GUIDELINES ON CALCULATING ANNUAL SUBSCRIPTIONS

1. SUBSCRIPTION PAYMENT RATES TABLE

   a) PAYMENT-RATE 1: 1-50 employees inclusive :30,000.00

   b) PAYMENT-RATE 2: 51-100 employees inclusive :34,500.00

   c) PAYMENT-RATE 3: 101-4,000 employees inclusive :21,400.00 for every 100 employees or part thereof.

   d) PAYMENT-RATE 4: Over 4,000 employees : Use the above rate for the first 4,000 then add 10,700.00 for every 100 employees over 4,000 employees or part thereof.

2. MEMBERSHIP CATEGORY TABLE

   a) Profit making institutions – pays 100% of the prescribed subscription rate

   b) Educational, Medical institutions - pays 75% of the prescribed subscription rate

   c) Charitable, Religious institutions - pays 50% of the prescribed subscription rate

3. OTHER CHARGES APPLICABLE TO NEW MEMBERS ONLY

   a) Entrance Fee: 5,000.00 Paid Once On Joining

   b) Building Levy: 10% Of Annual Subscription, Paid Once On Joining

4. EXAMPLES ON CALCULATING SUBSCRIPTIONS (Refer to parts of No. 1)

   a) For 1-50 employees TOTAL = 30,000+5,000+3,000 = 38,000.00.

   b) For 51-100 employees TOTAL = 34,500+5,000+3,450 = 42,950.00.

   c) For 101-200 employees TOTAL =42,800+5,000+4280 = 52,080.00.

   d) For 201-300 employees TOTAL = 64,200+5,000+6420 = 75,620.00.

   e) For 301-400 employees TOTAL = 85,600+5,000+8560 = 99,160.00.

   f) For 401-500 employees TOTAL = 107,000+5,000+10,700=122,700.00.

   g) For 501-600 employees TOTAL = 128,400+5,000+12,840=146,240.00.

   h) For 601-700 employees TOTAL = 149,800+5,000+14,980=169,780.00.

   i) For 701-800 employees TOTAL = 171,200+5,000+17,120=193,320.00.

   j) For 801-900 employees TOTAL = 192,600+5,000+19,260=216,860.00.

   k) For 901-1000 employees TOTAL= 214,000+5,000+21,400=240,000.00.

   l) For 3912 employees TOTAL = 21,400X40+5,000+85,600

   =856,000+5,000+85,600

   =946,600.00.

   m) For 4213 employees TOTAL =856,000 +10,700X3+5,000+88,810

   =888,100+5,000+88,810

   =981,910.00.
# SUMMARY OF BENEFITS FOR FKE MEMBERS

## A. ATTRACTING NO EXTRA FEE
- Trade dispute resolutions.
- Researched information on economic and labour issues.
- Collective Bargaining Agreements.
- Advice and opinions on labour issues & practice (including via email & phone).
- Advice on redundancy and terminations;
- Advocacy on behalf of members locally & internationally.
- CSR programmes like “Adopt a School”.
- Representation on various boards/committees and Government policy formulation discussions.
- National Budget Proposals.

## B. ATTRACTING MINIMAL/SUBSIDIZED FEE
- **Training on:**
  - New Labour Laws and Industrial Relations;
  - Redundancy Management and Terminations;
  - Occupational Safety & Health;
  - Productivity Measurement and Improvement;
  - Performance Management;
- **Consultancy on:**
  - Job Evaluation (Analysis, Evaluation and Grading );
  - Conducting Customer/Employee Satisfaction Surveys and Work Environment;
  - Customer Retention Strategies;
  - Strategic Planning: Development and Implementation;
  - Executive Selection & Recruitment.
- **Legal Representation (labour related)**
- **HIV/AIDS mainstreaming at workplace**
- **Executive Diploma in Industrial Relations**

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