

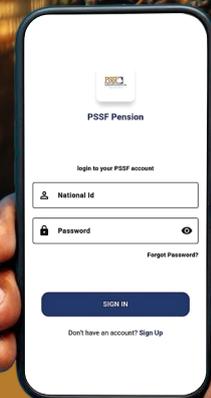
PSSF sets a new industry benchmark, recording 70.4% Asset Growth and reaching a Fund Value of **KES 242.87 Billion.**



PSSF Convenes Africa's Pension Leaders in Landmark Pan-African Conference



My Pension My Access
ANDROID APP ON
Google play



Vision

A trusted retirement benefits provider



Mission

To collect contributions, optimally invest and pay benefits to scheme members and their beneficiaries sustainably through sound financial, good governance and risk management policies in pension fund administration



PSSF
PUBLIC SERVICE
SUPERANNUATION FUND
Empowering Futures

Core Values

- Responsiveness
- Independence
- Fairness
- Transparency and accountability
- Integrity
- Teamwork

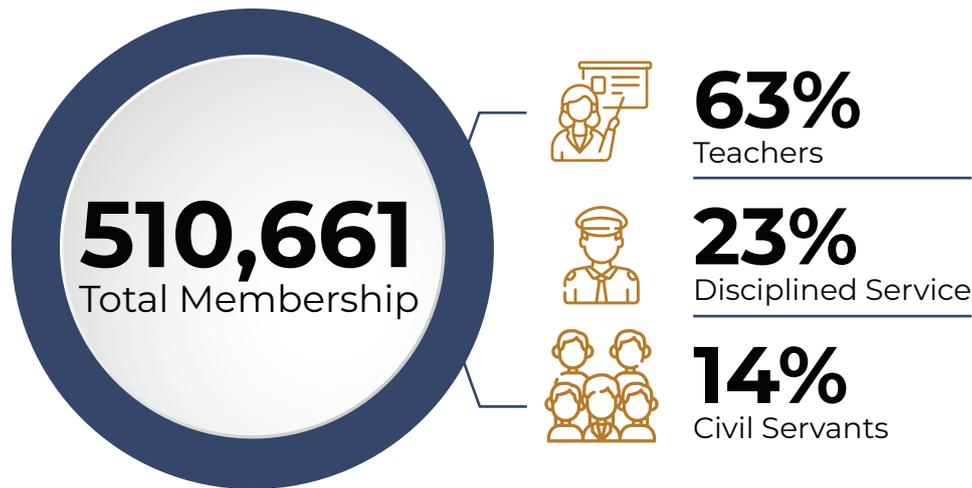
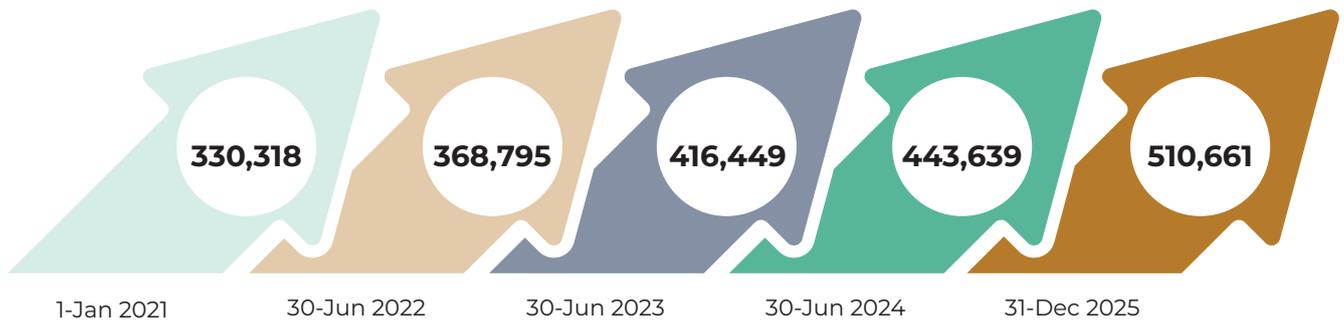


FACTSHEET

The **Public Service Superannuation Scheme** is a **defined contribution pension scheme** that covers **Civil Servants, Teachers employed by TSC and Disciplined Services personnel**. As at 31st December 2025, the scheme's membership was **510,661** with a fund value of **KES 291.24 billion**.

Membership Growth

Since inception on 1st January 2021, membership has grown steadily.



Assets Under Management



KES 291.24B

As at 31st December 2025, making it the second largest pension scheme in Kenya.

Interest Declared



17.68%

for the FY 24/25 marking an upward trajectory from the previous year's 11.9%

THE BOARD OF TRUSTEES



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Dr. Jonah Aiyabei, Ph.D
Chief Executive Officer/
Secretary to The Board

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Advancing pension reforms through strategic planning

Publisher:
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Managing Editor:
Dr Jonah Ayabei – CEO

Editor:
Ngumbo Njoroge,
Head of Corporate
Communication

Editorial Team:
Timothy Machi
Collins Nyamu

Contributors:
Fidel Makori
Douglas Asanyo
Sarah Ngaru
Steve Osano

Photography:
Collins Nyamu
Timeless Motions

Graphics:
Collins Nyamu

Layout Design:
Timon Mutero
Lloyds Africa Insights

PSSF
PUBLIC SERVICE
SUPERANNUATION FUND
Empowering Futures

CBK Pension Tower, 1st Floor
P.O. Box 3561 - 00200
Nairobi, Kenya
+254746 111 777, +25420 787 2220
info@pssf.go.ke

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CBK Pension Tower, 1st Floor, Harambee Avenue
0746 111 777 | www.psss.go.ke



FROM THE CEO'S DESK

This edition of the Superannuation newsletter presents an opportunity to reflect on a period of remarkable progress for the PSSF. The financial year ended 30th June 2025 saw strong growth, operational performance and deliberate investment in partnerships, systems and people to serve our members better.

