



**AAK** | PROMOTING EXCELLENCE  
IN THE BUILT ENVIRONMENT

# SALARY SURVEY

**2022** REPORT



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# 1.0 Background



## 1.0. Background

The Architectural Association of Kenya (AAK) rolled out a salary survey among its firm members in July 2022 to obtain information on salaries and benefits paid to built environment professionals.

The survey gathers data across all eight professions the Association represents, including Architecture, Quantity Survey, Construction Project Management, Engineering, Environmental Design Consultancy, Town Planning, Landscape Architecture, and Interior Design.

The inaugural survey was conducted in 2019, prompted by the numerous queries received by the Association from consultants looking to hire at competitive industry rates and job seekers enquiring about what constitutes fair remuneration for their field.

This second edition of the salary survey is timely, just when the industry and the country are recovering from the ravages of the Covid-19 pandemic. When the pandemic hit, all aspects of the economy were affected, with

built industry firms experiencing low work volumes, and payment defaults by clients, which resulted in low revenues, forcing companies to impose pay cuts and lay-offs. The survey is envisioned to capture such economic fluctuations including the rate of inflation and the cost of living.

The survey is an important guide to the built environment employers, employees, and job seekers as it presents the current remuneration rates in light of the economic changes in the country.



# SALARY SURVEY

## 2019 REPORT

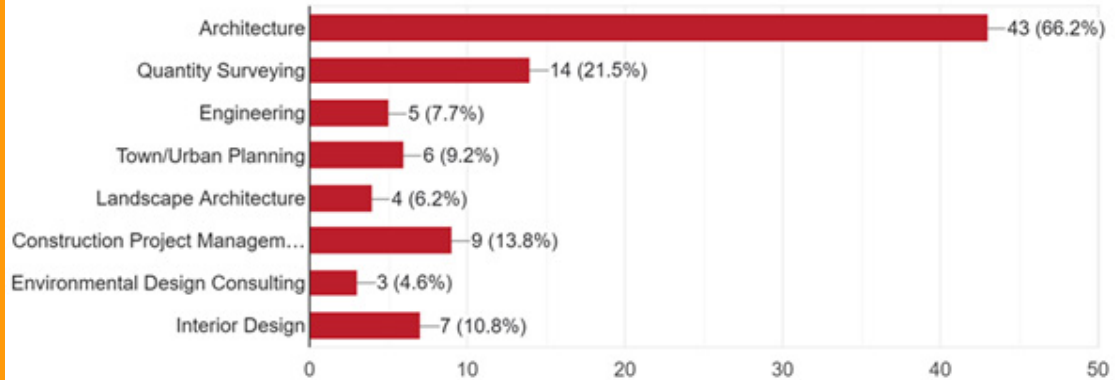
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# 2.0 Built Environment Professionals

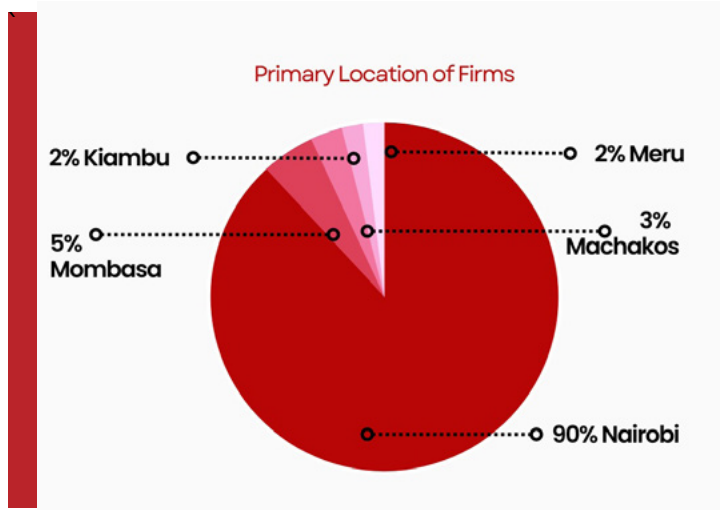
A collection of various colored hard hats (yellow, blue, white, orange, red, pink) arranged on wooden shelves. The hats are of different colors and some show signs of wear. The text '2.0 Built Environment Professionals' is overlaid on the image.

## 2.1. Survey Response Rate

The survey was sent out to 212 firm members, and AAK obtained 65 valid responses. The highest number of responses were received from the Architects chapter, followed by Quantity Surveyors and Construction Project Managers. The distribution of the responses per chapter is as outlined below:



## Primary Location of Firms



90% of the built environment firms are located in Nairobi, whereas 5% are in Mombasa, 3% in Machakos, and 2% in Meru. Some 18% of the firms have branches in Eldoret, Kakamega, Nakuru, Mombasa, and Kiambu in Kenya and regionally in Kigali, Juba, DR Congo, and Kampala

## 2.2. Firms' Years of Operation

20% 6-10 Years  
 15% 11-15 years  
 15% 21-25 years  
 7% 50 years+

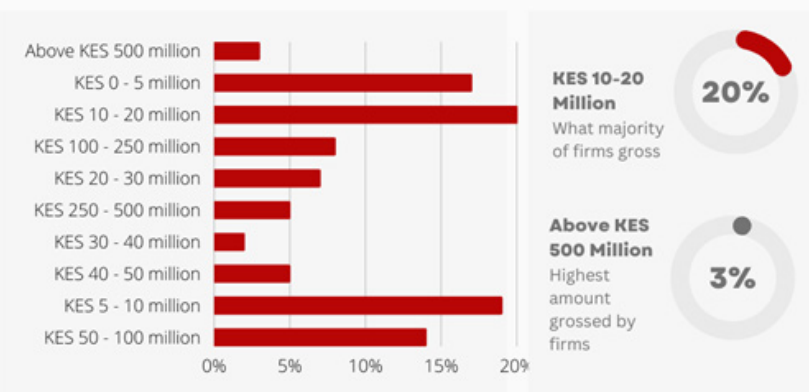


## 2.3. Firms' Annual Turnover



**20%** 10-20 million  
**19%** 5-10 million  
**17%** 0-5 million

Firms' Average Annual Turnover



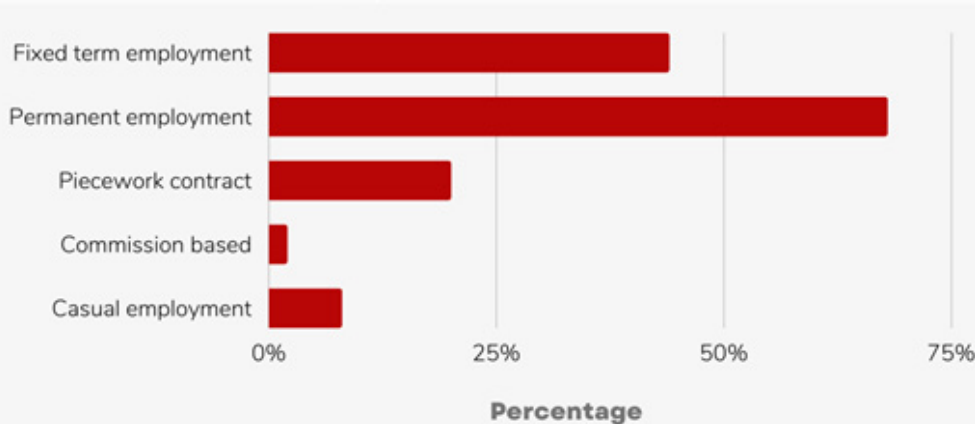
## 2.4. Number of Staff and Employment Terms



In terms of the number of staff, most companies have 1-5 employees at 43%, 26% of them have 6-10 employees, while 10% of them have 11-15 employees. Notably, the highest number of employees recorded was 2000.

It is noteworthy that firms offer several employment terms for their employees whereby 68% of the firms offer permanent employment, 44% offer fixed-term employment, and 20% offer piecework employment. Other recorded forms of employment included casual contracts and commission-based employment at 8% and 2%, respectively.

Employment Terms Offered

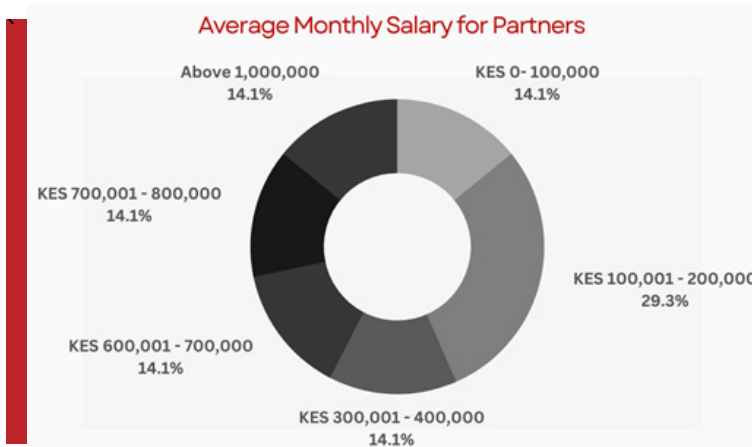


**Firms offer several employment terms for their employees**

## 2.5. Average Monthly Salaries for Different Positions

### 1) Partners

The survey revealed that the majority of the firms, 49% have two partners, while 21% of them have one partner. The highest number of partners recorded was 5 at 7%.



Most firms pay KES 100,001-200,000, while the highest-paid partner grosses above KES 1 million.

### 2) Professionals with Over 30 Years of Experience

The majority of professionals with over 30 years of experience (33%) earn between KES 100,001-200,000, followed by 19% who earn KES 200,001-300,000, then 15% who earn KES 300,001-400,000.

### 3) Professionals with 21-30 Years of Experience

28% 100-200k  
21% 200-300k  
Highest Earner  
600-700k



### 4) Professionals with 10-20 Years of Experience

Average Monthly Salary for Experts with 10-20 years' Experience



34% 0-100k  
33% 100-200k  
3% 400-500k



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# Built environment firms employ various criteria to decide the salary scale:

84%- Experience

48%- Academics

15%- Skills



### 5) Professionals with 0-10 Years of Experience

The study further revealed that professionals with 0-5 years of experience are paid KES 40,001-60,000 at 31%, KES 60,001-80,000 at 27%, and KES 20,001-40,000 at 19%.

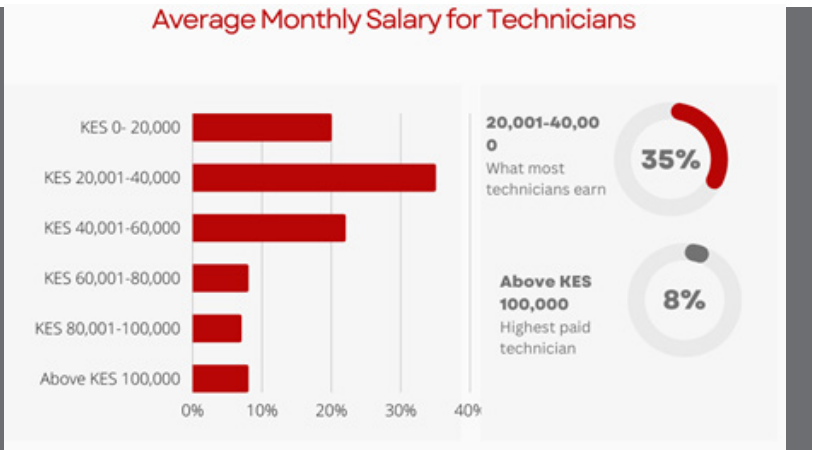
Notably, 57% of the companies pay interns between KES 0- 20,000, while 36% pay interns between KES 20,001-40,000.



**60%**  
0-100k  
**32%**  
100-200k

### 6) Technicians

**35%** 20-40k  
**22%** 40-60k  
**20%** 0-500k



## 2.6. Parameter(s) Used to Determine the Average Salary Scale for Professionals

Built environment firms employ various criteria to decide the salary scale. Specifically, 84% base the employee salaries on years of experience, 48% on academic qualifications, and 15% on the possession of relevant skills such as software.

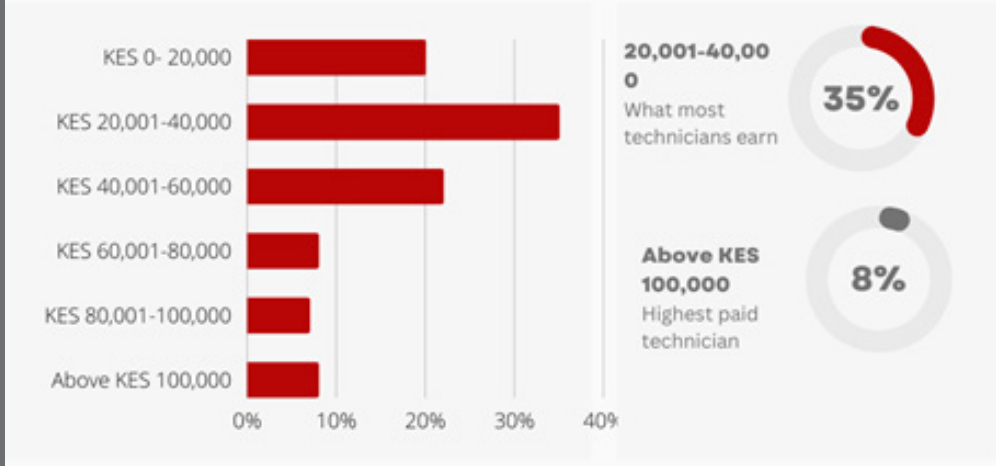


## 2.7. Salary Review

The percentage increments also vary, with 41% of companies offering a 10% increase, while 16% of firms give a 5% increase.

