government |

8. WORKMEN'S COMPENSATION - SAFETY AND HEALTH - GROUP PERSONAL ACCIDENT INSURANCE:

1. An employee injured while performing Organization's business shall be treated and paid as specified in the "Work Injury Benefit Act, 2007" as amended from time to time. While the assessment is being processed and calculated by the insurance company, the injured person shall continue to receive his wages in full as per the law.



2. The Organization will make every reasonable effort to provide safe and healthful conditions of work for employees at all job sites and workshops and will provide employees with any necessary protective equipment, tool and such equipment issued to the employees must be returned to the employer any time they are required.
3. The Organization shall ensure that there are properly cleaned and maintained toilets for employees at all job sites and workshops.
4. The Organization shall ensure that all the employees are insured against any work-related accident.
5. The employer shall take a Group Personal Accident Policy for each and every employee.

The policy shall provide compensation for death, permanent/total disability, temporary disability and medical, surgical and hospital expenses incurred in connection with an accident.

In case of an accident, the employee or his/her dependant shall be obliged to promptly inform the Human Resource Department and produce as soon as possible appropriate documents for the onward transmission to the insurance company.

9. SICK LEAVE

When an employee is absent from work due to illness or other physical incapacity, he/she shall be paid by the organization at his/her normal rate of wages provided that:

- a) Employees shall not be entitled to such payment unless they produce to the Organization a certificate of incapacity covering the period of absence signed by a qualified medical practitioner or by a person authorized by him in writing and acting on his behalf in charge of a dispensary or medical aid centre.
- b) When an employee who is in receipt of a housing allowance in accordance with article 4 of this agreement is absent from work due to illness or any other physical incapacity, the organization shall continue to pay him/her the housing allowance in full.
- c) For the purpose of payment for sick leave, an employee shall only be entitled to sick leave for a period of 90 days with full pay and 90 days with half pay during any period of one calendar year.



10. MATERNITY/PATERNITY LEAVE:

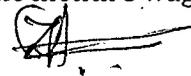
1. A female employee shall be entitled to three months maternity leave with full pay.
2. A female employee who takes maternity leave shall not incur any loss of privileges during such period including her annual leave.
3. A male employee shall be entitled to two uninterrupted weeks' paternity leave with full pay in each period of 12 months.

11. MEDICAL:

1. An employee who falls sick and requires medical treatment shall be entitled to reimbursement of the expenses incurred in respect of such medical treatment up to Kshs. 50,000/= in a period of 12 months on production of receipts issued by registered medical practitioner.
2. No employee shall suffer dismissal or any other discriminatory tendencies on account of being HIV positive.
3. All employees shall be eligible to comprehensive medical cover.

12. TERMINATION OF EMPLOYMENT:

1. The first weeks of employment with the employer may be treated as a probationary period and during such period the contract may be terminated by not less than one week notice to be given by either party or one week in lieu of notice, such notice to expire at the end of the normal hours of work on any day, provided that:
 - a) In the case of an employee who has completed two weeks but less than two months of continuous service with the employer, the employment shall be terminable by not less than fifteen days' notice in writing to be given by either party or otherwise by the payments by either party in lieu of notice of not less than fifteen days monthly wages.
 - b) In case of an employee who has completed two months but less than three years of continuous service with an employer, the contract shall be terminable by not less than one month's notice in writing to be given by either party or otherwise by the payment by either party in lieu of notice of not less than one month's wages.



- c) In the case of an employee who has completed three years of service with an employer, the contract shall be terminable by not less than two months' notice in writing to be given by either party or otherwise by the payment by either party in lieu of notice of not less than two month's wages.
 - d) In the case of an employee's service being terminated at the initiative of the employer after completion of two years of continuous service, such employee shall be entitled to payment at the rate of thirty (30) days salary for every completed year of service by way of gratuity to be based on the employee's wages at the time of termination of his service.
2. Nothing in this article shall prejudice the right of either party to terminate a contract summarily for any lawful cause.