The fund registered its Apollo 11 moment on 26th November with the successful hosting of the inaugural PSSF Pan-African Pensions Conference. The conference brought together 400 pension sector leaders, policymakers, regulators, and industry experts from across Africa to engage on the future of pension administration, investment, governance, and sustainability. The strong turnout, discussions, and regional representation underscored PSSF's growing role as a thought leader in the African pensions landscape. Importantly, the conference laid a firm foundation for this year's edition, building momentum for deeper regional collaboration, knowledge sharing, and innovation in pension fund management.

During the period, the scheme's fund value grew from Ksh142 billion to Ksh242 billion, a 70.4 per cent increase. This growth was driven by prudent investment decisions and an expanding membership, which surpassed 510,000 members in December 2025. These performances bolster our operational model and our commitment to safeguarding members' funds.

Operationally, we continued to enhance our digital transformation. The scheme marked a shift to internal pension administration in December. This move has strengthened the scheme's control over member records, benefits processing and service delivery. The move was anchored in the Fund's Strategic Plan 2023-2027, under the pillar of efficient pension administration structures and systems. It also laid the groundwork for enhanced digitalisation and member-centric service delivery.

Looking ahead, our focus remains on investment diversification, strengthening risk management frameworks and enhancing member engagement.

As always, I extend my appreciation to our members, stakeholders, and partners. Together, we are shaping the future of pensions in Kenya and beyond.

Thank you for your continued trust and support.

Dr Jonah Aiyabei, PhD
Chief Executive Officer

PSSF SETS NEW INDUSTRY BENCHMARK WITH 70.4% ASSET GROWTH AND KES 242.87 BILLION FUND VALUE

By Timothy Machi



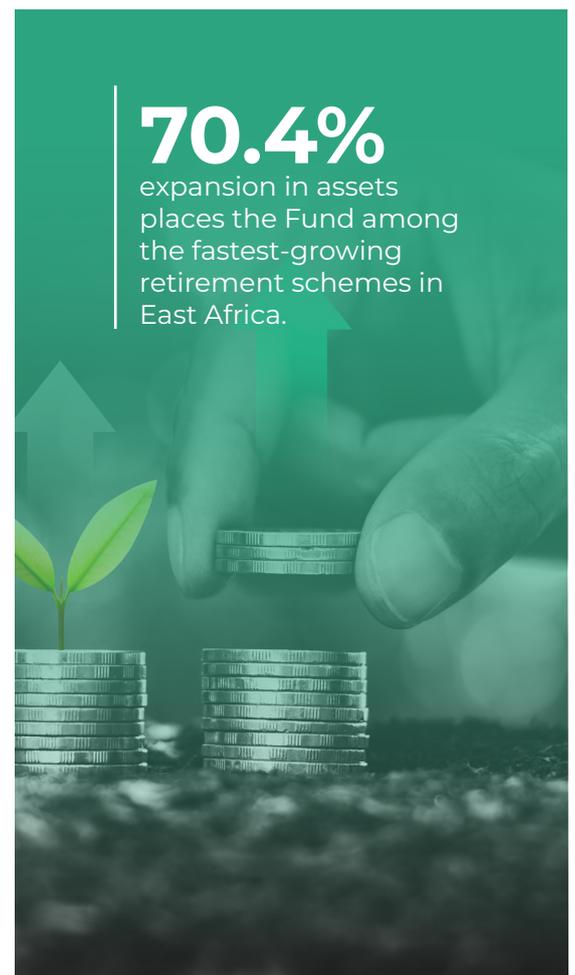
The Public Service Superannuation Fund (PSSF) recorded a landmark year of growth, with sharp gains in assets, contributions, and investment income in a performance captured in its Annual Report and Financial Statements for the year ended 30 June 2025.

Beyond the numbers released at its 4th Annual General Meeting held on November 28, 2025, the results reflect a pension scheme moving decisively from reform to scale and positions PSSF not just as a custodian of public servants' retirement savings, but as a critical institutional investor in Kenya's capital markets.

According to the report, PSSF closed the 2024–25 financial year with a fund value of KES 242.9 billion, up from KES 142 billion the previous year. The 70.4% expansion in assets places the Fund among the fastest-growing retirement schemes in East Africa.

The increase reflected a convergence of strong member contribution inflows, a sharp rebound in investment income, improved market conditions, and institutional reforms that are reshaping how public-sector retirement savings are managed in Kenya.

At the Annual General Meeting held on November 28, 2025 at Diamonds Leisure Beach & Golf Resort in Diani, the PSSF Board Chairperson, Hon. Amb. Tuneya Hussein Dado, described the Fund's performance as a product of disciplined investment, prudent diversification, and strengthened governance – factors that have positioned PSSF for sustained growth even amid shifting market conditions.



Investment Performance and Portfolio Rebalancing

Investment income rose sharply to KES 25.3 billion from KES 14.1 billion the previous year – an 80.5% increase. The improvement followed a more favourable macro-economic environment, including easing inflation, a strengthening shilling, stable interest rates, and renewed momentum at the Nairobi Securities Exchange.

As a result of this performance, the Board declared a net annualized interest rate of 17.68% for members, a significant jump from the 11.9% in the previous financial year, underscoring both the rebound in market conditions and the effectiveness of the Fund's evolving investment strategy.