**33%**  
Annual  
Review  
**23%**  
After 2-3  
Years

Average Monthly Salary for Technicians

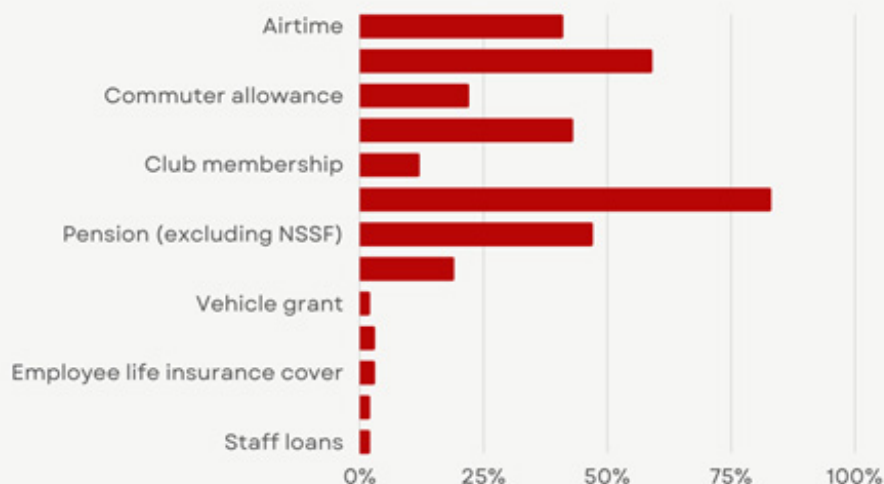


**Others review randomly depending on the inflation rate and the status of the economy**

## 2.8. Employee Benefits

Notably, companies have multiple benefits for their employees. The most common staff benefits include Health Insurance (83%), Bonus (59%), and Professional Association Memberships (43%). Others are Airtime (41%), Club membership (12%), Pension (47%), and Housing Allowance (19%). In terms of staff development costs, most companies pay for their employees to attend training and seminars.

Employee Benefits



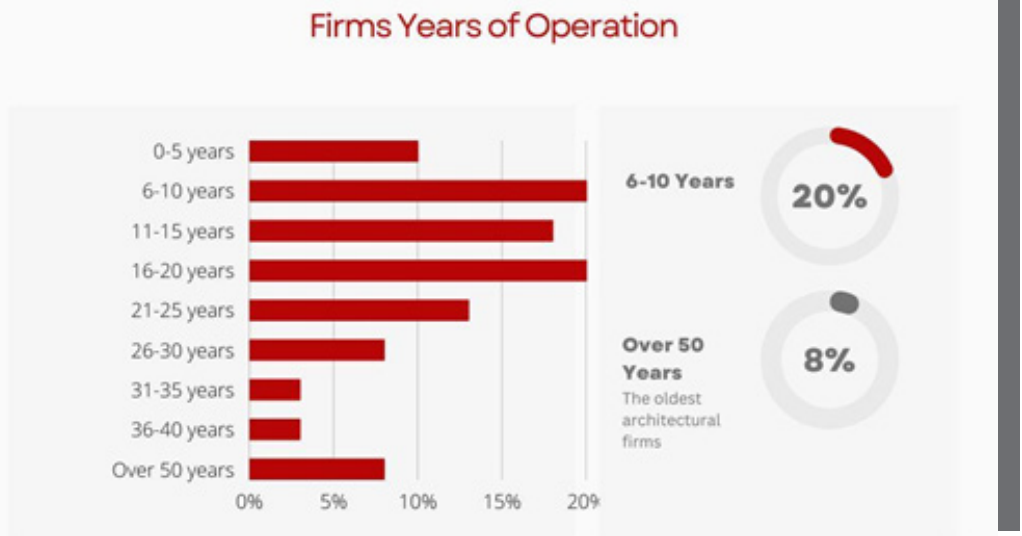
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# 3.0 Architects



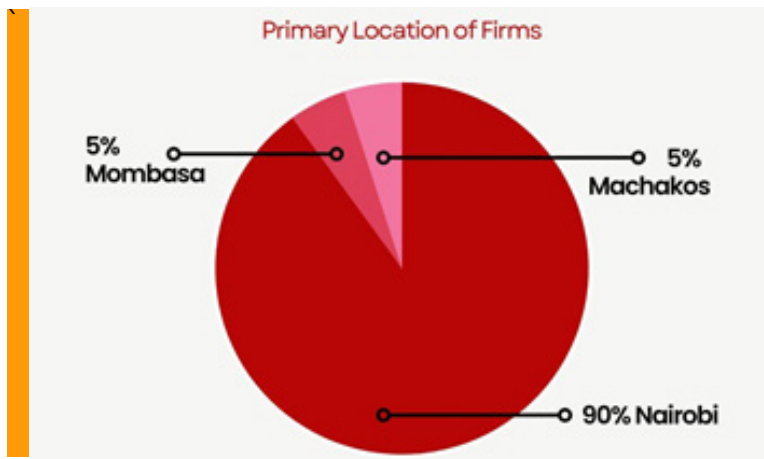
### 3.1. Years of Operation

30%  
0-10 Years  
38%  
11-20 Years  
8%  
50 Years +



### 3.2. Primary Location

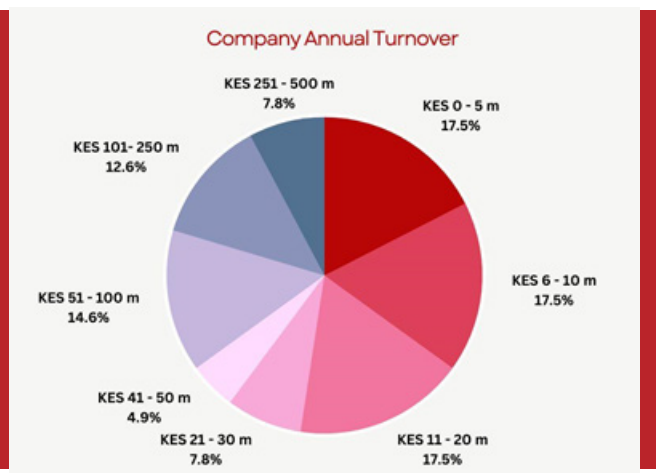
In addition, most firms (80%) do not have branches, while those that do are located nationally in Mombasa, Eldoret, Kampala, and Kakamega and regionally in Kigali, Juba, DR Congo, and Uganda.



90% based in Nairobi, with other notable locations being Mombasa and Machakos.

### 3.3. Annual Turnover

18% 0-5m  
18% 6-10m  
18% 11-20m  
13% 101-250m  
8% 251-500m

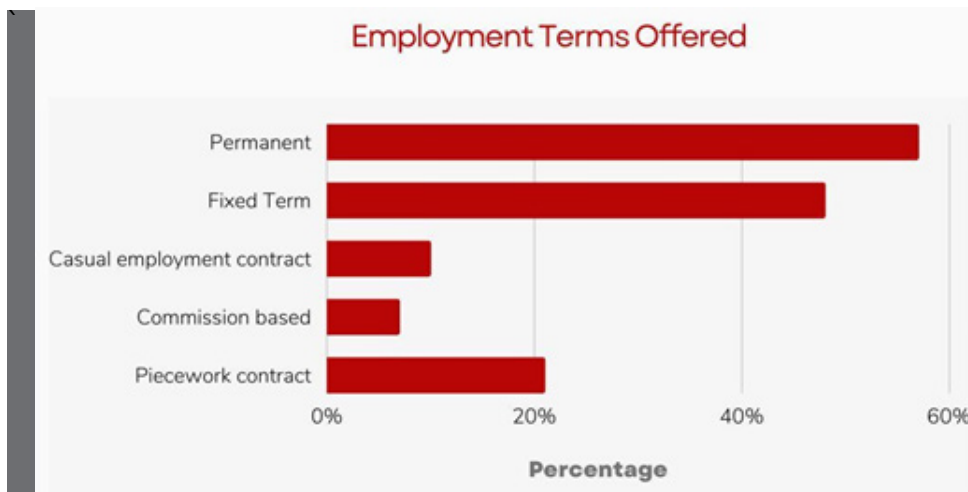




The survey shows that 45 is the highest number of staff recorded.

### 3.4. Number of Staff and Employment Terms

A majority of the firms, 70%, have 2-10 employees. However, the survey shows that 45 is the highest number of staff recorded. The employment terms vary, with some firms having multiple terms. Notably, 57% of the entities offer permanent employment, while 48% offer fixed-term employment bases. Other contracts include casual employment, commission-based, and piecework at 10%, 7%, and 21%, respectively.



### 3.5. Average Monthly Salaries for Different Positions

#### 7) Partners

For the partner position, 36% of companies pay KES 0-100,000, followed by companies that pay KES 100,001-200,000 at 28%. It is noteworthy that 3% of companies pay partners KES 900,001-1 million, while 5% of them pay above KES 1 million. In some companies, partners receive club memberships in addition to employee benefits.



**48%** 2 Partners  
**24%** 1 Partner  
**10%** 3-4 Partners



### 8) Professionals with Over 30 Years of Experience



**Majority earn between KES 100,001-200,000.**

### 9) Professionals with 21-30 Years of Experience

Remuneration rates for experts with 21-30 years of experience are majorly between KES 0-100,000 at 31%, followed by KES 100,001-200,000 at 20%, while 17% of firms pay KES 400,001-500,000.



### 10) Professionals with 10-20 Years of Experience

The majority of experts within this band of experience (34%) earn KES 100,001-200,000, while 29% earn KES 0-100,000, followed by those that earn KES 200,001-300,000 at 26%.



### 11) Professionals with 0-10 Years of Experience

Most (50%) professionals with 5-10 years of experience gross KES 0-100,000, followed by 38% who earn KES 100,001-200,000.

Comparatively, professionals with 0-5 years of experience mostly earn KES 60,001-80,000 (34%), followed by KES 40,001-60,000 at 22%.

On the other hand, the majority of interns (51%) gross KES 0-20,000, followed by 40% who earn KES 20,001-40,000. 2% of interns earn KES 80,001-100,000.

### 12) Technicians

Technicians in architectural firms earn between KES 20,001-30,000 and KES 40,001-60,000. Notably, there are some 12% who gross above KES 100,000.



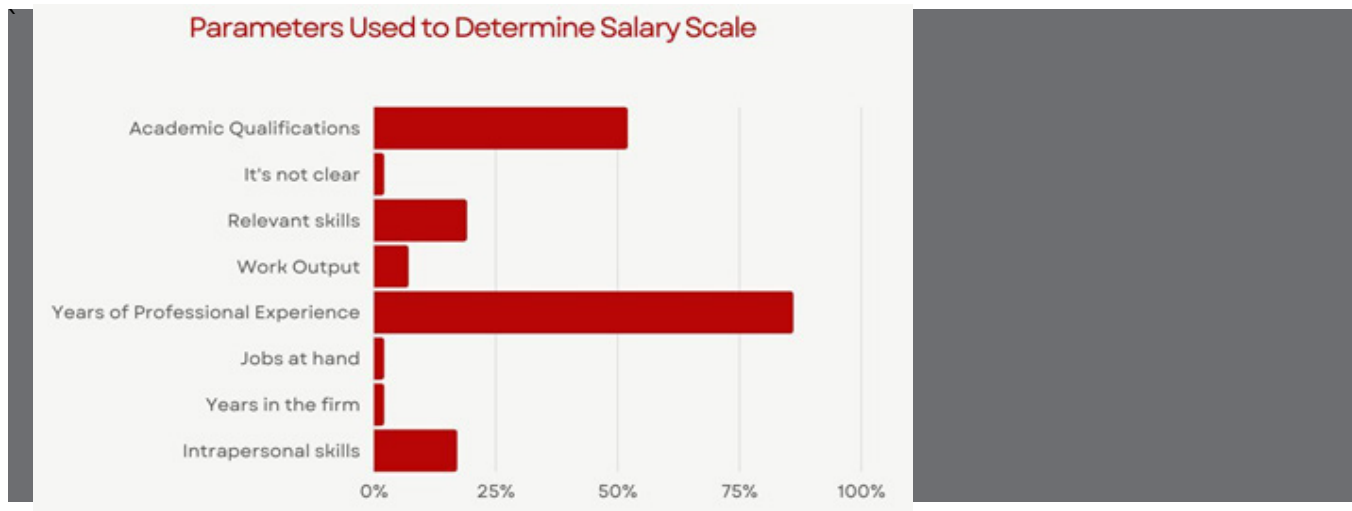
**Technicians in architectural firms earn between KES 20,001-30,000 and KES 40,001-60,000**



### 3.6. Parameter(s) Used to Determine the Average Salary Scale for Professionals

Firms use multiple parameters to determine the salary remunerations for experts. The most commonly used are years of experience and academic qualifications.

