

Kenya Salary Benchmark Report 2026

Role-by-role gross salary and hourly-rate benchmarks for Kenyan professional and BPO roles, with fully-loaded cost comparison against UK hiring.



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Executive summary

Hiring in Kenya typically costs **50–65% less than the UK on a fully loaded basis**. A mid-level professional role that costs a UK employer **£50,000–£69,000** a year, all-in, can be delivered through a Kenyan provider for roughly **£12,000–£20,000**.

This report sets out role-by-role gross salary and hourly-rate benchmarks for Kenyan BPO and professional roles, shows how the fully-loaded cost is built up — gross pay, statutory on-costs and provider/EOR fees — and explains the variables that move the number so finance teams can budget with confidence rather than a single point estimate.

About the data: Figures are planning benchmarks drawn from published salary data (PayScale, Remote People, Mercans), KNBS, KRA, NSSF and ICPAK/ACCA, as understood for 2025/26 — not quotes. Salaries are paid in Kenyan Shillings; GBP/USD conversions move with exchange rates, so budget with a buffer.



SECTION ONE

Headline savings vs the UK

How Kenyan cost compares on a fully loaded basis.

Headline savings vs the UK

50–65%

Lower fully-loaded cost vs UK

~4.4%

Employer statutory on-costs

15–20%

BPO attrition

How the saving is framed

Comparison	Figure
Fully-loaded saving vs UK (per role)	~50–65% lower
Professional salaries vs European equivalents	~40–60% below
BPO support vs Europe	€500–€700/month (40–60% lower)
Mid-level role: Kenya via provider	£12,000–£20,000/yr fully loaded
Mid-level role: UK equivalent	£50,000–£69,000/yr fully loaded
Kenya vs South Africa labour cost	17–59% lower

The saving comes from two sources working together: materially lower gross salaries, and far lower employer on-costs. Kenyan statutory contributions add only about **4.4%** on top of gross pay, against UK employer National Insurance at 13.8% — so the gap on total employment cost is even wider than the gap on headline pay.

It is worth being precise about what “fully loaded” means, because that is where savings are won or lost. A UK role carries not just salary and NI but pension, office space, equipment, software, recruitment and management overhead. A Kenyan role delivered through a provider folds most of those into a single per-head fee, which is why the all-in comparison — not the salary line alone — is the right basis for a decision.



SECTION TWO

Role-by-role benchmarks

Gross salaries and hourly rates by function.

Role-by-role benchmarks

Kenya gross monthly salary by role (USD)

Role	Kenya gross (USD/mo)	Notes
Entry-level support agent	\$225-\$252	Help-desk variants ~\$316
Customer support (range)	\$120-\$300	By complexity
Team leader / supervisor	~\$325	—
Data analyst	~\$787	—
Accountant (Nairobi)	~\$850	~KES 111,000
Software developer	~\$1,136	Senior roles higher

Hourly rates by sourcing model

Sourcing model	Typical rate (per hour)
Kenya (offshore)	\$7-\$15
India / Philippines (offshore)	\$8-\$15
Nearshore (LatAm, Europe)	\$20-\$30
Onshore (UK, US, AU)	\$40-\$60+

Routine support sits near the bottom of the Kenyan range; specialist KPO work in finance, legal and data science reaches the top. Against UK or US onshore rates of \$40-\$60+ an hour, the gap is substantial even before factoring in Kenya's time-zone and English advantages.

Two practical points shape how these benchmarks translate into a contract. First, seniority compresses the saving: a senior developer or qualified accountant narrows the percentage gap to the UK, though still undercuts it heavily. Second, the sourcing model sets the rate — a managed provider bundles overhead into the hourly rate, while an EOR or own entity separates salary from the fee, which can be cheaper at scale but shifts compliance work onto you.



SECTION THREE

Finance & accounting

Accountant pay by level, plus ICPAK and ACCA depth.

Finance & accounting (incl. ACCA)

Kenya accountant salary by experience level

Level	Gross monthly (KES)	Approx. annual (GBP) *
Finance/accounting graduate	35,000–60,000	£2,600–£4,500
Junior / part-qualified	41,251–92,802	£3,100–£7,000
Qualified / chartered	71,900–212,000	£5,400–£16,000
Senior accountant	100,000–199,000	£7,500–£15,000

*Indicative conversions for planning, not quotes.

A qualified Kenyan accountant earning **KES 111,000–212,000 a month (about £8,000–£16,000 a year gross)** compares with a UK equivalent at **£40,000–£60,000+ fully loaded** — while working to **IFRS** and within 5–6 hours of the UK business day, which is exactly the window needed for month-end close.