13. PROTECTIVE CLOTHING:

1. The employer shall provide protective clothing, uniform and other necessary equipment to his employees as specified here below and such protective clothing and uniform shall be maintained and cleaned by the employer who may opt to provide a bar of washing soap or its equivalent in a month to each employee using such protective clothing and uniform.
- a) Watchman shall be issued with uniform, torch, whistle and heavy overcoat;
 - b) Light overalls shall be issued to painters, mechanics, assistant mechanics, boiler-men, welders, drillers and sanitary sweepers, greasers in motor workshops, carpenters and masons in established workshops;
 - c) Light over jackets shall be issued to store-keepers and laboratory staff;
 - d) Uniforms shall be issued to messengers and drivers;
 - e) Gumboots shall be issued to terrazzo paviours, sanitary sweepers, asphalters and concrete block makers;
 - f) Motorcycle drivers will be issued with uniforms and will also be given raincoats, hand gloves and helmets;
2. The above items shall be replaced as and when the issues are inadequate for the purpose for which they were intended.

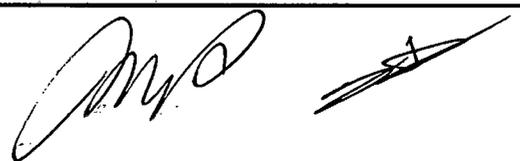


14.SAFARI ALLOWANCE:

1. An employee who is required to perform work away from his principal area of employment shall be entitled to be paid subsistence and accommodation allowance as follows:
 - a) Meals allowance when an employee goes on a Safari for a day without overnight stay Kshs. 1,400/=;
 - b) For an overnight stop in Nairobi, Mombasa and Kisumu an employee shall be entitled to accommodation allowance of Kshs. 3,000/=;
 - c) For an overnight stop when the employer provides accommodation, the rate will be equivalent to a total amount of Kshs. 1,400/= as above and as may be applicable.
2. The subsistence and accommodation allowance payable under subparagraph (1) of this article shall cease to be payable to an employee after thirty consecutive days of absence on duty from his principal area of employment and thereafter an agreement in respect of additional accommodation and subsistence allowance shall be negotiated between the employer and the employee(s) or employees representative.
3. Traveling outside the country will be separately addressed through a Management Communication.

15.REDUNDANCY:

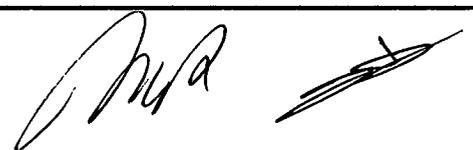
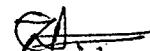
1. It shall be a condition of every contract that, where the employment of an employee is to be terminated on account of redundancy the following principals shall apply:
 - a) The Union of which the employee is a member shall be engaged in discussion of the reason for and the extent of the intended redundancy at least seven days prior of the issue of notice;
 - b) The employer shall have due regard to the seniority in time, ability and reliability of each employee belonging to the particular category of employees affected by the redundancy;
 - c) Any leave due to any employee who is declared redundant shall be paid for in cash;
 - d) An employee declared redundant shall be entitled to severance pay at the rate of twenty-six days of pay (26) for each completed year of service;



- e) Any redundant employee with less than four years continuous service with any employer shall be entitled to one month's notice in writing or one month's wage in lieu of notice;
 - f) An employee with four or more years of continuous service shall be entitled to two month's notice in writing or to the wage of a two month's in lieu of notice;
 - g) An employee declared redundant shall be entitled to one way travelling allowance to his/her home area. The allowance will have a minimum of value of Kshs. 5,500/= and a capping at Kshs. 13,500/= according to the distance between the place of work and his/her home area.
2. For the purpose of this article:
- a) "redundancy" shall mean the termination of employment by an employer before work is completed on the section of which an employee was engaged;
 - b) Loss of employment caused by closure or sale of an undertaking or part of the undertaking or any other cause through no fault of the employee shall be deemed to be redundancy.