More structurally, however, the performance reflected a maturing investment strategy. Since inception, PSSF has progressively adjusted its asset allocation to balance income stability with long-term growth. While government securities remain a core anchor – providing predictable yields and capital preservation – the Fund has steadily expanded exposure to equities and alternative assets aligned with its risk profile.

The Fund's diversified investment portfolio spans nine key asset classes: government securities (T-bills and T-Bonds), quoted equities, private equity, fixed deposits and cash instruments, offshore investments, immovable property, and Eurobond. This broad-based allocation not only enhances long-term return potential but also acts as a hedge against market volatility by spreading risk across asset classes with differing performance cycles.

"This diversification has reduced overreliance on any single investment, helping protect members from losses while still allowing the Fund to benefit when equity markets recover," Dr Jonah Aiyabei, the Chief Executive Officer, said at the AGM.

Cost Growth and Institutional Build-Out

During the year under review, PSSF invested heavily in scaling its operations, upgrading systems, and strengthening institutional capacity to support its expanding mandate.

The expenditure was largely attributable to PSSF's shift toward internal pension administration and the rollout of digital systems, investments designed to improve efficiency and reduce long-term service delivery costs.

Digitisation and Internal Administration

A defining feature of PSSF's recent evolution has been its shift to internal administration and digital-first operations. The rollout of an enterprise resource planning system has shortened claims processing timelines, improved data integrity, and expanded self-service access for members.

The transition to internal administration marks a strategic inflection point and gives the Fund greater control over member records, benefit processing, and service delivery – key factors for trust in a contributory system where individual account balances directly determine retirement outcomes.

"This transition is central to building a resilient, future-fit pension institution – one capable of delivering faster service, stronger data control, and long-term sustainability as membership and assets continue to grow," Dr Aiyabei noted.

Investment Portfolio Distribution and Developmental Role

As assets scale, PSSF's investment footprint is increasingly relevant beyond retirement security. Like other large pension funds globally, it is becoming a significant source of long-term domestic capital.

The Fund's growing allocation to infrastructure-linked instruments, capital markets, and long-duration assets positions it as a potential stabilising force in Kenya's development financing ecosystem.

A Pension Fund at Systemic Scale

PSSF's 2025 results marked more than a strong year; they signalled a structural shift. The Fund has crossed a threshold where scale, governance, and market relevance begin to reinforce each other. Asset growth supports diversification; diversification supports stable returns; and stable returns reinforce contributor confidence.

As Kenya deepens its contributory pension reforms, PSSF's trajectory offers a case study in how public-sector schemes can transition from reform instruments into anchor institutions within national financial systems.

ANNUAL GENERAL MEETING PICTORIAL



Principal Secretary for the State Department for Cabinet Affairs, Dr. Idris Salim Dokota, CBS, delivering the opening address at PSSS' 4th Annual General Meeting



PSSF Chairman, Amb. Hussein Tuneya Dado presenting the Chairman's Report at the scheme's 4th Annual General Meeting



PSSF CEO Dr. Jonah Aiyabei presenting the minutes from the scheme's previous Annual General Meeting.



PSSF Members of the Board of Trustees present at the 4th Annual General Meeting



Members of the Scheme in attendance during the 4th Annual General Meeting.



Board of Trustees Vice Chair, Ms Agnes Mwenda, giving a Vote of Thanks during the 4th Annual General Meeting.

PSSF'S MIGRATION TO INTERNAL PENSION ADMINISTRATION: MILESTONES & EMERGING OPPORTUNITIES

By Fidel Makori



The Public Service Superannuation Fund (PSSF) commenced internal pension administration on 1st December 2025, marking a significant institutional transformation undertaken by the Board of Trustees in fulfillment of their fiduciary responsibility to act in the best interests of members.

This strategic shift marks an important milestone in the Scheme's evolution, aimed at strengthening governance, improving service delivery and positioning PSSF for long term sustainability in line with its Strategic Plan.

The migration to Internal Administration was driven by the need to achieve stronger control over service quality and cost management. The transition is designed to place members at the heart of service delivery by improving responsiveness, transparency, and the overall pension experience. By bringing pension administration in house, PSSF assumed full ownership and oversight of its operations, enabling closer monitoring of performance and improved financial reporting over the long term.

The journey toward this transformation began to take shape with the procurement and setup of a robust Pension Administration System (PAS) designed to support end-to-end pension administration functions. This was followed by comprehensive system testing, configuration of system controls, and extensive staff training to ensure operational readiness and compliance prior to go-live.

As part of the regulatory approval process, successful interviews and inspec-

tions were conducted by the Retirement Benefits Authority (RBA), marking a critical milestone that contributed to the formal commissioning of Internal Pension Administration.

The Pension Administration System has since been fully integrated with the Electronic Document Management System (EDMS), enabling seamless workflows. Additionally, prior to the migration of data, the Scheme successfully configured core pension administration functions including member registration, updating of contributions, claims management, Investments, Trust Fund Management and issuance of statements.

One of the most notable milestones in the migration process was the comprehensive data clean up exercise conducted to ensure accuracy and completeness of data prior to commencement. The exercise strengthened the integrity of the Scheme's database and laid a reliable foundation for Internal Administration. As a result, member balances, comprising contributions and accrued interest remained fully aligned with the declared financial statements, reflecting sustained confidence and financial stability despite operational transition.

Beyond the milestones, the Internal Pension Administration model presents significant opportunities for PSSF. Among these is improved turnaround time in the processing of benefits for members and their beneficiaries. With greater control over systems and workflows, the Scheme is well positioned to streamline processes, and settle claims within set timelines in line with RBA requirements and the customer service charter.