Other intangible qualifications highlighted were intrapersonal skills which include personal drive, integrity, diligence, commitment, client-finder ability, negotiation skills, and professional network.

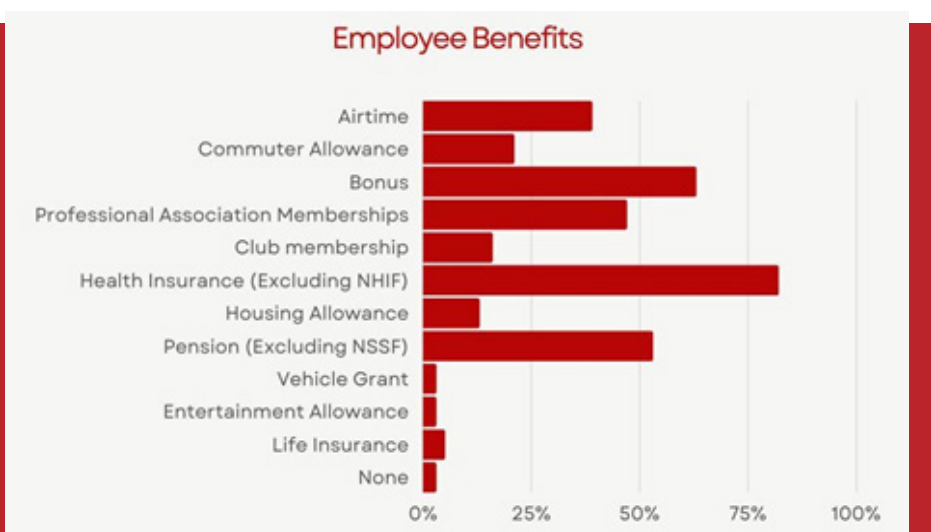


### 3.7. Salary Review

Most entities (34%) review remunerations after 2-3 years, while 30% review annually, 25% randomly, and 11% never review employee salaries. In addition, percentage increments vary where most firms increase salaries by 10% while some by 20-30% on the higher side and 1-5% on the lower side.

### 3.8. Employee Benefits

**82%- Health Insurance**  
**63%- Bonuses**  
**53%- Pensions**



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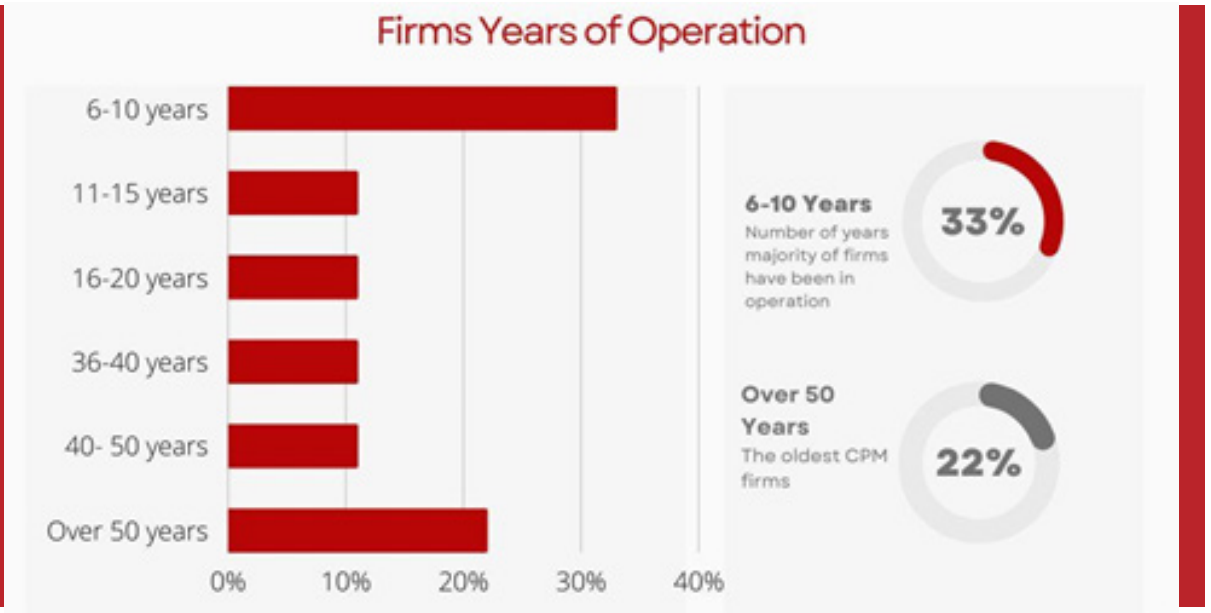
# 4.0 Construction Project Managers



## Years of Operation

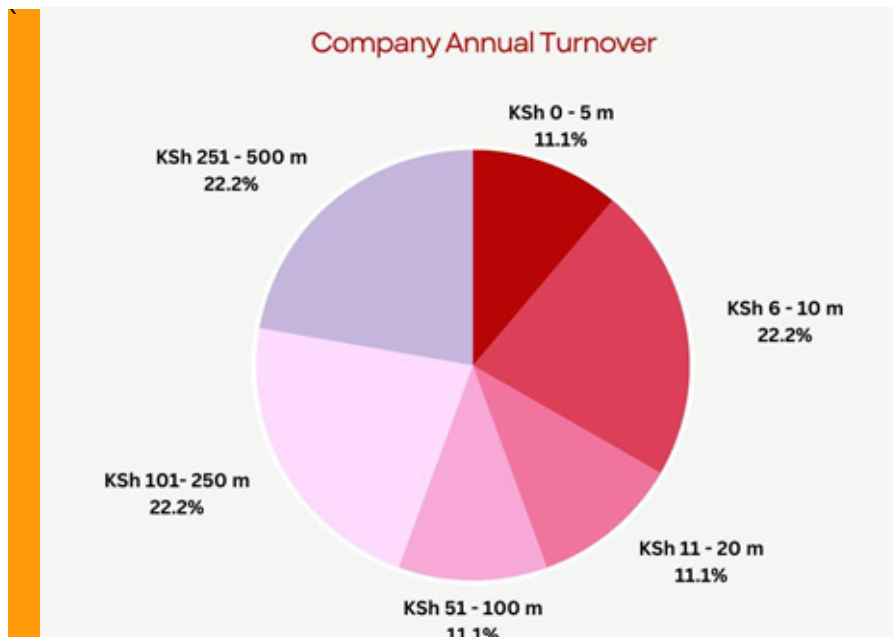
Most Construction project management firms have been in operation for 6-10 years. However, there are some 22% that has been in operation for over fifty years.

Additionally, the majority of the firms are primarily located in Nairobi City, with most of them having branches in Kakamega and Mombasa Counties. There are also entities with branches regionally in Rwanda, Juba, and the Democratic Republic of Congo.



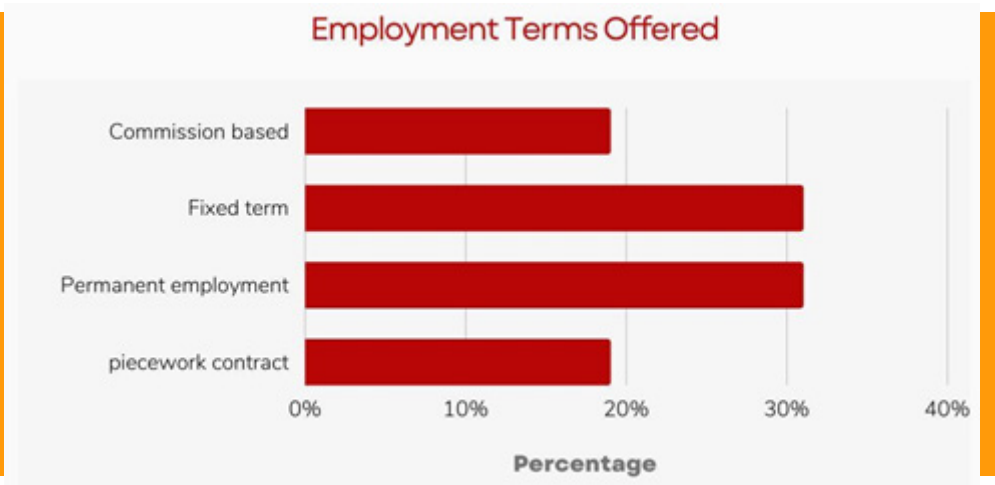
## 4.1. Company Annual Returns

The survey revealed that yearly returns for firms vary, whereby most firms earn above KES100m. There are also those that gross KES 6-10m.



## 4.2. Staff Employment Terms

56% of Construction Project Management firms have 1-10 employees, while some have over 30 staff. Notably, companies have multiple employment terms, the most common ones being Fixed-term and permanent employment.



## 4.3. Average Monthly Salaries for Different Positions

### 1) Company Partners

Most firms have 1 and 2 partners, while the highest number of partners recorded was 5.

Additionally, salary remuneration for the partner position varies, where most firms pay KES 0-100,000 and KES 100,001- 200,000, each recording 22%. Other firms pay KES 700,001-800,000, while there are others whose partners earn above KES 1 million.

### 2) Professionals with Over 30 Years' Experience

Experts with over 30 years of professional experience earn KES 100,001- 200,000, recording 38%. Comparatively, some 25% of firms pay KES 400,001- 500,000 for this level of position, while the highest recorded remuneration is KES 500,001- 600,000

### 3) Professionals with 21- 30 Years' Experience

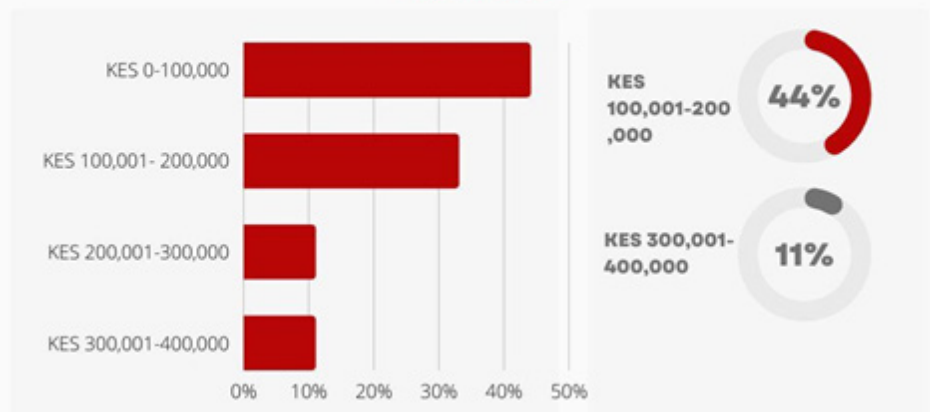
The majority of experts in this category (56%) earn KES 100,001- 200,000. However, there are those that earn KES 0-100,000 on the lower side and KES 400,000- 500,000 on the higher side.

### 4) Professionals with 10- 20 Years' Experience

Most experts (44%) in this category earn KES 0-100,000, followed by those that earn KES 100,001-200,000 registering 33%.

**The highest-paid professionals gross KES 300,001-400,000.**

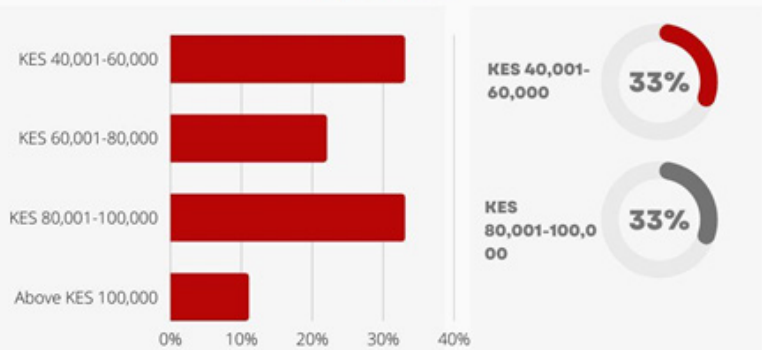
**Average Monthly Salary for Experts with 10-20 years' Experience**



**5) Professionals with 5- 10 years of Experience**

Notably, the highest registered salary for 5-10 years' experience is above KES 100,000.

**Average Monthly Salary for Experts with 5-10 years' Experience**



**33% of project managers earn 40k-60k 80-100k**

**6) Professionals with 0- 10 years of Experience**

Remuneration for professionals within this experience bracket mostly range between KES 40,001-60,000 and KES 80,001-100,000, both registering 33%. The highest-paid professional in this bracket earns above KES 100,000.