16. SERVICE GRATUITY/RETIREMENT BENEFITS

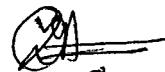
- 1. On completion of four years' service with an employer, an employee shall be entitled to twenty six (26) days' pay for every completed year of service by way of gratuity to be based on employee's wages at the time of termination of his/her service.
- 2. An employee who resigns or on account of certified illness or old age or is terminated, shall be entitled to gratuity provided that:
 - a) In the event of any dispute as regards resignation on medical grounds the verdict of a qualified medical practitioner shall prevail;
 - b) Summary dismissal due to lawful cause shall not qualify for payment under this clause;
 - c) The normal retirement age shall be 60 years provided that the employee has the option of retiring at the age of 55 years;
 - d) End of contractual employment, an employee shall qualify for payment under this clause;



- e) On retirement the employee shall be paid one way traveling allowance to his/her home area. The allowance will have a minimum value of Kshs. 5,500/= within the county (Kilifi) and at Kshs. 13,500/= for the rest of Kenya.
3. In case of death of an employee the retirement benefits provided under this article shall be paid by the employer to the lawful heirs of the deceased. In the absence of the recorded next of kin, the benefits shall be paid to the area Local Government Administrators lawfully mandated.
4. The employment shall be terminated by giving a written notice not less than two months in advance to either party or otherwise by paying to either party not less than two months or wage in lieu of notice.

17. WARNING SYSTEM:

1. An employee whose work or conduct is unsatisfactory or commits a default which does not warrant summary dismissal shall be warned in writing and the following procedure shall apply:
- a) The first, second and third warnings shall be entered in the employee's employment record and copies of the warnings shall be forwarded to the shop-steward and such warnings shall be valid for twelve months from the date of their issue;
- b) If within the period of twelve months referred to in above article, the employee commits a further default which does not warrant instant dismissal for any other default, a final warning shall be issued and a copy of that final warning shall be forwarded to the Branch Secretary of the Union.
2. If the employee completes twelve months from the date of the issue of the first, second, third and final warning without committing a further default, any warning entered in his/her employment records shall be cancelled and cease to be valid.



19.1. ANNUAL LEAVE

1. After each period of 12 months of consecutive service with an employer, an employee shall be entitled to annual leave for a period covering 29 working days with full pay and such leave may be taken at any time during the ensuing 12 months;
2. Where employment is terminated before the completion of any twelve (12) months annual-earning leave period, the employee shall be entitled to two and a half days of leave with full pay for each month of service completed since the start of such leave earning period;
3. Any pro-rata leave earned within a period of twelve months at the time of termination of service shall be paid in cash;
4. For the purpose of this article, Saturdays shall be regarded as any other working day

19.2. LEAVE TRAVELLING ALLOWANCE

An employee who is taking annual leave shall be paid travelling allowance of Kshs. 9,100/=.

20. COMPASSIONATE LEAVE:

If an employee wishes to avail himself/herself of compassionate leave days, he/she shall be granted up to 10 days a year. Subsequently, additional periods may be offset against his/her annual leave.

21. RELIGIOUS HOLIDAYS:

An employee deciding to take time off for religious purposes may be granted such time off without pay, or alternatively, such employees shall have the option of having the number of days taken for religious purposes set off against his annual leave entitlement.

NOTE:



For the purpose of this clause, an employee shall be deemed to be a member of one religion only.

22. ACTING ALLOWANCE:

Where an employee is required to work in a full acting capacity for a period not less than one month in an occupation or grade for which the minimum wage prescribed in this agreement is higher than the minimum wage normally earned by an employee, he/she shall be paid acting allowance at a rate not less than the difference between such higher rate and his/her normal wage rate.

23. SAFETY AND HEALTH:

The Organization will make every reasonable effort to provide safe and healthful conditions of work for employees at all job sites and workshops and will provide employees with any necessary protective equipment, tool and such equipment issued to the employees must be returned to the employer anytime they are required.

24. CERTIFICATE OF SERVICE:

Every employee shall be given certificate of service by the Organization upon termination of his/her employment unless such employment has continued for a period of not less than four consecutive weeks. Every certificate of service shall contain:

- a) Name of the employer and his postal address
- b) Name of the employee
- c) Date when the employment commenced
- d) Nature and usual place of employment
- e) Date when the employment ceased
- f) Any other particular may be prescribed



25. LETTER OF APPOINTMENT:

Each employee shall be issued with a letter of appointment by the Organization. Such letter shall indicate the following:

- a) Name and address of the employer
- b) Name of the employee
- c) Date of engagement
- d) Nature of work occupation.