The migration also strengthens governance and compliance. Internal administration enhances oversight, risk management, and alignment with the Retirement Benefits Act, the Public Service Superannuation Act, Cap 189A, as well as other applicable regulatory frameworks. This improved governance environment supports transparent reporting, informed decision making by the Board of Trustees, and enhanced accountability to members and stakeholders.

Additionally, internal administration unlocks significant opportunities for innovation and digital transformation. PSSF is now well positioned to roll out better self-service platforms, advanced data analytics, and performance dashboards that support proactive member engagement. Currently, all members can access their statements and contribution histories from January 2021 through the member portal.

The Scheme is further preparing to conduct workshops with employers as part of a partnership-driven approach aimed at integration of services. This is expected to streamline the submission of contribution schedules and member biodata, improve the accuracy and timeliness of updating statements and processing claims ultimately strengthening operational efficiency.

Overall, PSSF's migration to Internal Pension Administration represents a strategic investment in efficiency and sustainability, firmly positioning the Scheme to secure a dignified retirement for its members for generations to come.

PSSF CONVENES AFRICA'S PENSION LEADERS IN LANDMARK PAN-AFRICAN CONFERENCE

By Timothy Machi



The Public Service Superannuation Fund (PSSF) successfully convened the inaugural PSSF Pan-African Pensions Conference, held from 27–29 November 2025 at the Diamonds Leisure Beach & Golf Resort in Diani, Kenya, marking a major step in positioning Kenya as a regional thought leader in pension reform, sustainability, and long-term capital mobilisation.

Speaking on the significance of the forum, Prime Cabinet Secretary Musalia Mudavadi, through his representative and Principal Secretary for the State Department for Parliamentary Affairs, CPA Aurelia Rono, underscored the need to elevate pensions from a technical policy issue to a strategic pillar of Africa's development architecture, noting that well-governed pension systems are central to economic transformation and long-term planning.

From its theme “Beyond Capital Preservation: The Future of Pensions,” the Conference was designed to deepen cross-border collaboration, share best practice, and interrogate the evolving role of pension funds in Africa's development agenda beyond retirement security. In framing the dialogue, PSSF Chief Executive Officer Dr. Jonah Aiyabei said that the Conference was a deliberate call to action, urging pension institutions to evolve into strategic investors, innovation enablers, and drivers of inclusive growth, while grounding discussions in practical, evidence-based outcomes.

At its core, the Conference sought to strengthen governance and institutional capacity across pension systems, promote innovation and digital transformation, and explore how pension funds can responsibly deploy long-term capital to support infrastructure development, climate resilience, and inclusive economic growth.

The PSSF Board Chair, Hon. Amb. Tuneya Hussein Dado, noted that the forum had been intended to challenge African pension institutions to rethink their mandate—to view pension funds not merely as custodians of savings, but as engines of socio-economic transformation when anchored on strong governance and sound investment frameworks.

The three-day Conference attracted over 400 delegates drawn from more than 20 countries across Africa and beyond, representing pension funds, regulators, policymakers, development finance institutions, fund managers, insurers, academia, and private sector actors within the broader retirement benefits ecosystem. This diversity of participation reinforced the Conference's relevance as a continental platform for shared learning and coordinated reform.

Government participation and representation was strong, reflecting high-level policy commitment to pension reform and financial sector development. Addressing delegates on the second day of the Conference, National Treasury Cabinet Secretary Hon. CPA John Mbadi noted that the Conference came

at a critical juncture for the continent, stating that “this inaugural Pan-African Pensions Conference marked an important step toward placing pensions at the centre of our continent's economic transformation agenda.”

He observed that, amid global capital constraints, domestic long-term savings—particularly pension funds—must play a more deliberate role in financing development, while safeguarding the long-term security of members' benefits.

Key areas of discussion included pension governance and accountability, investment diversification, infrastructure and impact investing, digitalisation of pension administration, climate and ESG considerations, and the role of pension funds in supporting domestic capital markets. Delegates also examined demographic change, labour mobility, and the sustainability of pension systems in an increasingly informal and gig economy.

The Conference resolved to strengthen regional cooperation among pension institutions, promote harmonisation of regulatory standards, and sustain structured policy dialogue beyond the event. By convening this platform, PSSF demonstrated strong convening power and a clear commitment to shaping Africa's pensions discourse—positioning the Fund not only as a national institution, but as a continental leader in advancing future-ready pension systems.

PSSF PAN-AFRICAN PENSIONS CONFERENCE PICTORIAL



PSSF CEO, Dr. Jonah Aiyabei, delivers his welcome address on Day One of the Inaugural PSSF Pan-African Pensions Conference.



PSSF Board of Trustees pose for a photo with CS FCPA Hon. John Mbadi and the Ugandan delegation during the PSSF Pan-African Pensions Conference



CS FCPA Hon. John Mbadi delivers the keynote address during the Inaugural PSSF Pan-African Pensions Conference.



PSSF Chairman Amb. Hussein Tuneya Dado delivers the opening remarks at the Inaugural PSSF Pan-African Pensions Conference.



Zamara CEO, Mr. Sundeep Raichura, leads a plenary session on Mobilizing Africa's capital for Africa's growth during the Pan-African Pensions Conference



CS FCPA Hon. John Mbadi, PSSF leadership, and the Ugandan delegation engage at the Inaugural PSSF Pan-African Pensions Conference.



Leaders and delegates come together to celebrate unity, culture, and shared purpose at the Inaugural PSSF Pan-African Pensions Conference.



Director of Pensions, Michael Kagika, contributes to a panel discussion during the Inaugural PSSF Pan-African Pensions Conference.