**(75%) pay interns KES 20,000-40,000 while others pay between KES 0-20,000**

**Average Monthly Salary for Interns**

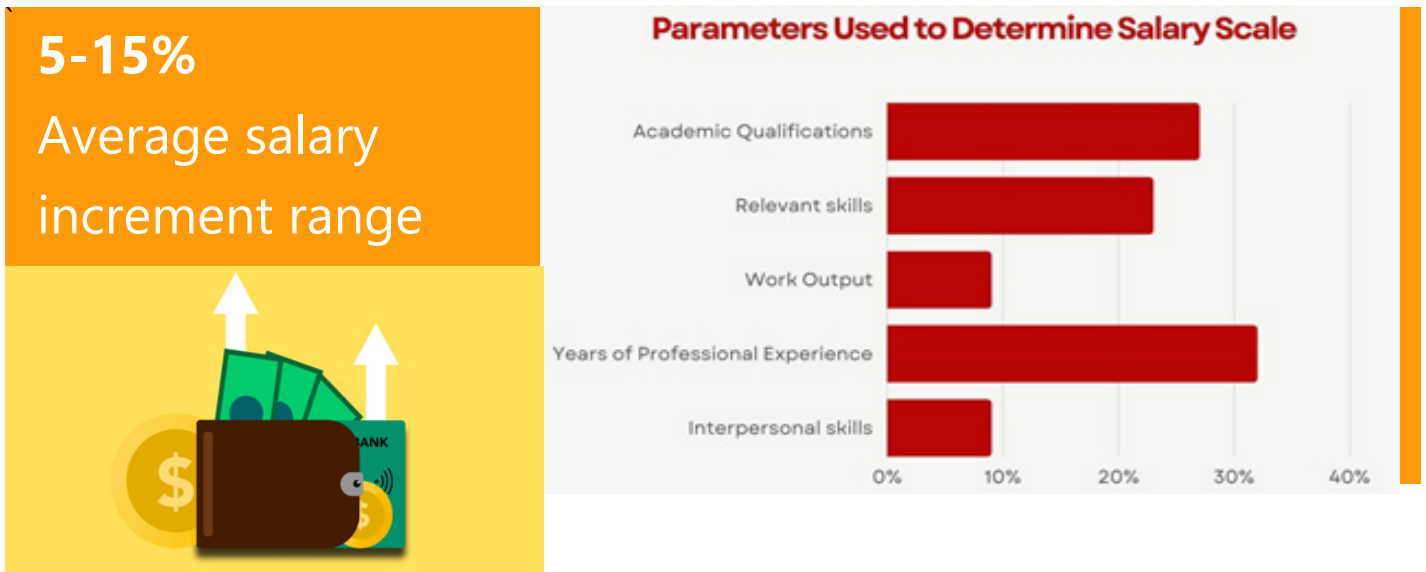


**7) Technicians**

Most (38%) technicians in construction project management firms gross above KES 100,000, while those that earn KES 20,001-40,000 and KES 40,001-60,000 were found to be 25% each.

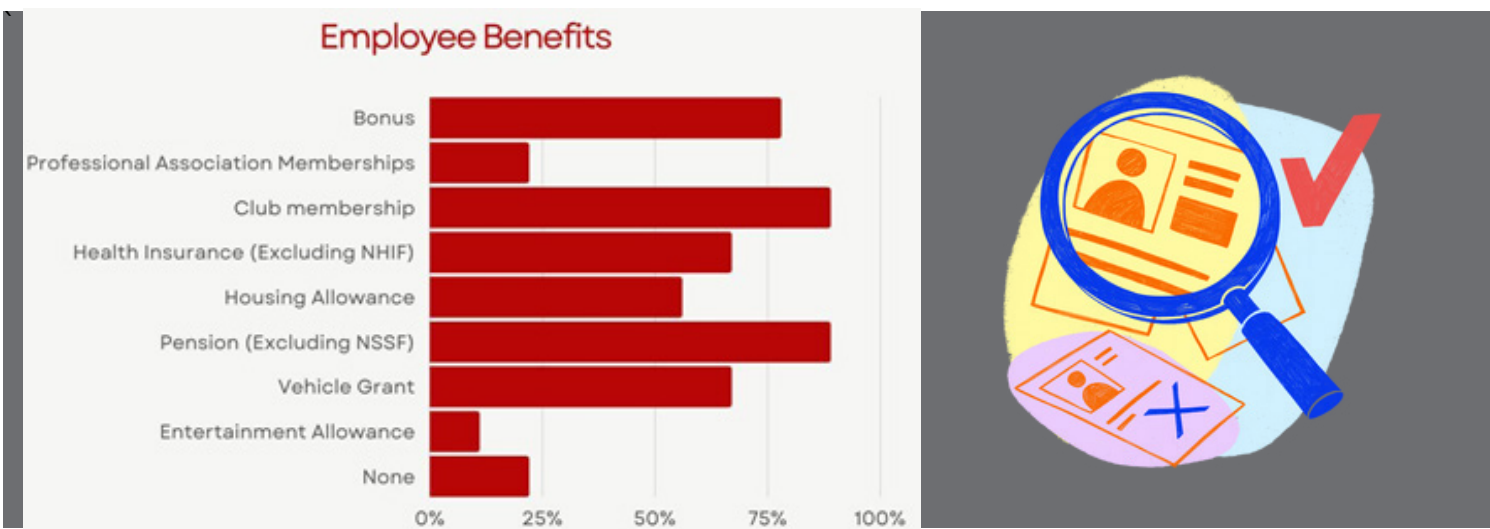
## 4.4. Salary Review

Companies review their salary remunerations on varied bases. These include annually, in 2 - 3 years, or randomly depending on business performance. The most commonly used parameter is years of professional experience and academic qualifications.



## 4.5. Employee Benefits

The staff in architectural firms get various forms of benefits in construction management firms.



**89%- Pension and Club Membership**  
**78%- Bonuses**

**67%- Vehicle Grants and Health Insurance**

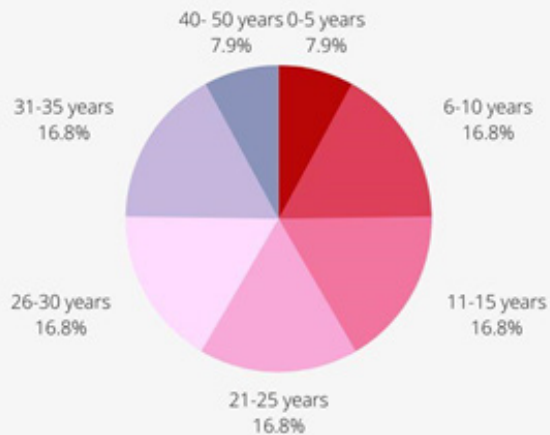
# 5.0 Quantity Surveyors



## 5.1. Years of Operation

**Youngest QS firms:**  
6-10 years old  
**Oldest company:**  
40-50 years old

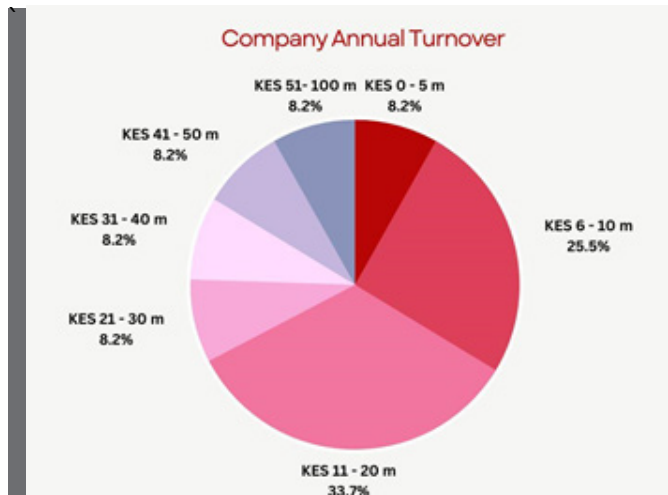
Firms' Years of Operation



## 5.2. Firm's Location

The primary location of the firms practicing Quantity Surveying is Nairobi, registering 92%, and Mombasa, 8%. This was also reflected in the number of companies that have branches, where the majority (92%) have no branches, and only 8% have other divisions in the country.

## 5.3. Annual Turnover

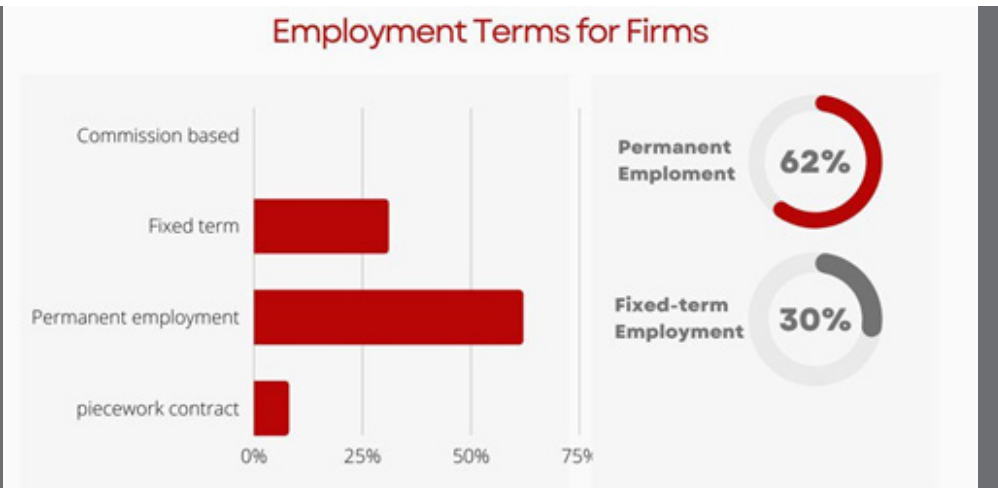


**33%:** 11-20m  
**25%:** 6-10m  
**8%:** 0-5m, 21-30m  
31-40m, 41-50m  
51-100m

## 5.4. Number of Staff

58% of QS firms have 1-5 staff while the highest number of employees recorded is 34. In addition, the companies have a range of employment terms for the staff. The majority (62%) offer permanent employment, while 31% have fixed-term employment. The other recorded form of contract is piecework contract which registered 8%.

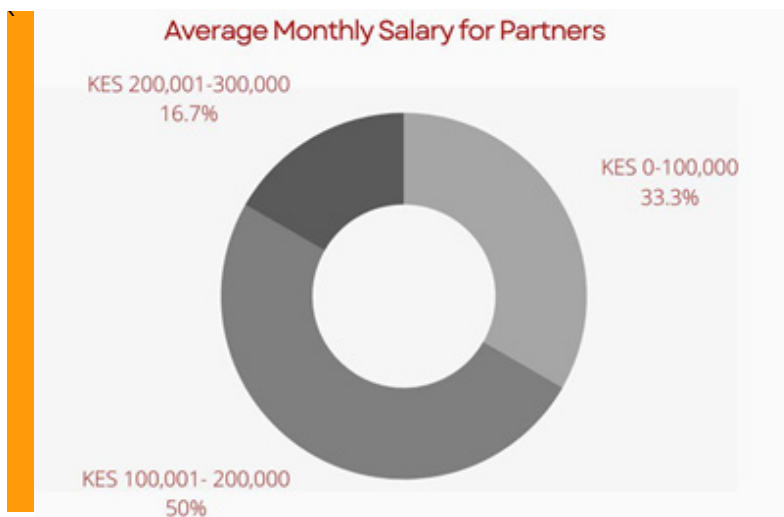




## 5.5. Average Monthly Salaries for Different Positions

### 1) Company Partners

In addition, the average monthly salary for the partner position is KES 100,001- 200,000. Notably, there are partners who gross KES 0-100,000 while the highest recorded earnings is KES 200,001-300,000.



**50% of firms have 2 partners**

**Maximum number of partners: 5**

### 2) Professionals with Over 30 Years' Experience

Quantity Surveyors with over 30 years of experience gross between KES 100,001- 200,000 and KES 200,001- 300,000, each recording 33%. The highest-paid QSs grosses KES 700,001- 800,000.

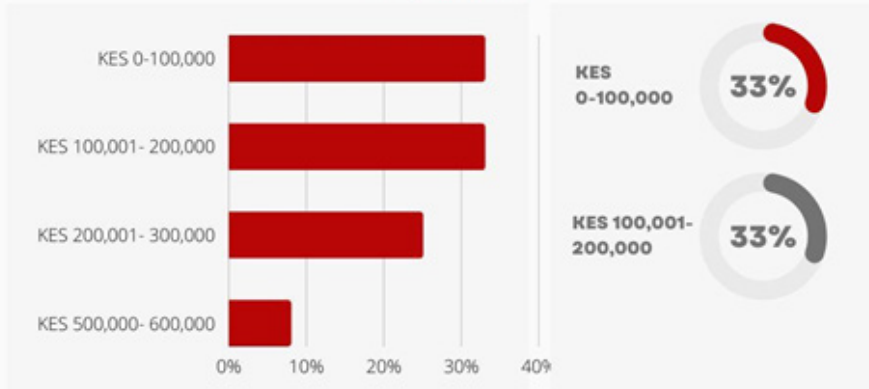
**KES 700,001- 800,000**  
**The highest-paid QSs**



### 3) Professionals with 21- 30 Years' Experience

QS experts within this band of experience gross between KES 0-100,000 and KES 100,001-200,000. The highest-paid professionals earn KES 500,001-600,000.