26. PAYMENT OF WAGES:

- 1. Payment of wages shall be made on a working day during working hours and at the place of employment.
- 2. The method or mode of payment of wages shall in no way prejudice the right of an employee to enjoy any or all the fringe benefits stipulated in this Agreement, for this purpose and no matter how an employee is employed or paid, such an employee shall be entitled to all benefits earned by him.
- 3. Where an employer pay wages outside working hours, the time spent in paying wages shall be regarded and paid for as overtime in accordance with overtime clause of this Agreement.

27. ABSENCE FROM DUTY:

No employee shall suffer dismissal termination of employment on grounds of absence from duty that such absence does not exceed seven (7) continuous working days and provided further that the employee has sufficient and convincing reasons for the absence and no payment shall be due to the employee during the period of such absence.



28. FUNERAL/BURIAL ASSISTANCE (DEATH IN SERVICE):

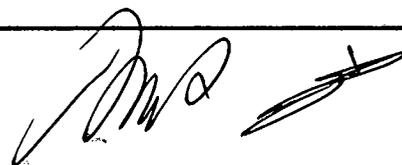
- a) In case of death of an employee, the employer shall assist the family towards funeral/burial expenses (inclusive of coffin, treatment of the body and transport of the body to the burial place) by way of payment of Kshs. 100,000/=.
- b) Nothing in this clause shall prevent an employer from offering any further assistance, other materials or monetary form.

29. MINIMUM WAGES INCREASE AND MAINTAINING OF THE PORTION OF INDIVIDUAL WAGE HIGHER THAN THE MINIMUM WAGE FOR EXISTING EMPLOYEE:

- 1. For the purpose of this clause, each individual basic salary is divided into the following three (3) bands:
 - a. Band 1 : 0.00 – 30,000.00 Ksh
 - b. Band 2 : 30,000.01 – 50,000.00 Ksh
 - c. Band 3 : 50,000,01 Ksh above
- 2. Increase of salaries will be calculated as follows:

Salary Band	Salary Increase
On the first 30,000.00 Ksh (band 1)	100% of CBA salary increase (cl. 29.3)
On the next 20,000.00Ksh (band 2)	50% of CBA salary increase (cl. 29.3)
On all salary amount in excess of 50,000.00 (band 3)	25% of CBA salary increase (cl. 29.3)

- 3. For the existing employees already employed at ASI – San Marco Project Malindi, there will be a wage increase of:
 - a) 6 % on their basic individual salary for the year 2021
 - b) 6 % on their basic individual salary for the year 2022
 - c) 6 % on their basic individual salary for the year 2023
 - d) 6 % on their basic individual salary for the year 2024
- 4. Any monthly or daily paid employee whose job is not categorized in this agreement shall be entitled to wage in accordance with this agreement.



5. Where provision has been made for learners, service with other employers shall count, provided that it has been in the same trade and is of not less than three months duration of this agreement.
6. All workers to whom this Collective Bargaining Agreement shall apply/benefit will be deducted Trade Unions dues in accordance to the Section 49 of the Labour Relations Act, 2007.

30. DURATION AND EFFECTIVE DATE OF THIS AGREEMENT:

1. This agreement shall be effective from 1st January 2021 – 31st December 2024 and shall remain in force for a period of (4 years) 48 months from the effective date.
2. Thereafter the Agreement shall remain in force. Any revision is subject to either party giving the other party two months in advance a notice of intention to revise, amend or add new clause giving details of revisions, additions or amendments desired.

31. GRADINGS:

- a) All employees of the Organization shall be paid salaries/wages commensurate and not less than their academic, professional qualifications recognized by the employer at the time of employment for a job requiring those specific qualifications;
- b) Merit and experience shall also be considered alongside academic qualifications;
- c) Payment of salaries and wages shall be based on job of equal value for equal pay.
- d) Any career advancement will be considered at the discretion of the management in consultation with the shop steward committee upon available openings.