£ Finance talent at a glance

ICPAK-certified accountants	40,000+
ICPAK members working abroad	1,200+
Reporting standard	IFRS
Business/admin graduates (2024)	28,005

Depth matters as much as price. With more than 40,000 ICPAK members, an active ACCA community and 28,000 business graduates a year, Kenya can staff not just bookkeeping but qualified, review-level finance work — management accounts, AP/AR control, payroll and IFRS reporting — the roles where UK firms feel the squeeze on cost and availability most acutely.



SECTION FOUR

The fully-loaded cost build-up

Statutory on-costs, provider fees and a worked example.

The fully-loaded cost build-up

The all-in cost of a Kenyan hire is gross salary plus statutory on-costs, office and equipment, recruitment, and a provider/EOR fee that bundles compliance and infrastructure into a fixed per-head charge.

Statutory employer on-costs

Component	Value
NSSF (employer, capped)	KES 4,320/month
Affordable Housing Levy (employer)	1.5% of gross
SHIF (employee; employer remits)	2.75% of gross
UK employer NI (comparator)	13.8%

£ Worked saving — one mid-level role (annual)

Gross salary	UK £38–50k • Kenya £8–13k
Employer on-costs	UK £6–9k • Kenya in fee
Office, equipment, recruitment	UK £6–10k • Kenya in fee
Provider / EOR fee	Kenya £4–7k
Indicative total	UK £50–69k • Kenya £12–20k

For an employee on KES 150,000 a month, employer statutory cost is about **KES 6,570 (~4.4% on top of gross)** — NSSF 4,320 plus Housing Levy 2,250. A worked customer-support example puts a UK role at about £49,880 all-in against £19,000–£21,000 in Kenya — a 58–62% saving — and an annotation programme blends to roughly £48,200 (UK) versus £16,300 (Kenya), or 66%.



SECTION FIVE

What drives the number

The variables that move cost, and how to budget.

What drives the number

A single benchmark is a starting point, not a budget. Four variables move the true cost of a Kenyan hire, and understanding them is what separates a robust business case from an optimistic one.

Seniority and specialism

The percentage saving is widest for entry-level and routine work and narrows for senior, specialist KPO roles — though Kenya still undercuts the UK heavily at every level. Budget by role family, not a blanket discount.

Operating model

A managed provider gives the simplest, most predictable per-head cost. An EOR separates salary from a fixed fee and suits growing teams. An own entity is cheapest per head at scale but loads compliance and overhead onto you — usually worthwhile only past 15–20 staff.

Currency

Salaries are contracted in KES, so the GBP cost moves with the exchange rate. Agreeing GBP-denominated provider pricing, or budgeting with a 5% currency buffer, protects multi-year models from FX surprises.

Attrition

Turnover is a real cost. Kenya's 15–20% attrition — low for the sector — means less re-hiring and re-training, and longer-retained account knowledge, which protects the saving over time.

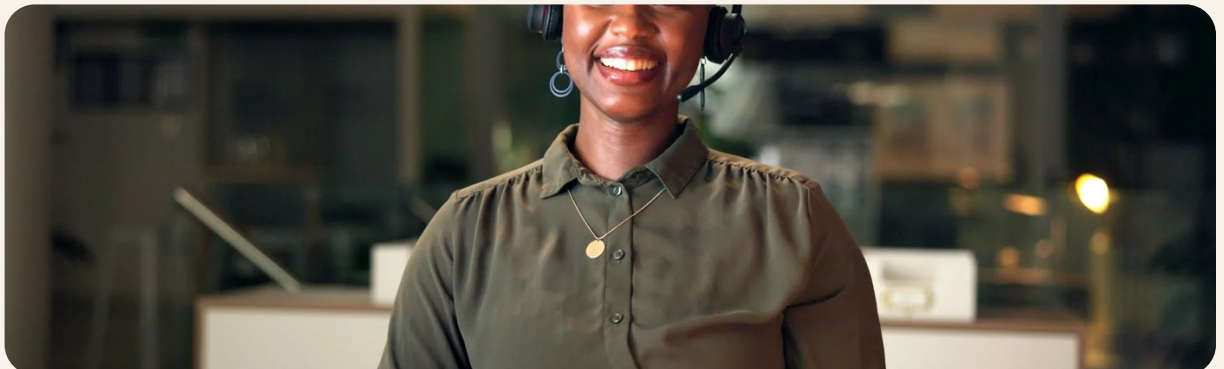
Model your own roles

Outsourcing.ke publishes current cost and salary data for Kenyan hiring. Explore the full benchmark set at outsourcing.ke.



[Learn more at outsourcing.ke](https://outsourcing.ke)

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Kenya outsourcing market intelligence — cost data and guides for UK businesses building offshore teams.