Average Monthly Salary for Experts with 21-30 years' Experience



### 4) Professionals with 10- 20 Years' Experience

50% of professionals with this level of experience earn KES 100,001- 200,000, followed by those who earn KES 0-100,000 at 33%.

### 5) Professionals with 5- 10 years of Experience

83% of the quantity surveyors earn KES 0-100,000, while only 17% earn KES 100,001-200,000.

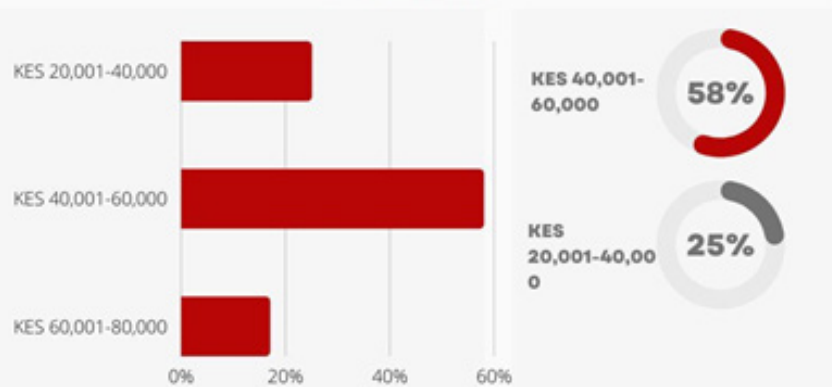
### 6) Professionals with 0- 5 years of Experience

58% of quantity surveyors in this category gross KES 40,001-60,000, while the highest-paid professional earns KES 60,001-80,000.

On the other hand, 67% of interns earn KES 0-20,000, while 33% earn KES 20,001-40,000.



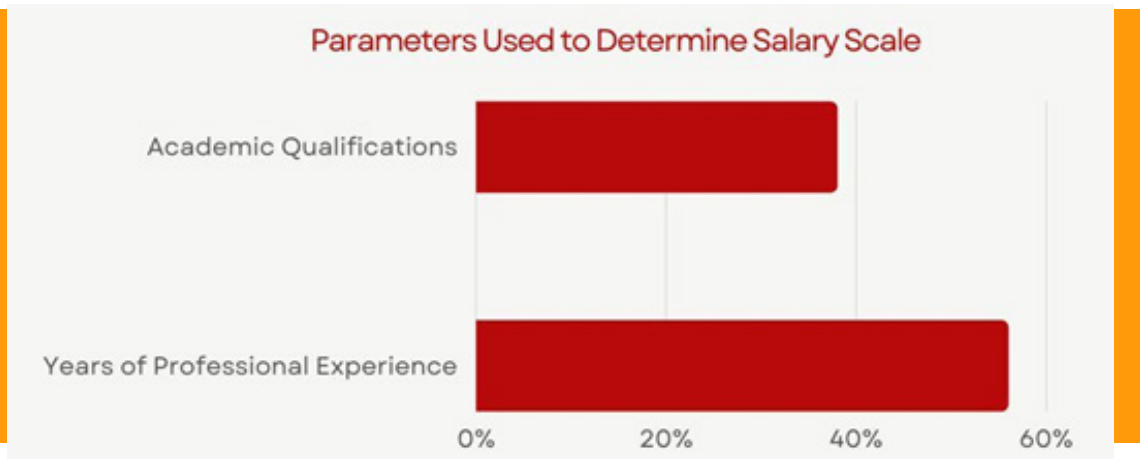
Average Monthly Salary for Experts with 0-5 years' Experience



### 7) Technicians

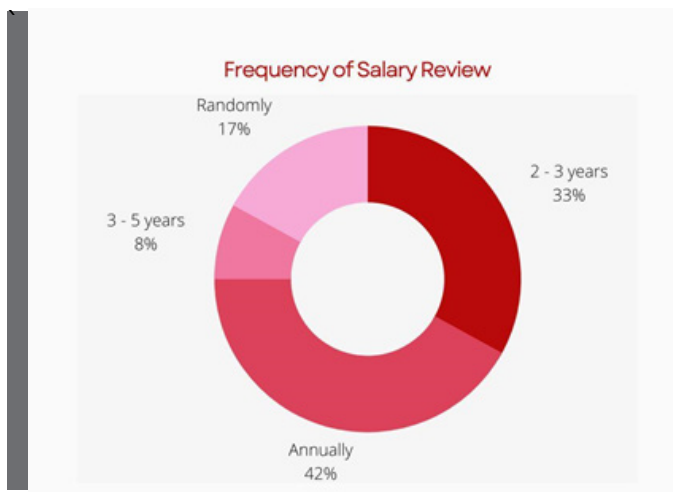
The monthly remuneration for technicians varies from firm to firm. There are firms that pay technicians KES 0- 20,000, others KES 20,001-40,000, while the highest earning recorded was KES 40,001-60,000.

## 5.6. Parameters for Salary Scale



## 5.7. Salary Review

Additionally, most firms (46%) increase salaries by 5-10% while some 25% review depending on inflation. The highest percentage increase recorded was 20-30%.



**42%-** Annual Review  
**33%-** 2 to 3 Year Review  
**Other-** Randomly/  
 3-5 Year Review

## 5.8. Employee Benefits

QS firms have several benefits for their members. Health insurance recorded the highest among companies at 31% followed by bonuses at 25% and memberships in professional associations at 14%.



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# 6.0 Landscape Architects



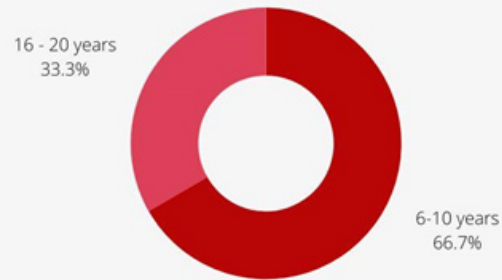
## 6.1. Years of Operation

It is noteworthy that most of these firms are specialized in other built environment professions such as architecture, engineering, environmental design consultancy, interior design, and construction project management.

In addition, 67% of the firms do not have other branches. For the 33% which have branches, the most common location is Mombasa.

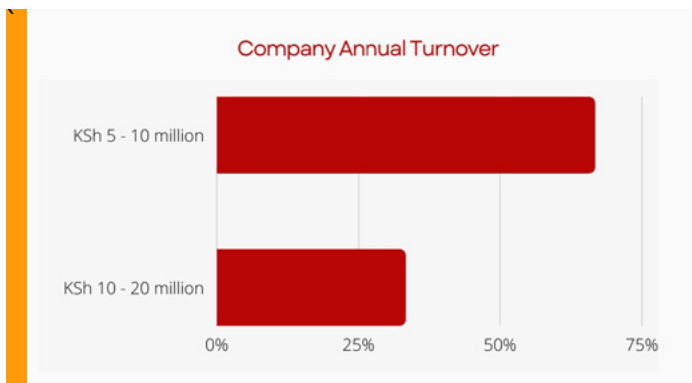
**67%-** 6-10 Years  
**33%-** 16-20 Years

Firms' Years of Operation



## 6.2. Firm's Annual Turnover

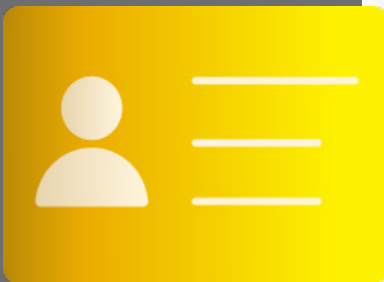
The majority of the firms (67%) gross KES 5-10 million, while 33% of them earn KES 10-20 million.



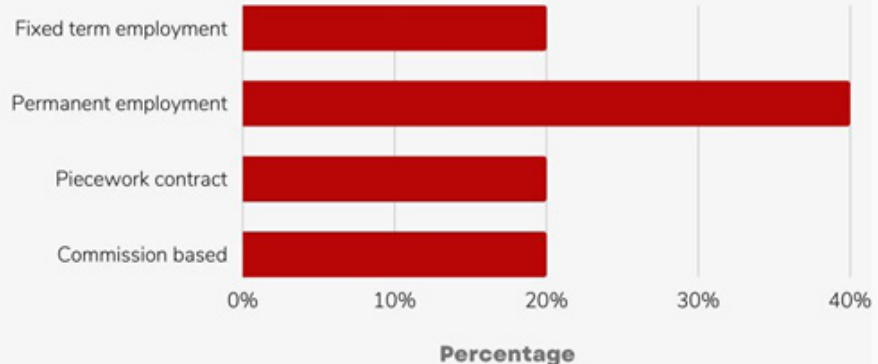
**67%-** 5-10m  
**33%-** 10-20m

## 6.3. Number of Staff

The majority of landscape architectural companies have 1-5 employees. The highest number of staff recorded is 10. In addition, the firms apply different employment terms, the most common one being permanent employment.



Employment Terms Offered





## 6.4. Average Monthly Salaries for Different Positions

### 1) Company Partners

80% of the firms have two partners, while the remaining 20% have one partner. In terms of remuneration, most of the partners gross KES 0-100,000, as seen in the other built environment professionals.

### 2) Professionals with Over 30 Years' Experience

67% of Landscape Architects with over 30 years of experience gross KES 200,001- 300,000, while 33% of them earn between KES 100,001- 200,000.

### 3) Professionals with 21- 30 Years' Experience

The salary range for experts with 21-30 years of experience varies across all firms. Some earn KES 200,001- 300,000, while others gross KES 100,001- 200,000. The lowest-paid expert earns KES 0-100,000

### 4) Professionals with 10- 20 Years' Experience

Most (67%) professionals with 10-20 years of experience gross KES 0-100,000, while 33% of them earn 100,001-200,000.

### 5) Professionals with 0- 10 years of Experience

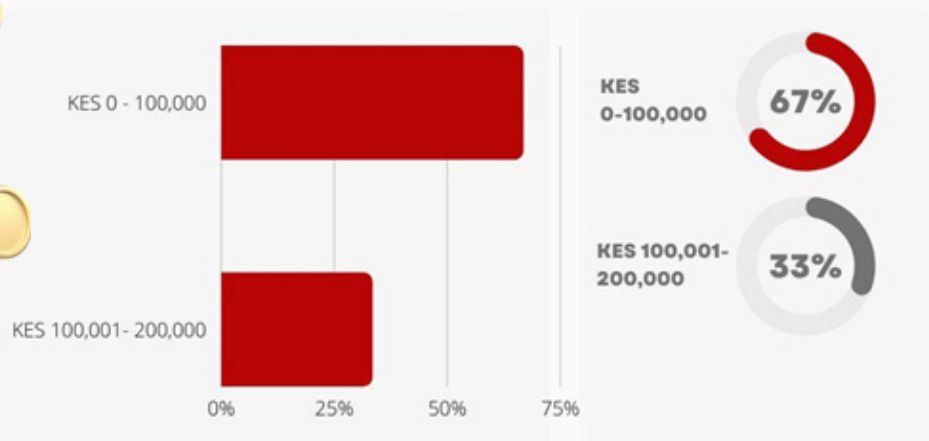
Landscape Architects with 5-10 years of experience gross KES 0-100,000. Comparatively, those with 0-5 years of experience earn KES40,001-60,000 while 67% of interns earn KES0-20,000.

### 6) Technicians

For Landscape architectural technicians, some earn KES 0-20,000 and others KES 20,000-40,000.

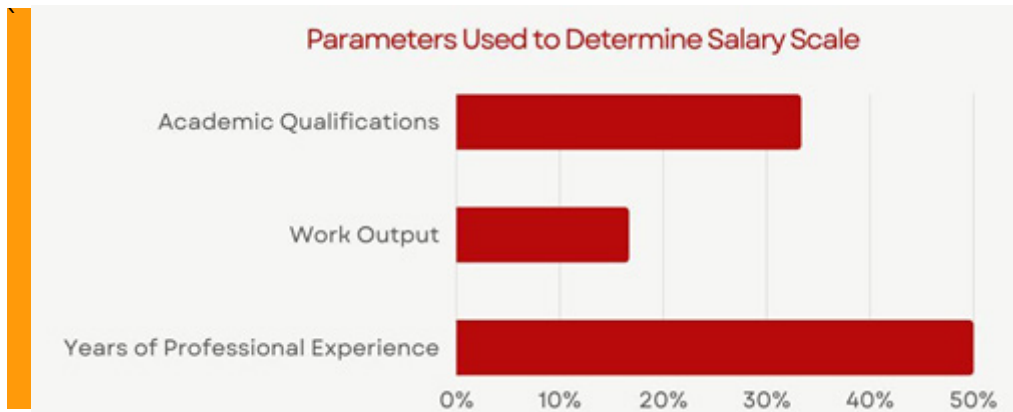


### Average Monthly Salary for Experts with 10-20 years' Experience



## 5.5. Parameters Used to Determine Salary Scale

All Landscape Architects determine remunerations according to years of professional experience, while some base the salaries on academic qualifications and work output.