32. SPECIAL RESPONSIBILITY ALLOWANCE:

A special responsibility allowance for the following staff at the rates indicated here below:

- a) COXWAIN Kshs. 4,500/= per month;
- b) DISPENSARY Kshs. 7,000/= per month;



33. RISK AND/OR DISCONFORT ALLOWANCE:

A risk allowance for effective risky operations beyond the normal foreseen activities is established as follows:

- a) Divers Kshs. 1,500/= per hour on the effective diving time.

34. SHIFT AT PLATFORM:

When on a 24 hours/7 days shift, the employees will be entitled to an additional amount as here specified:

- a) A daily fixed amount of Kshs. 1,650/= from Monday to Saturday;
- b) A fixed amount of Kshs. 2,200/= on Sundays and Public holidays;

35. FOOD ALLOWANCE:

A food allowance will be provided as follows:-

- a) Shift Kshs. 400/= per day
- b) Overtime covering 1 meal (within 12 hours) Kshs. 450/=
- c) Overtime covering 2 meal (within 24 hours) Kshs. 650/=
- d) Daily work at platform Kshs. 400/= per day

36. JOB EVALUATION:

The parties will carry out job evaluation exercise jointly during the life of this agreement.

37. COMMUTER ALLOWANCE

The parties agreed to discuss this issue at the Labour Office.



Appendix on the wages schedule

The wages schedule will be determined by the percentage increase.

G1 ARTISANS

Those include Mechanics, Welders, Masons, Carpenters, Electricians, Plumbers, Painters, Lathe operators.

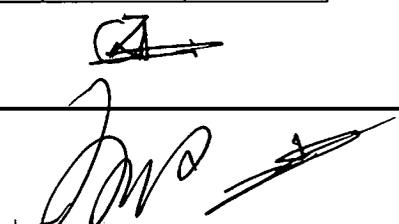
	2020 Kshs	2021 Kshs	2022 Kshs	2023 Kshs	2024 Kshs
Ungraded Artisan	28,264	29,960	31,758	33,611	35,520
Artisan Grade III	35,459	37,423	39,446	41,530	43,676
Artisan Grade II	41,317	43,457	45,661	47,931	50,269
Artisan Grade I	51,212	53,631	56,086	58,578	61,107

2 CLERICAL/ADMINISTRATION

	2020 Kshs	2021 Kshs	2022 Kshs	2023 Kshs	2024 Kshs
a) Telephone operator, copy typist, general clerk, storekeeper	38,821	40,886	43,013	45,204	47,461
b) Junior clerk, Storemen	31,507	33,353	35,254	37,212	39,229
c) Cleaners, sweeper, office manager, labourer managers	24,079	25,524	27,056	28,680	30,401

G3 VEHICLE OPERATORS

	2020 Kshs	2021 Kshs	2022 Kshs	2023 Kshs	2024 Kshs
a) Greasers, drivers mates, tyreman	26,093	27,659	29,319	31,079	32,912
b) Up to 2 tons-drivers	27,124	28,752	30,478	32,293	34,162
c) Over 2 tons to 8 tons-drivers	35,094	37,047	39,059	41,131	43,265
d) Over 8 tons to 15 tons-drivers	51,099	53,516	55,969	58,459	60,986
e) Over 15 tons to 30 tons-drivers	57,742	60,259	62,813	65,406	68,038
f) Over 30 tons-drivers	60,144	62,697	65,288	67,918	70,587

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G4 SECURITY

	2020 Kshs	2021 Kshs	2022 Kshs	2023 Kshs	2024 Kshs
Watchman	28,314	30,013	31,814	33,669	35,580

G5 DISPENSARY

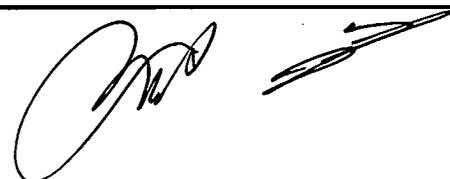
	2020 Kshs	2021 Kshs	2022 Kshs	2023 Kshs	2024 Kshs
Nurses	51,466	53,888	56,347	58,843	61,376
Dispensary attendant	24,079	25,524	27,056	28,680	30,401