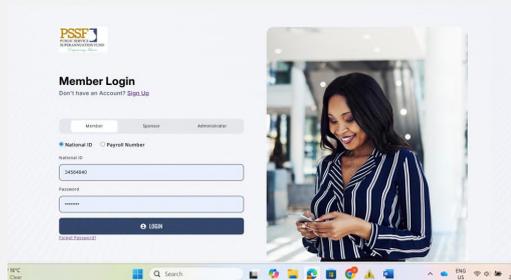


Africa Logistics Properties CEO, Raghav Gandhi, leads a plenary session on Pension Capital as a Catalyst for East Africa's Productive Infrastructure



PSSF Secretariat poses for a group photo at the conference venue during the Inaugural PSSF Pan-African Pensions Conference.

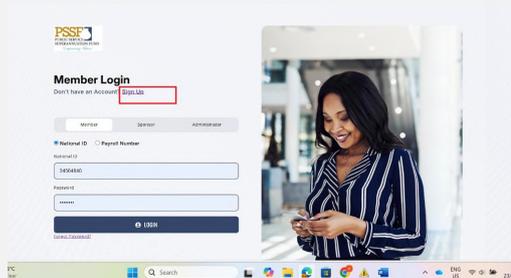
PSSF MEMBER SELF-SERVICE PORTAL REGISTRATION & NAVIGATION GUIDE



01

Accessing the Portal

- i. Open your browser and go to mss.pssf.go.ke.
- ii. You will land on the Member Self-Service login page.

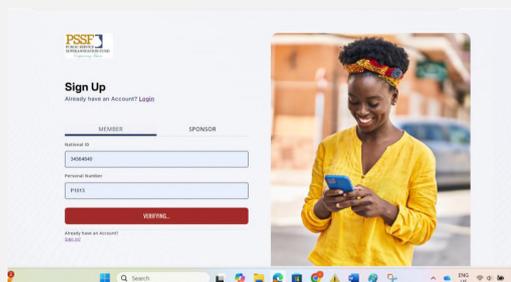


02

First-Time Registration

If you are accessing the portal for the first time, you must Sign Up.

- i. Click on Sign Up on the login page.
- ii. You will be redirected to the registration window..



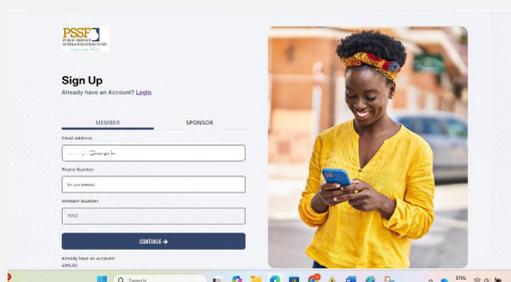
03

Member Verification

In the registration window:

- i. Enter your **National ID Number**.
- ii. Enter your **Personal Number/Payroll Number**.
- iii. Click **Verify**.

The system will confirm your details.

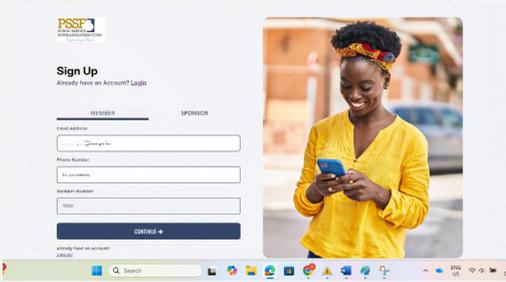


04

Email Confirmation

After verification:

- i. The **Email Address** field becomes editable.
- ii. Confirm the email displayed OR update it with your current active email.
- iii. Click **Continue** once the email is correct.



05

Setting Your Password

You will then be prompted to create a password.

- Ensure the password is strong, containing:
 - Numbers
 - Uppercase and lowercase letters
 - Symbols
- Save your password securely.

Once completed, you now have access to the portal.

06

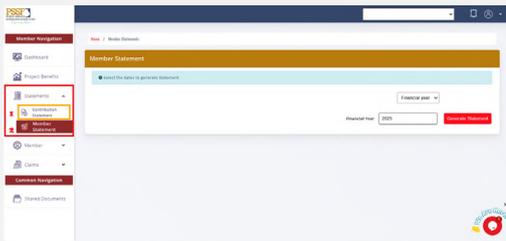
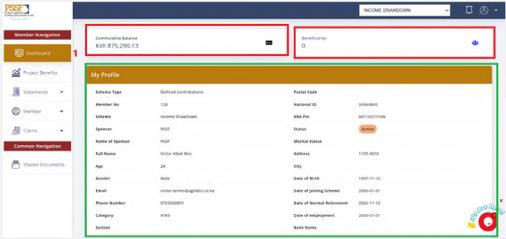
Accessing the Dashboard

After logging in:

- The Dashboard displays:
 - Your **Personal Details**
 - **Account Balance**
 - Number of **Beneficiaries**

As you scroll further down:

- You can view your **Beneficiary Listing**
- If you have lodged any claims, you will also see a **Claim Status** section.



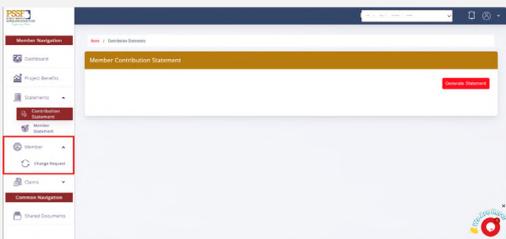
07

Viewing & Downloading Statements

Members can generate their statements through the portal.

- Click on the **Statement Generation** option (labelled as "1" in the portal).
- Select the type of statement you wish to generate:
 - **Contribution Statement**
 - **Benefit Statement**
- The system will generate a document preview.