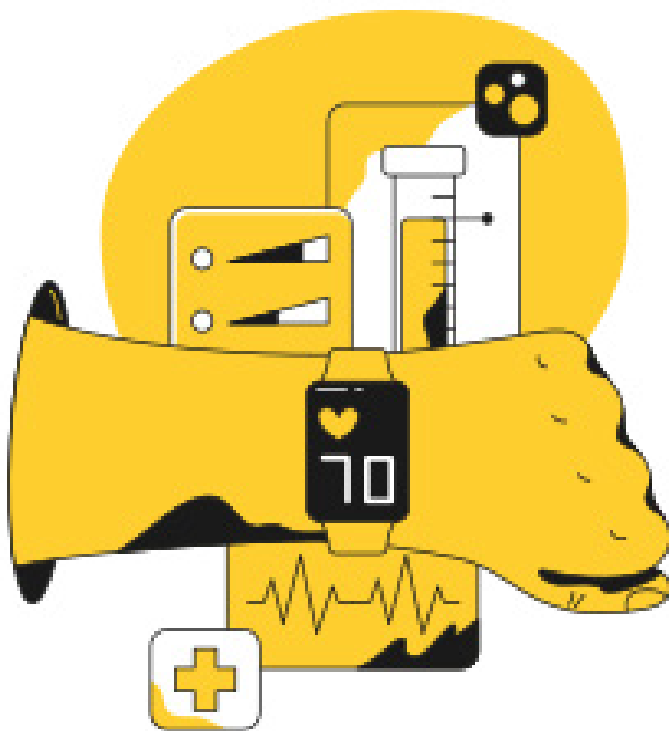


## 5.6. Salary Review

The review of salaries varies across all firms where some do it annually, others review theirs after 2-3 years while others review randomly. The percentage increment is mainly 10% as recorded among 67% of the firms or 15-20% as found in 33% of the firms.

## 5.7. Employee Benefits

Notably, companies have multiple benefits for their employees. In terms of staff development costs, most companies pay for their employees to attend training and seminars.



### The most common staff benefits:

Airtime and Bonus.

### Others:

Professional Association Memberships, Club membership, Health Insurance, Pension, Housing Allowance.

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# 7.0 Environmental Design Consultants





## 7.1. Years of Operation

Firms specializing in Environmental Design Consultancy (EDC) also practice Architecture, Engineering, Landscape Architecture, Construction Project Management, and Interior Design. These firms are primarily located in Nairobi City, with those that have branches having them in Mombasa City.

**67%-** 6-10 years  
**33%-** 11-15 years

Firms' Years of Operation



## 7.2. Firm's Annual Turnover

67% of EDC firms gross KES 5 - 10 million, whereas 33% of them earn KES 0 - 5 million.

## 7.3. Number of Staff

The number of staff in EDC organizations is mainly between 1-10 employees with varied employment terms. All EDC firms have commission-based employment, while other common forms include fixed-term and piecework employment contracts.

## 7.4. Average Monthly Salaries for Different Positions

### 1) Company Partners

67% of EDC firms have one partner, while 33% of them have two partners. The remunerations for partners vary from firm to firm. There are firms that pay KES 0- 100,000, others KES 100,001- 200,000, and KES 200,001- 300,000.

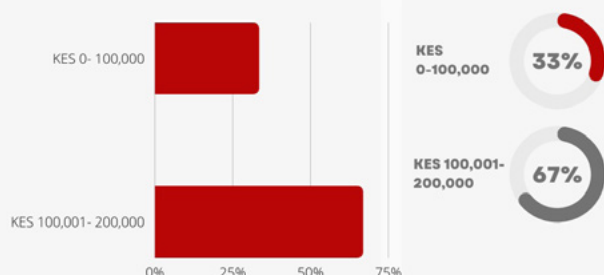
### 2) Professionals with Over 30 Years' Experience

Most EDC experts with over 30 years of experience gross KES 100,001-200,000. The lowest-earning partner makes KES 0-100,000 while the highest-paid one grosses KES 200,001-300,000.

### 3) Professionals with 10- 30 Years of Experience

Experts with 21-30 years in the field earn KES 100,001- 200,000, while experts with 10- 20 Years' Experience also earn between KES 100,001- 200,000.

Average Monthly Salary for Experts with 5-10 years' Experience



4) These experts earn **KES 100,001-200,000** while there are those that earn **KES 0-100,000**.

### 5) Professionals with 0- 5 years of Experience

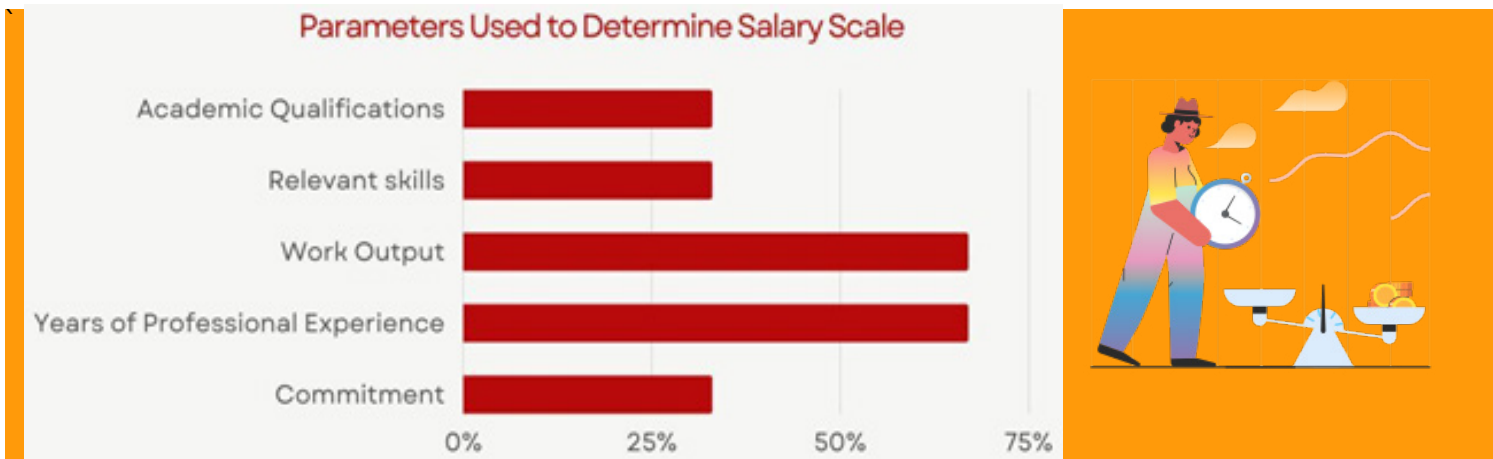
Most (67%) environmental design consultants with 0-5 years of experience earn KES 40,001-60,000, while there are those that gross KES 60,001-80,000, encompassing 33%.

### 6) Technicians

EDC technicians earn between KES 20,001-40,000 and KES 40,001-60,000

## 7.5. Parameters Used to Determine Salary Scale

EDC experts determine remunerations according to years of professional experience and work output, both registering 67%. Other criteria include academic qualifications, relevant skills, and commitment.



## 7.6. Salary Review

In terms of reviewing salaries, most firms (67%) do it randomly depending on an employee’s performance, while 33% review theirs annually. The percentage increments vary from company to company, with some having 10% raises while others having 15% raises.

## 7.7. Employee Benefits

Other benefits include club membership, health insurance, memberships in professional associations, pensions, and commuter allowance.

All EDC firms give their employees bonuses. .



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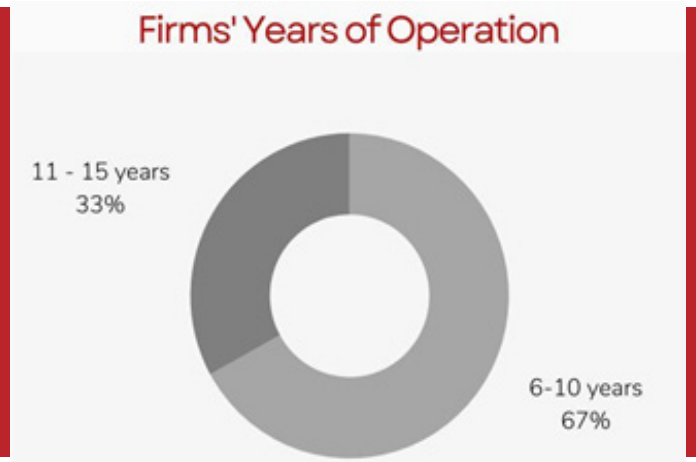
# 8.0 Engineers



## 8.1. Years of Operation

Firms specializing in Environmental Design Consultancy (EDC) also practice Architecture, Engineering, Landscape Architecture, Construction Project Management, and Interior Design. These firms are primarily located in Nairobi City, with those that have branches having them in Mombasa City.

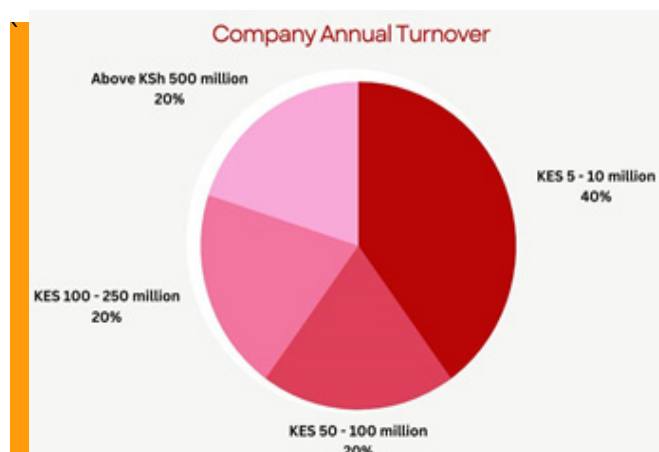
**67%-** 6-10 years  
**33%-** 11-15 years



## 8.2. Primary Location of the Firms

Nairobi hosts a larger share of entities in different fields compared to other cities. The survey indicated that 100% of the engineering firms had their main offices in Nairobi. Out of the firms, 60% of them have branch offices. Notably, most of the branches are located in Mombasa.

## 8.3. Annual TurnOver

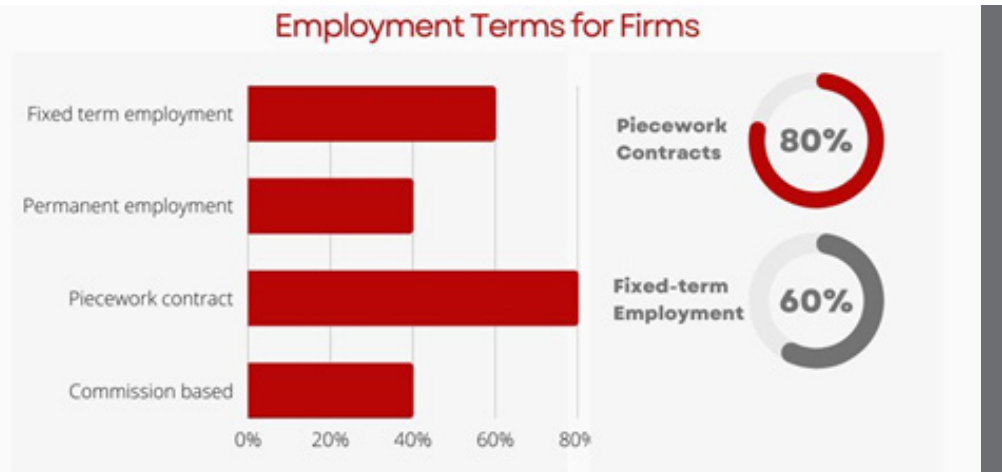


**20%-** Over 500m  
**40%-** 5-10m

## 8.4. Number of Staff and Employment terms:

A majority of engineering companies have between 5 to 20 employees. The survey recorded the highest employee number at 40. The survey found that employees in the firms were subjected to different terms which varied from one organization to the other, with some firms having multiple contracts.

A majority of the entities, 80%, offer piecework contracts while 40% of them offer permanent employment. Other forms of employment include fixed-term employment and commission-based terms at 60% and 40%, respectively.



