



15th February, 2023

Dear Valued Employers,

IMPLEMENTATION OF THE NSSF ACT, 2013

Following the recent ruling of the Court of Appeal on the NSSF Act, 2013, the National Social Security Fund (NSSF) is reminding all employers to comply with the law immediately.

Employers who are already adhering to the NSSF Act, 2013 are encouraged to continue doing so, while those who are yet to comply are advised to commence with immediate effect. Indicated below are the contribution rates and computation guidelines for reference.

We would like to remind you that it is the employer's responsibility to remit monthly contributions to the Fund by the 9th of each month.

Please do not hesitate to reach out to the Fund for any clarification. Our team is dedicated to supporting you to be compliant with the NSSF Act, 2013.

We appreciate your continued cooperation and support.

Yours Sincerely,

David Mwangangi
AG. MANAGING TRUSTEE/CEO

GUIDELINES ON PAYMENT OF NSSF CONTRIBUTIONS

Out of the monthly pensionable earnings, an employer is required to pay:

- Employer's contribution at 6 per centum (6%)
- Employee's contribution at 6 per centum (6%) being deducted from the employee's earnings

Contributions shall be categorized into Tier I and Tier II

- Tier I: Contributions are in respect of pensionable earnings up to the Lower Earning Limit and shall be credited into Tier I account
- Tier II: Contributions are in respect of pensionable earnings between the Lower Earning Limit and the Upper Earnings Limit, and shall be credited into Tier II account.

The Lower Earning Limit and the Upper Earning Limit shall, for the first year after the commencement date, be in accordance with the table below:

Lower Earning Limit	Max Tier I	Upper Earning Limit (2014)	Maximum Mandatory Pension	Upper Earning Limit (2022)	Maximum Mandatory Pension
6,000	720	18,000	2,160	18,000	2,160

After the first year:

- The Lower Earning Limit shall be the amount gazetted by the Cabinet Secretary Ministry of Labour, Social Security and Services annually as the average statutory minimum monthly basic wage for the year.
- The Upper Earnings Limit shall be the average wage earnings per employee as published by the Kenya National Bureau of Statistics in the Economic Survey for the prior year.

Contributions above the ceiling 12 per centum (12%) can be remitted to the pension Fund as voluntary contributions.

- ✓ Tier I:
 - Contributions in respect of the pensionable earnings up to the Lower Earning Limit
 - The first tier of contributions to a Mandatory Pension Plan; and
 - Must be submitted to the National Pension Plan run by NSSF.
- ✓ Tier II:
 - Contributions in respect of the income above the Lower Earnings Limit, up to the Upper Earnings Limit;
 - Second Tier of contributions to Mandatory Pension Plan for enhanced benefits; and

- Must be submitted to NSSF if not already covered by Pension Fund of your choice which has been duly authorized by the Retirement Benefits Authority (RBA).

NSSF shall be the default scheme though one may choose to later OPT OUT for Tier II contributions

YEAR 1	Tier I			Tier II		
	Employee	Employer	Total Tier 1	Employee	Employer	Total Tier II
Below 6,000	6% of Salary	6% of Salary	12% of Salary			
6,000	360	360	720			
6,001-18,000	360	360	720	6% of Salary Less 360	6% of Salary Less 360	6% of Salary Less 720
18,000	360	360	720	720	720	1440
Above 18,000	360	360	720	720	720	1440

Treatment of Tier II Contributions for Employees with an Existing Pension Scheme

Employers with occupational schemes and who wish to opt out of Tier II contributions are guided to apply to the RBA as stipulated in NSSF Act, 2013.

Members can access their contribution statements through either the Fund's website, visiting the offices across the country or the Huduma centres.

Our preferred modes of contribution remittance are M-Pesa, RTGS, EFT and direct cash deposits to the Bank through our e-Service portal <https://eservice.nssfkenya.co.ke/launch/>

[Members can also access NSSF services as follow:](#)

- **Check your NSSF number: *303*55#**
- **Check your NSSF statement:**
 - **USSD *303#**
 - **WhatsApp chat BOT 0704 303 303 (save this number on your phone to access WhatsApp)**
 - **NSSF Mini App on M-PESA App**

Should you have any enquires or need for clarification, kindly get in touch through the toll-free line; 08002212744; 020 2729911, 020 2710552, 0709583000, 0730882000