You will be required to input a **Security Code** shown on the screen. Once entered, your statement will be generated and available for download or printing.



08

Updating Beneficiary Details

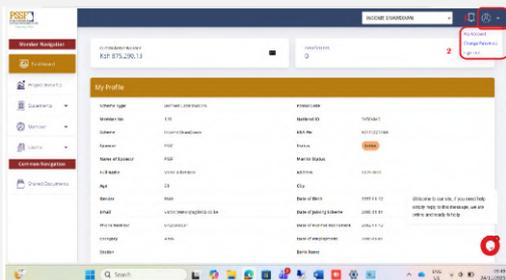
If you need to make any changes to your beneficiary information:

- Go to the **Beneficiaries** section on your dashboard.
- Click on the **Change Request** action.

This will open a form where you can update or correct your beneficiary details.

- Ensure all required fields are **accurately filled in**.
- Submit the request for approval.

Once your change request is reviewed and approved by the scheme administrator, the updates will be applied and will reflect in the system.



09

Logging Out of Your Account

After you are done accessing or updating your account:

- Go to the top-right corner of the portal.
- Click on the **Sign Out** option.

This ensures your account is securely closed, especially when using a shared or public device.

MORE THAN JUST A SAFETY NET: GROWING YOUR WEALTH WITH PSSF

By Douglas Asanyo



The recent PSSF Pan-African Pensions Conference, themed “Beyond Capital Preservation: The Future of Pensions,” highlighted a fundamental shift in how retirement is viewed in the modern era. It is no longer just about “keeping money safe”; it is about “growing wealth” actively and retiring with dignity. For the over 511,000 members of the Public Service Superannuation Fund (PSSF), the scheme’s expanding footprint in the economy ensures that their savings are backed by significant investment influence.

Momentum in Motion: Real Examples of Growth

A member’s account is fuelled by a consistent monthly contribution of 7.5% from their basic salary, matched by 15% from the employer. While this 22.5% serves as the seed, the real “harvest” for members comes from the investment income compounded annually.

After the quiet years following the COVID-19 pandemic, the Fund has gained impressive momentum with double digit growth. Investment returns for the financial year ending June 2024 reached 11.89%, while net investment returns for the year ending June 2025 hit a record 17.68%. Because the majority of members joined PSSF while under the age of 45, they are currently in a “golden window.” This is the period where compounding (earning interest on interest) allows balances to grow exponentially. Over the next decade and beyond, this factor can transform modest monthly savings into a substantial legacy.

Retirement planning is often about small actions that yield massive long-term impacts



Secure Tomorrow, Today: The AVC Advantage

Retirement planning is often about small actions that yield massive long-term impacts. One of the most effective tools available to members is Additional Voluntary Contributions (AVC). By boosting savings beyond mandatory limits, members can put more of their income to work at competitive rates.

To support these efforts, the government recently increased the tax-deductible limit for pension contributions from Kshs 20,000 to Kshs 30,000 per month. This is a significant incentive: it allows members to save more of their salary before it is taxed, lowering their current PAYE while simultaneously building a larger nest egg. For those with many years of service ahead, maximizing this relief is a rare opportunity to pay less in taxes today while securing a wealthier future.

The Tax-Free Revolution: Protecting Member Gains

This wealth-building journey is further bolstered by a landmark shift in the legislative landscape. The Tax Laws (Amendment) Act, which took effect on 27th December 2024, was specifically designed to ensure that members keep every shilling they have worked for. By removing the heavy tax burden that historically eroded retirement payouts, the law safeguards the full value of a member's sweat and patience.

Under these new laws, the transition into retirement has become significantly more lucrative. Whether a member chooses to retire early at age 50, reaches the mandatory age of 60, or has completed a minimum of 20 years of saving, their accrued benefits are now entirely tax-free. Crucially, this protection also extends to those forced into an early exit due to ill health, ensuring that every cent of contributions and compounded interest remains with the member when they need it most.

Flexible Payment Pathways: Navigating the Exit

Because these savings "vest" immediately upon remittance (meaning they are legally owned and protected the moment they hit the retirement savings account), the transition from active service is characterized by choice rather than restriction. This tax-free status flows directly into the payout phase, where members can customize their exit strategy to suit their lifestyle.

For those looking to settle immediate needs such as housing or new business ventures, the up to One-Third Lump Sum option provides a tax-free cash injection. The remaining two-thirds of the retirement savings is then channelled into securing long-term financial stability through either an Annuity by providing a guaranteed pay check for a specified period, normally for life, or an Income Drawdown, which allows the capital to remain invested and continue earning returns even as a periodic income is drawn.

Efficiency Redefined: A Seamless Transition

This level of flexibility is only as effective as the system supporting it. To ensure that these exit options are accessible when members need them, the PSSF made a strategic shift to internal administration. By bringing every process under one roof, members are now enjoying a streamlined experience where benefits are typically processed and paid out promptly.

In today's digital age, this efficiency is delivered directly to members. Through the Pension Administration System, the PSSF Member Portal, and the PSSF Pension Mobile App, members can track their contributions, including AVCs, in real time. They can review detailed statements showing accumulated investment returns and access timely scheme updates.

This is a modern approach to a lifelong journey. It puts powerful tools in the hands of every member, enabling them to plan for the future and monitor their growth day by day with clarity and transparency.



PUBLIC SERVICE SUPERANNUATION SCHEME: ANCHORING KENYA'S PENSION TRANSFORMATION

By Sarah Ngaru



Kenya's pension sector is undergoing a significant shift driven by major policy reforms, rapid asset growth, digital disruption, and deliberate efforts to expand coverage. These changes are reshaping not only how retirement savings are managed but also how Kenyans – particularly young people and formal sector employees – engage with pension matters.