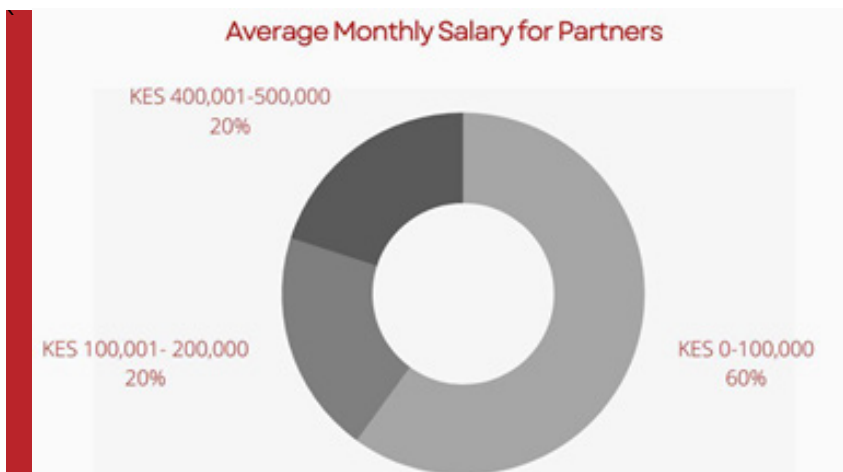
**40% of firms have one director and 40% have three directors  
20% have five partners**

## 8.5. Average Monthly Salaries for the Firms

### 1) Partners

40% of engineering firms have one director, and 40% of them have three directors. Comparatively, 20% of companies have five partners, which was the highest recorded in the profession.

The average monthly wages for the directors vary among the firms. 60% of companies pay KES 0-100,000, followed by companies that pay KES 100,001-200,000 at 20%. It is worth noting that the highest salary paid for this position ranges between KES 400,001 – 500,000 encompassing 20%



## 2) Professionals with over 30 Years' Experience

The survey found different enumeration rates for the position from the engineering firms. The remuneration range for the position is as highlighted: 20% KES 500,001- 600,000, 20% KES 400,001- 500,000, 20% KES 200,001- 300,000, 20% KES 100,001- 200,000 and 20% KES 0- 100,000.

## 3) Professionals with 21-30 Years' Experience

Most experts with 21-30 years of experience (40%) gross between KES 0-100,000. For the same position, other remuneration rates were: KES 0- 100,000 at 20%, KES 300,001- KES 400,000 at 20% and KES 400,0001- 500,000 at 20%.



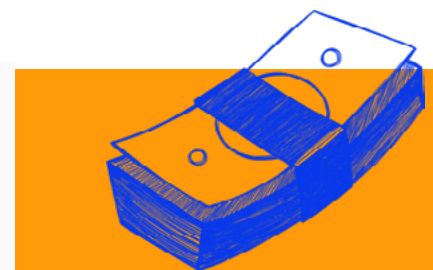
## 4) Professionals with 10-20 Years of Experience

Most engineering experts within this band of experience (40%) earn KES 100,001- 200,000, while 20% earn KES 0-100,000, 20% earn 200,001-300,000, and 20% gross KES 300,001- 400,000.

## 5) Professionals with 0-10 Years of Experience

Comparatively, 40% of professionals in the field with 0-5 years of experience earn; KES 20,001- 40,000.

On the other hand, the majority of interns (60%) gross KES 0-20,000, followed by 20% earning KES 20,001-40,000 and 20% getting KES 60,001- 80,000.



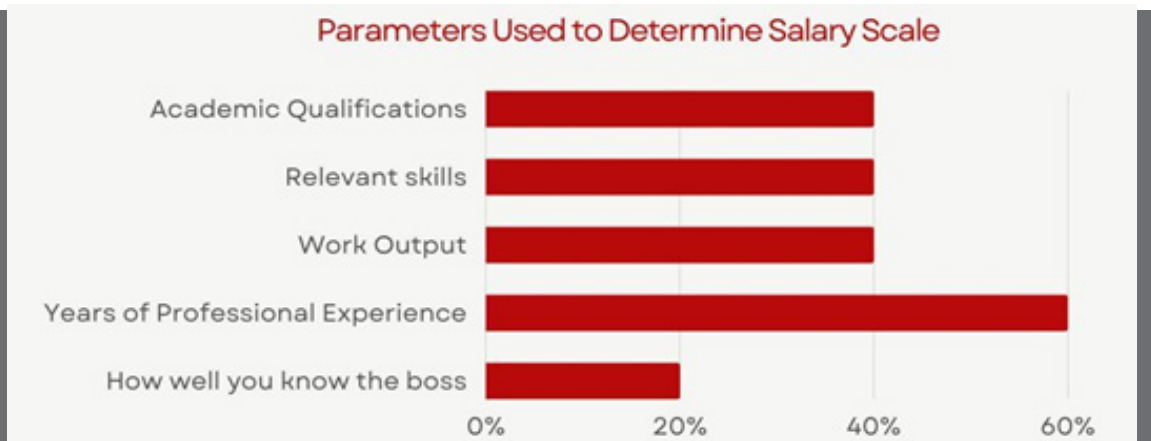
**60%: 0-100k**  
**40%: 100-200k**

## 6) Technicians

Technicians in engineering firms are paid between KES 20,001-40,000, recording 60%. Notably, there are some who receive KES 40,001-60,000 and KES 80,001- 100,000, each recording 20%.

## 8.6. Parameters Used to Determine the Salary Scale for Professionals

Companies apply multiple parameters to determine the salary remunerations for experts. The most commonly used are years of experience and academic qualifications.



## 8.7. Salary Review

Most entities (40%) review their salary remunerations annually, while 20% indicated that salary review is done randomly depending on business performance. It is noteworthy that 20% of firms do not review remuneration at all.

Additionally, 60% of the engineering firms recorded that they give a 10% salary increment. 20% of the firms highlighted that they give 15% increments.

## 8.8. Employee Benefits

Companies offer multiple benefits to their employees. Among the listed benefits include: airtime, bonuses, professional association membership, clubs membership, Health insurance (exclusive of NHIF) and pension benefits (exclusive of NSSF).



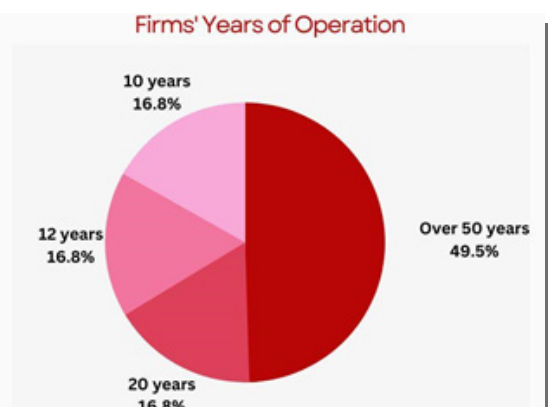
An aerial photograph of a town, showing a central green space with several circular structures and a winding path. The surrounding area is densely packed with houses and trees. A red horizontal bar is positioned at the top of the image, partially overlapping the text.

# 9.0 Town Planners



## 9.1. Years of Operation

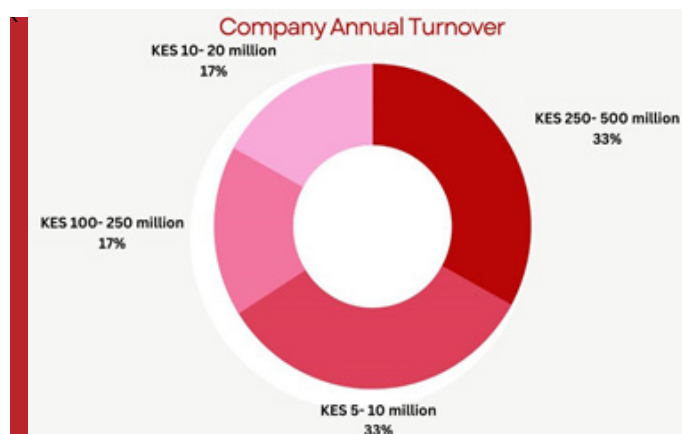
It is noteworthy that most of the Town Planning firms which took part in the survey specialize in architecture, construction project management, interior design, and environmental design consultancy as well. A majority of the firms have been in operation for over 20 years, with 50% having been in operation for over 50 years, 17% for 20 years, 17% for 12 years, and 17% for 10 years.



## 9.2. Primary Location of the Firms

The survey found that most of the urban planning firms (67%) are domiciled in Nairobi, with 17% being based in Kajiado County and 17% in Australia. Additionally, 83% of the companies have branch offices in Nairobi, Mombasa, Rwanda, Kigali, Juba, and the Democratic Republic of Congo.

## 9.3. Annual Turnover

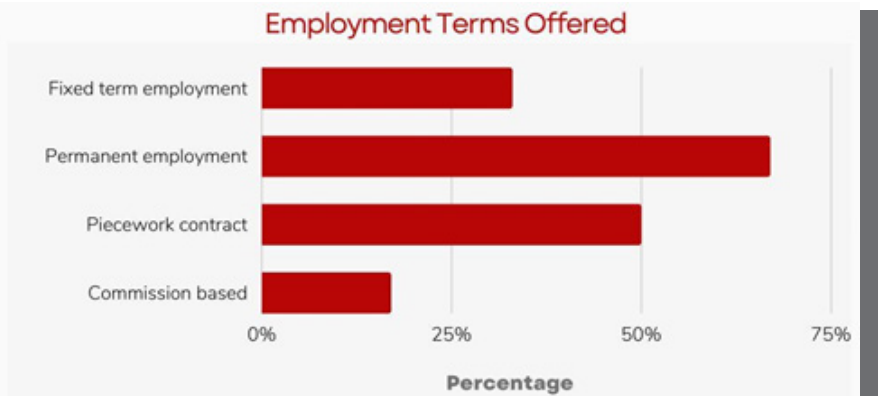


**33%: 250-500m**  
**17%: 100-250m**  
**17%: 10-20m**  
**33%: 5-10m**

## 9.4. Number of Staff and Employment Terms

A majority of planning companies have between 5 to 30 employees. The survey recorded the highest employee number at 1000. The survey found that the firms have different types of contracts, which vary, with some firms having multiple employment terms.

A majority of the firms (67%) offer permanent employment, while 50% have piecework contracts. Other identified forms of employment include fixed-term and commission-based contracts at 33% and 17%, respectively.



## 9.5. Average Monthly Salaries for the Firms

### 1) Directors

The majority of the planning firms (50%) have five partners, recording the highest number of directors. The remaining firms have 1, 3, and 4 directors within the firms.

The average monthly salary for the directors differs among the firms. 33% of companies pay KES100,001 - 200,000, while the highest-paid directors earn above KES 1 million for the director/partner position.



### 2) Employees with Over 30 Years' Experience

From the survey, there are different wages for the position in planning firms.

The remuneration ranges for professionals with over 30 years of experience are 33% KES 200,001-300,000, 33% KES 600,001- 700,000, 17% KES 900,001- 1 million, and 17% above KES 1,000,000.



**(67%) of firms offer permanent employment, while 50% have piecework contracts.**

### 3) Employees with 21-30 Years' Experience

The highest remuneration rates for experts with 21-30 years of experience were between KES 100,001-200,000 and KES 400,001- 500,000, each standing at 33%. For the same position, other remuneration rates were: KES 300,001- 400,000 at 17%, and the highest rate KES 500,001- KES 600,000 at 17%.



### 4) Professionals with 10-20 Years of Experience

Physical planning experts within this band of experience earn KES 0- 100,000 at 17%, KES 100,001-200,000 at 17%, KES 200,001-300,000 at 17%, 300,001-400,000 at 17%, KES 400,001- 500,000 at 17% and above KES 500,000 at 17%.

### 5) Professionals with 0-10 Years of Experience

Most urban planning professionals with 5-10 years of experience (50%) get a gross salary of KES 300,001-400,000, followed by 33% who earn KES 100,001-200,000 and 17% make 200,001- 300,000.

Comparatively, professionals in the field with 0-5 years of experience earn KES 80,001-100,000 at 50% and while those who earn above KES 100,000 are 33%.

On the other hand, the majority of interns 67% are paid KES 20,001-40,000, with 17% getting KES 0-20,000 and 17% earning above KES 100,000.

### Average Monthly Salary for Professionals with 0-5 Years of Experience



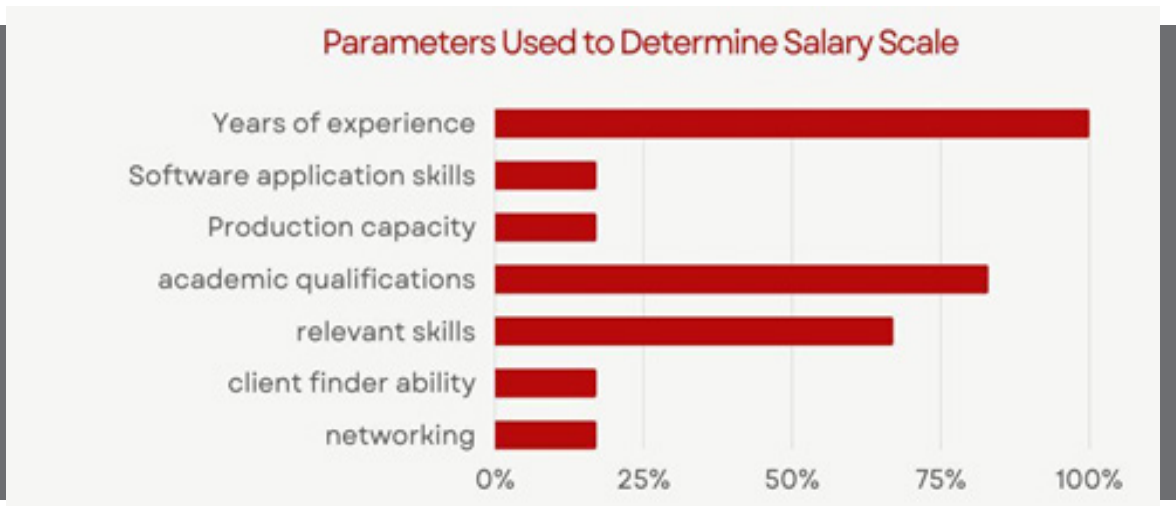
**67% of interns:**  
KES 20,001-40,000,  
**17%:** KES 0-20,000  
**and 17% earning**  
above KES 100,000

## 6) Technicians

Most technicians in planning firms are paid above KES 100,000 at 67%. Additionally, 17% of the companies pay KES 20,001- 40,000, while 17% of them KES 40,001- 60,000.