G6 KITCHEN/CANTEEN

	2020 Kshs	2021 Kshs	2022 Kshs	2023 Kshs	2024 Kshs
Cook	38,821	40,886	43,013	45,204	47,461
Assistant cook	29,891	31,685	33,536	35,443	37,407
Waiter	28,314	30,013	31,814	33,669	35,580

G7 HOUSEKEEPING/GARDENING

	2020 Kshs	2021 Kshs	2022 Kshs	2023 Kshs	2024 Kshs
Room, steward, sanitary cleaner	24,079	25,524	27,056	28,680	30,401
Gardeners	28,314	30,013	31,814	33,669	35,580

G8 MARINE

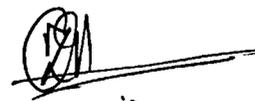
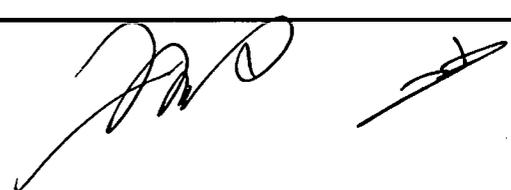
	2020 Kshs	2021 Kshs	2022 Kshs	2023 Kshs	2024 Kshs
Mate	67,256	69,915	72,614	75,354	78,135
Coxswain	37,887	39,924	42,022	44,183	46,409
Ass. Coxswain	29,144	30,893	32,720	34,602	36,541
Sailors	25,259	26,775	28,382	30,085	31,888
Divers	37,887	39,924	42,022	44,183	46,409
Rubber Boat operator	26,854	28,466	30,174	31,980	33,840
Crane operator	32,210	34,077	36,000	37,980	40,020

G9 FIREMAN

	2020 Kshs	2021 Kshs	2022 Kshs	2023 Kshs	2024 Kshs
Firemen	28,314	30,013	31,814	33,669	35,580

G10 LAUNDRY

	2020 Kshs	2021 Kshs	2022 Kshs	2023 Kshs	2024 Kshs
Ungraded Laundry	24,079	25,524	27,056	28,680	30,401
Grade 1 Laundry	31,059	32,891	34,778	36,722	38,724

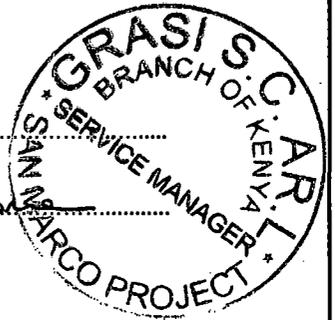
SIGNED

Signed for ITALIAN SPACE AGENCY (ASI)



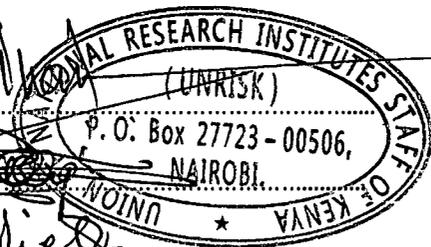
Fabrizio TOSONE - Director General *Fabrizio Tosone*
Francesco DOMINICI - Human Resources Director *Francesco Dominici*
Munzer JAHJAH - Head of BSC - Malindi Unit *Munzer Jahjah*
Maurizio TONINELLI - BSC-Logistics Office Head *Maurizio Toninelli*

Signed for GRASI S.C.AR.L. - Branch of KENYA



Vincenzo DANESE - Director *Vincenzo Danese*
Lorenzo BARONE - Service Manager *Lorenzo Barone*

Signed for UNRISK



Zacharia ACHACHA - Secretary General *Zacharia Achacha*
Peter NYAMBOK - Witness *Peter Nyambok*
Samuel KAHINDI - Shopsteward *Samuel Kahindi*

In the presence of:

..... *Salim Wa-Mwawaza*

SALIM WA-MWAWAZA

REGIONAL MANAGER - FEDERATION OF KENYA EMPLOYERS COAST REGION

DATED THIS *18th* DAY OF *November* 2021