At the centre of this transformation is the Public Service Superannuation Scheme (PSSS), whose rollout in January 2021 marked a decisive break from decades of government-funded pensions and set a new direction for retirement security in the public service.

Dr. Edward Odundo, the first Chairman of the Board of Trustees and academic at the University of Nairobi, says “the establishment of PSSS marked a new dawn for public servants. It empowers them to take charge of their retirement savings and lays a sustainable foundation for pension financing in Kenya.” His remarks capture the spirit of reform underpinning Kenya's shift from a wholly government-funded pension model to a

contributory, member-driven system.

This transition marked a turning point in public service retirement benefits landscape. For decades, pensions were paid directly from the Exchequer under a non-contributory Defined Benefit arrangement. While the system had served its purpose, it became increasingly unsustainable, exerting growing pressure on public finances. The introduction of a contributory Defined Contribution model addressed this challenge by fundamentally redefining responsibility, ownership, and long-term sustainability of retirement savings.

Under PSSS, public servants who were below 45 years of age as at 1 January 2021, as well as those appointed on or after that date, contribute 7.5 per cent of their earnings, with the government matching this with a 15 per cent contribution. This structure promotes personal ownership of benefits, portability of pension savings, and long-term sustainability, while aligning Kenya's public sector pension framework with international best practices. It has also significantly altered the government's fiscal obligations by reducing unfunded pension liabilities and easing pressure on the Exchequer through shared pension financing.

The introduction of a contributory Defined Contribution model addressed this challenge by fundamentally redefining responsibility, ownership, and long-term sustainability of retirement savings.



Beyond fiscal sustainability, the new pension structure has expanded coverage and fostered a culture of early retirement planning, particularly among younger public servants. The Scheme has drawn thousands of millennials and Gen Z employees into the formal pension ecosystem, strengthening pension penetration and deepening financial awareness within the public service. As Agnes Mwenda, the Vice Chairperson of the PSSF Board of Trustees, affirmed, “Members of the Public Service Superannuation Fund (PSSF) have the ability to plan and save for their future.”

As membership has grown, transparency and accountability have become central to building trust in the Scheme. PSSF has strengthened record-keeping and member confidence through individual member accounts, monthly benefit statements, and online platforms that allow real-time monitoring of contributions and balances. These measures have enhanced confidence in the Fund and enabled members to engage more meaningfully with their long-term financial planning.

At the same time, the steady flow of monthly contributions from more than 510,000 members has positioned PSSF as a significant institutional investor within Kenya’s financial system. By mobilising long-term domestic savings, the Fund is contributing to national development financing, capital market stability, and job creation through strategic investments. Dr. Jonah Aiyabei, the Chief Executive Officer of PSSF, noted that “since the commencement of the Public Service Superannuation Fund, we have successfully mobilised assets that strengthen our capacity to invest for long-term returns, while safeguarding member value and sustainability.”

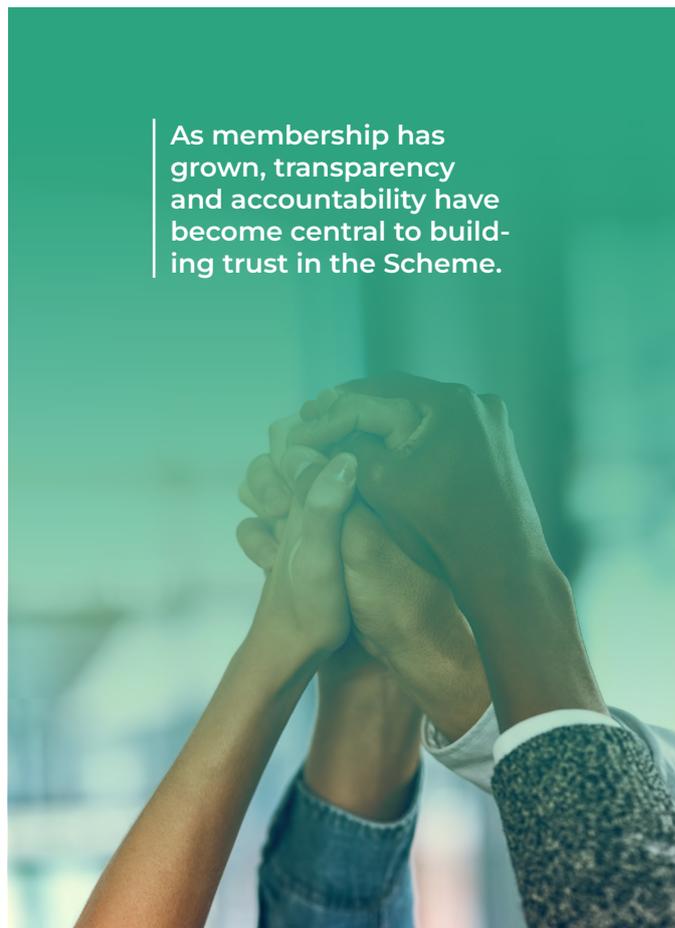
These gains are underpinned by PSSF’s clearly defined mandate within Kenya’s pension industry. The Fund operationalises the Public Service Superannuation Scheme Act, 2012, supports government pension reforms, conducts continuous member sensitisation on retirement planning and financial literacy, manages contributions and benefits professionally, and safeguards members’ interests through prudent investment and timely crediting of contributions. In doing so, PSSF has emerged as a model of sound governance and digitisation in the public sector.

