

# ▶ EMPLOYEE VALUE PROPOSITION

The Employee Value Proposition (EVP) is the full array of elements PS Kenya delivers to its employees in return for the contribution they make. It is everything that matters to the employees about their work and PS Kenya and the things they brag about at their neighbourhood. The EVP encompasses the total rewards, learning and development opportunities, flexible work arrangements and other work related programs.

The EVP also includes intangible factors that don't show up on the paycheck but carry high value, these include challenging and meaningful work, the opportunity for personal achievement, an appealing organization culture, a sense of purpose and a pride about PS Kenya. PS Kenya provides this bundle of value in return for employee's contribution of knowledge, skills talents, behaviours, time and energy.



With operations in five regions and over 250 staff, PS Kenya offers you a truly national and collaborative work experience. Our people work together across regions and departments and they come from a wide range of cultural and educational backgrounds. The different perspectives they bring make PS Kenya an interesting and stimulating place to work.



# BREAKING DOWN EVP



## QUALITY OF LIFE

- Work-life balance
- Conducive work environment.
- Manageable pressure.
- Flexible working hours for lactating Mothers.
- Bonus leave days during Christmas holiday.

## COMPENSATION AND BENEFITS

### MONETARY

- Good Job Grading and salary structure.
- Regular annual merit increments
- Welfare arrangements – wedding, birth, bereavement , leavers
- Airtime.
- Check off system for bank loans.
- Check off for Kinga Sacco Loan.

### NON MONETARY

- Good Health Insurance.
- Good Pension Scheme.
- Paternity Leave.
- Bereavement Leave.
- Group personal accident cover.
- Paid parking.
- Bi-monthly brown bags.

## CAREER & PERSONAL GROWTH

- Internal promotions.
- Internal Development programs – FOM & DELTA COACHING PRO-GRAMS.
- International/National Exposure – Conferences and Meetings.
- Study Leave.
- Sponsorship for professional courses.
- Payment of subscription fee for professional body membership.

## REWARD AND RECOGNITION

- EERIIC awards for teams.
- Employee of the Quarter award.
- Team Bonus.
- Individual Bonus.
- Annual Staff Retreat.



Healthy lives, Measurable results.