



Private Security Regulatory Authority
Ministry of Interior and National Administration

Date: / /2024

LEGAL COMMITMENT TO PAY GOVERNMENT SET MINIMUM WAGE FOR PRIVATE SECURITY OFFICERS AS PER LEGAL NOTICE NO. PSRA/005/2023

WE M/S.....(Company Name) of licence number PSRA/..... hereby make the following binding commitment: -

1. **THAT** we acknowledge the statutory mandate and powers of the Private Security Regulatory Authority under Section 9 (b), 9 (h), 9 (k), 9 (q) and 10 (c) of the Private Security Regulation Act No. 13 of 2016 to set and ensure compliance with the basic minimum wage for all private security officers (private security guards).
2. **THAT** we hereby without any reservations whatsoever, commit to comply with the government set minimum wage as per Legal Notice No. PSRA/005/2023, the guiding principles under Article 238 (1) and 238 (2) (a) and (b) of the Constitution, the Private Security Regulation Act No. 13 of 2016 and the terms and conditions attached to the certificate of registration.
3. **THAT** we **SHALL** strive to ensure all private security officers (private security guards) employed or otherwise engaged by the company are paid a basic minimum monthly wage of **Kshs. 30,000/=** for those operating within the Nairobi Metropolitan Area and **Kshs. 27,183/=** for those operating outside Nairobi Metropolitan Area.
4. **THAT** we shall maintain accurate records of all payments and statutory deductions made to our private security officers, including documentation supporting compliance with the minimum wage as per Legal Notice No. PSRA/005/2023. These records shall be made available for inspection upon request by the Private Security Regulatory Authority. Enclosed herewith is a certified copy of the latest pay slip for our private security officer.
5. **THAT** this commitment is made with the understanding that non-compliance with government set minimum wage requirement may result in legal consequences, including fines, penalties, and potential cancellation of our licence to operate as a corporate private security service provider.



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By signing, we acknowledge receipt and understanding of this legal commitment

Name of Security Company.....

Company Seal

Name of Contact person

Official E-mail Address/Telephone number.....

SWORN by the said **DIRECTORS**,

1.

Director

2.

Director

3.

Director

This Day of 2024

BEFORE ME

COMMISSIONER FOR OATHS

FOR OFFICIAL USE ONLY

Confirmed by:

Title:

Legal Commitment Number:

Date and Signature

Certification stamp:

NOTICE: This document is not valid until and unless it has been duly certified and stamped by the Private Security Regulatory Authority.