## 9.6. Parameters Used to Determine the Salary Scale for Professionals

Firms use multiple parameters to determine the wages for experts. All planning firms confirmed that they base salaries on years of experience, while 83% also consider academic qualifications.



### 8.7. Salary Review and Increment

Salary reviews in town planning firms are done annually, after every 2- 3 years, and randomly depending on the business performance, each of these recording 33%.

Different organizations offer different salary increments, including 10%, 5- 10%, 15%, 15- 20%, 20-30%, and 20% salary increments, each recording 17%.

### 8.8. Employee Benefits

Different organizations offer different benefits to their employees, alongside their salaries.

These include airtime, bonuses, professional association membership, clubs' membership, Health insurance (exclusive of NHIF), pension benefits (exclusive of NSSF), commuter allowance, entertainment allowance, and life insurance.

**Different organizations offer different benefits to their employees, alongside their salaries.**

# 10.0 Interior Designers



As the newest Chapter of the association, the interior design firms were part of the survey conducted. It is noteworthy that most interior design firms are incorporated within organizations practicing architecture, construction project management, town planning, and landscape architecture.

### 10.1. Years of Operation

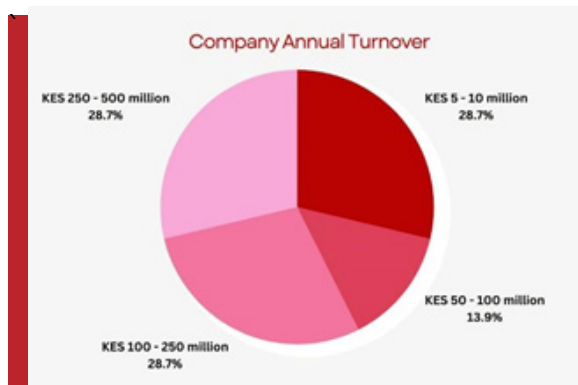
**43%: Over 50 Years**  
**29%: 0-10 Years**



### 10.2. Primary Location of the Firms

100% of the interior design firms which took part in the survey have their main offices located in Nairobi. 57.14% of them have branches located in Mombasa, Rwanda, Kigali, Juba, and D.R Congo.

### 10.3. Annual Turnover



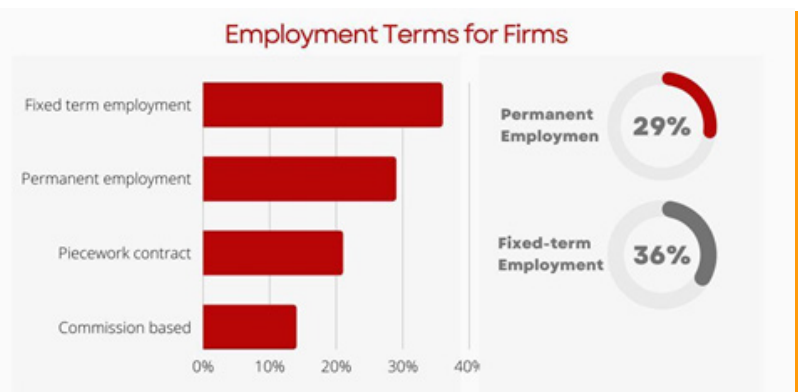
**29%: 250-500m**

**29%: 100-250m**

**29%: 5-10m**

### 10.4. Employment Terms

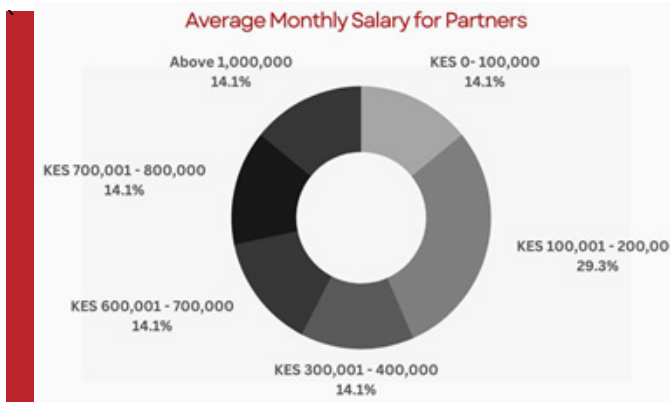
A majority of the firms have between 5 to 30 employees. The survey recorded 45 as the highest number of employees in a company. Additionally, employment terms vary, with some firms having multiple contracts. 71% of the firms have fixed-term employment contracts, while 57% have permanent employment. Other forms of employment include piecework contract contracts and commission-based contracts at 43% and 29%, respectively.



## 10.5. Average Monthly Salaries for Different Positions

### 1) Directors

The average monthly salary for the position fluctuates among the firms. 29% of companies pay KES100,001- 200,000 followed by 14% for all other payment ranges. Notably, the most highly paid director earns above KES 1 million.



**43%: 1 Partner**

**29%: 5 Directors**

### 2) Professionals with over 30 years' Experience

The salary range for experts with over 30 years of experience is 33% KES 100,001- 200,000, 33% KES 600,001- 700,000, 17% KES 200,001- 300,000 and 17% above KES 1,000,000.

### 3) Professionals with 21-30 years' Experience

Most experts with 21-30 years of experience earn between KES 100,001-200,000 and KES 400,001- 500,000, both recording 33% each. For the same position, other salary rates were: KES 0- 100,000 at 17% and KES 500,001- KES 600,000 also at 17%.



**As the newest Chapter of the association, the interior design firms were part of the survey conducted.**

#### 4) Professionals with 10-20 Years of Experience

Most interior designers within this band of experience (57%) earn KES 100,001- 200,000, while 14% earn KES 200,001-300,000, 14% earn 300,001-400,000 and 14% KES 400,001- 500,000.



#### 5) Professionals with 0-10 Years of Experience

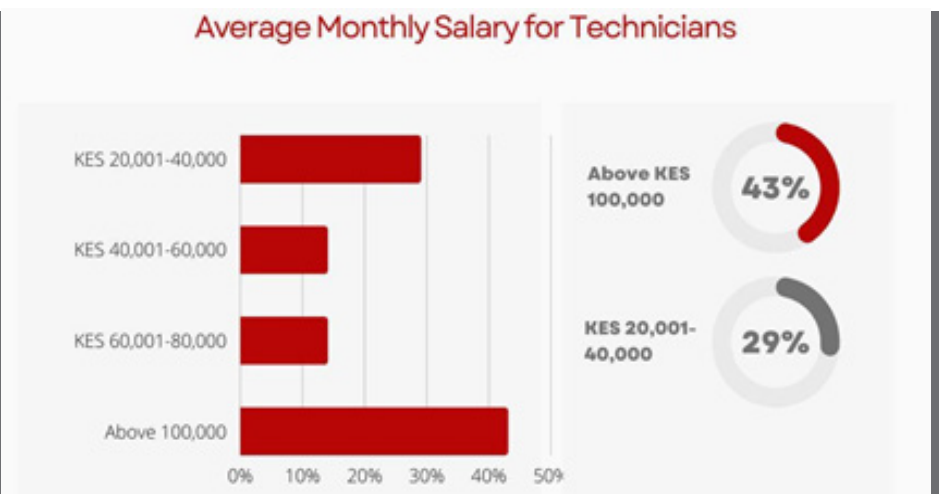
43% of interior design professionals with 5-10 years of experience gross KES 100,001-200,000, followed by 29% who earn KES 0-100,000.

Comparatively, professionals with 0-5 years of experience earn KES 40,001-60,000 43%, followed by KES 60,001-80,000 at 29%, KES 80,001- KES 100,000 at 14%, and KES above 100,000 at 14%.

On the other hand, the majority of interns (71%) are paid between KES 20,001-40,000, with 29% grossing KES 0- 20,000.

#### 6) Technicians

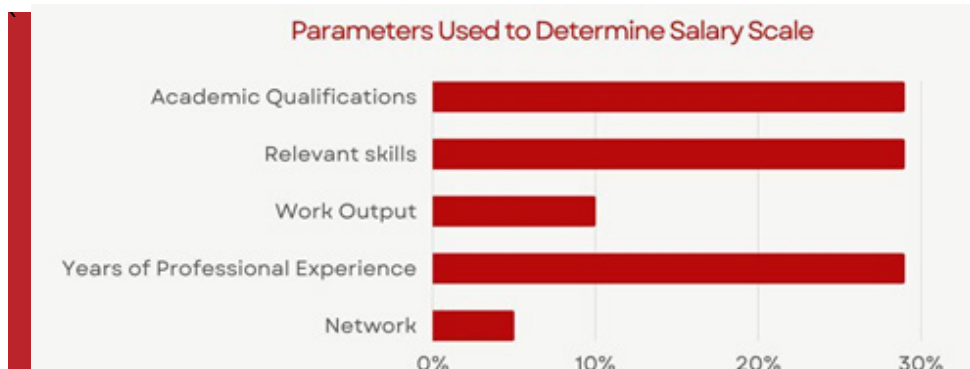
Most technicians in interior design companies are paid above KES 100,000 at 43%. It is also noteworthy that some technicians are paid as follows: 29% KES 20,001- 40,000, 14% KES 40,001- 60,000 and 14% KES 60,001- 80,000.





## 10.6. Parameters Used to Determine the Salary Scale for Professionals

Firms use multiple parameters to determine the salary remunerations for experts. The most commonly used are years of experience and academic qualifications.



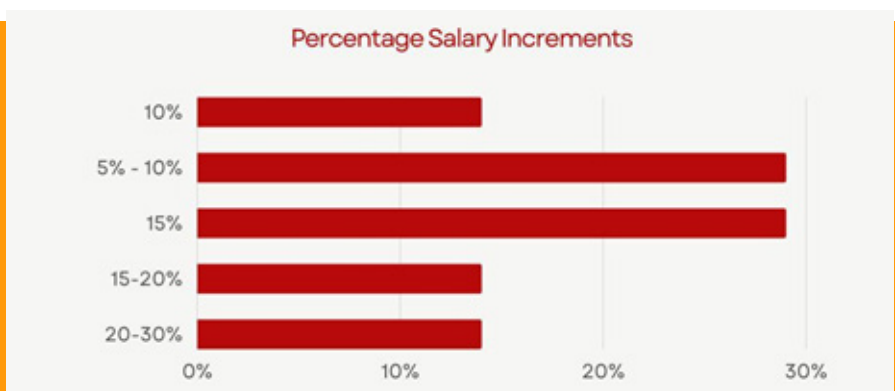
## 10.7. Salary Review and Increment

From the survey, most of the interior design firms indicated that a 15% and 5-10% salary increment is given, each recording 29%. Other levels of salary increment are as highlighted

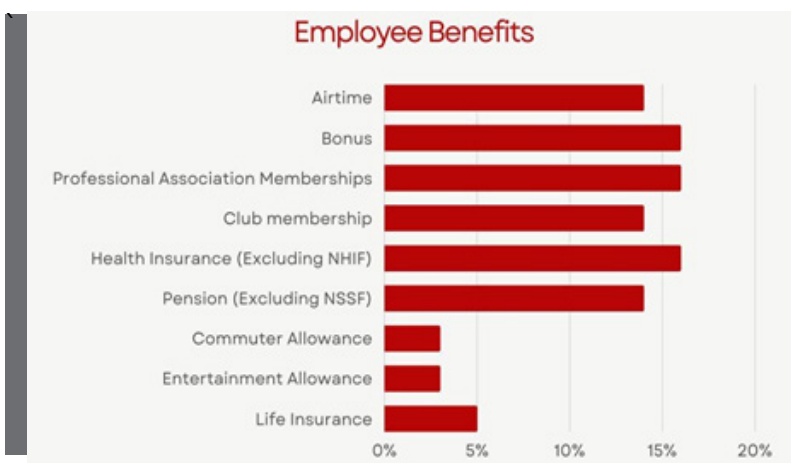
43%: Annually

43%: 2-3 Years

14%: Randomly



## 10.8. Employee Benefits





**AAK** | PROMOTING EXCELLENCE  
IN THE BUILT ENVIRONMENT

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