The impact of PSSF is now being felt beyond Kenya’s borders. Across Africa, many governments face similar challenges in sustaining legacy pension systems, and Kenya’s experience is increasingly viewed as a practical reform model. Countries such as Uganda, Malawi, Zambia, and Ghana are studying the Scheme as they

explore contributory pension arrangements for their own public sectors. Globally, the transition from Defined Benefit to Defined Contribution systems mirrors trends seen in Latin America, Asia, and parts of Europe, where sustainability, transparency, and member ownership have become central to pension reform.

Taken together, these developments demonstrate that PSSF’s entry into the pension sector is more than a policy milestone. It is a catalyst for systemic change that is modernising Kenya’s pension landscape, promoting financial inclusion, and securing dignity in retirement for future generations of public servants. As Dr. Odundo aptly noted, “A sustainable pension system is not only about securing benefits – it is about safeguarding dignity and financial independence for every public servant.” Anchored on responsible growth, strong governance, and member value, PSSF is steadily shaping the future of public service pensions in Kenya and offering a credible benchmark for reform across the region.

As membership has grown, transparency and accountability have become central to building trust in the Scheme.





01

What will happen to my past service if I join the new scheme?

At retirement, your benefits will be processed in two parts:

- PSSF – You will claim your pension contributions and investment income saved under the scheme.
- Treasury’s Pensions Department (Bima House) – You will claim benefits for your past years of service before joining PSSF.

The two claims are filed separately, processed independently, and paid to you by the two respective institutions.

02

What will happen to my NSSF contributions if I join the new scheme?

All PSSF members are exempted from making Tier II contributions to NSSF, as provided under Section 21 of the PSSS Act. However, Tier I contributions remain mandatory, as required by law, and will continue to be remitted to NSSF alongside your participation in the PSSF. Upon retirement, you will receive your NSSF benefits separately and independently from your PSSF benefits, meaning your savings under NSSF and your accrued benefits under PSSF will be paid out as distinct entitlements, in accordance with the respective laws and regulations governing each scheme.

03

Will there be a lumpsum and monthly payment on retirement in the new scheme and how will they be determined and calculated?

Yes. Upon retirement under the Public Service Superannuation Scheme (PSSS), you may access up to one-third (1/3) of your total accumulated savings as a lump sum, payable immediately at retirement. The remaining two-thirds (2/3) is converted into a monthly pension (annuity), or into periodic payments as agreed with the Scheme (income draw-down).

04

What will be the formula to calculate pension in the new scheme?

Benefits = Employer contribution + Employee Contribution + Investment income.

05

How long does it take to pay benefits upon claim when I exit service?

Benefits will be paid as per the RBA regulations which caps it at a maximum of 30 days after exit and filing a claim

06

Can I use pension savings as collateral for a loan?

No. By law, pension benefits cannot be assigned, pledged, or used as security for a loan. This restriction is provided under the Retirement Benefits Act, 1997, which protects members' savings so that they are preserved strictly for retirement income.

07

If I am retrenched or terminated before the legal retirement age, will I receive my pension?

Yes. If you leave service before the normal retirement age through retrenchment or termination, you will be entitled to 50% of your own contributions and 50% of your employer contribution immediately. The remainder will be preserved in the Scheme until you reach the minimum pensionable age of 50 years.

ADVANCING PENSION REFORMS THROUGH STRATEGIC PLANNING

By Steve Osano



Reforms to public sector pensions continue to be essential for bolstering social security systems, improving service delivery and guaranteeing long-term sustainability. The Kenyan pension reforms are driven by national policy measures that aim at improving accountability in pension administration. The Public Service Superannuation Fund is crucial to safeguarding public employees' retirement benefits under this reform agenda. Through Strategic planning, PSSF has translated reform objectives into verifiable initiatives, allowing it to negotiate transitions, build systems and offer long-term retirement solutions in line with national development goals.

Strategic Planning as a Catalyst for Pension Reforms

Strategic planning is a key enabler in aligning pension changes with Kenya Vision 2030. It also strengthens good governance by integrating institutional goals into performance management systems, which ensures responsibility at all levels. Through structured planning frameworks, the Public Service Superannuation Fund has set priorities in allocating resources to reform initiatives and sequence execution in a way that has reduced operational risk.

What are PSSF's key achievements during the review period?

PSSF has recorded significant milestones that reflect results-oriented

strategic planning.

Major reform milestones have been;

- i. the full operationalization of the internal pension administration system, which is a strategic shift intended to improve efficiency in pension administration by strengthening institutional control; and
- ii. operationalization of Investment Management system.

Investment Management system will enable PSSF to examine its portfolio using a variety of financial models, simulations, predictive and sensitivity assessments. Through application programming interfaces, the platform connects to a number of systems, such as key bank systems and other third-party platforms.

Additionally, the Fund reached over 25,000 members through targeted sensitization forums and the inaugural Pan-African Pensions Conference. These forums aimed at enlightening members and exposing the Fund to advanced solutions for continuous improvement.

PSSF's Resilience and Risk Management

Strategic planning has improved the Fund's ability to effectively identify, analyze and mitigate institutional risks related to continuing reforms. PSSF has

integrated a risk management framework into its planning, delivery and evaluation processes by developing a robust risk register through which it is able to evaluate the progress towards keeping tolerance limits.

By reducing the impact of uncertainty, PSSF has strengthened operational resilience, protected stakeholders' interests and assured service continuity in this ever-changing regulatory environment.

Looking Ahead: Sustaining Reforms through Strategic Priorities

Pension reform involves more than policy objectives: it demands for organizational commitment, continued collaboration and structured planning. As Public Service Superannuation Fund looks to 2026, the emphasis will be on promoting new strategic goals and consolidating the progress made through ongoing reforms, digitalization, innovations and long-term sustainability.

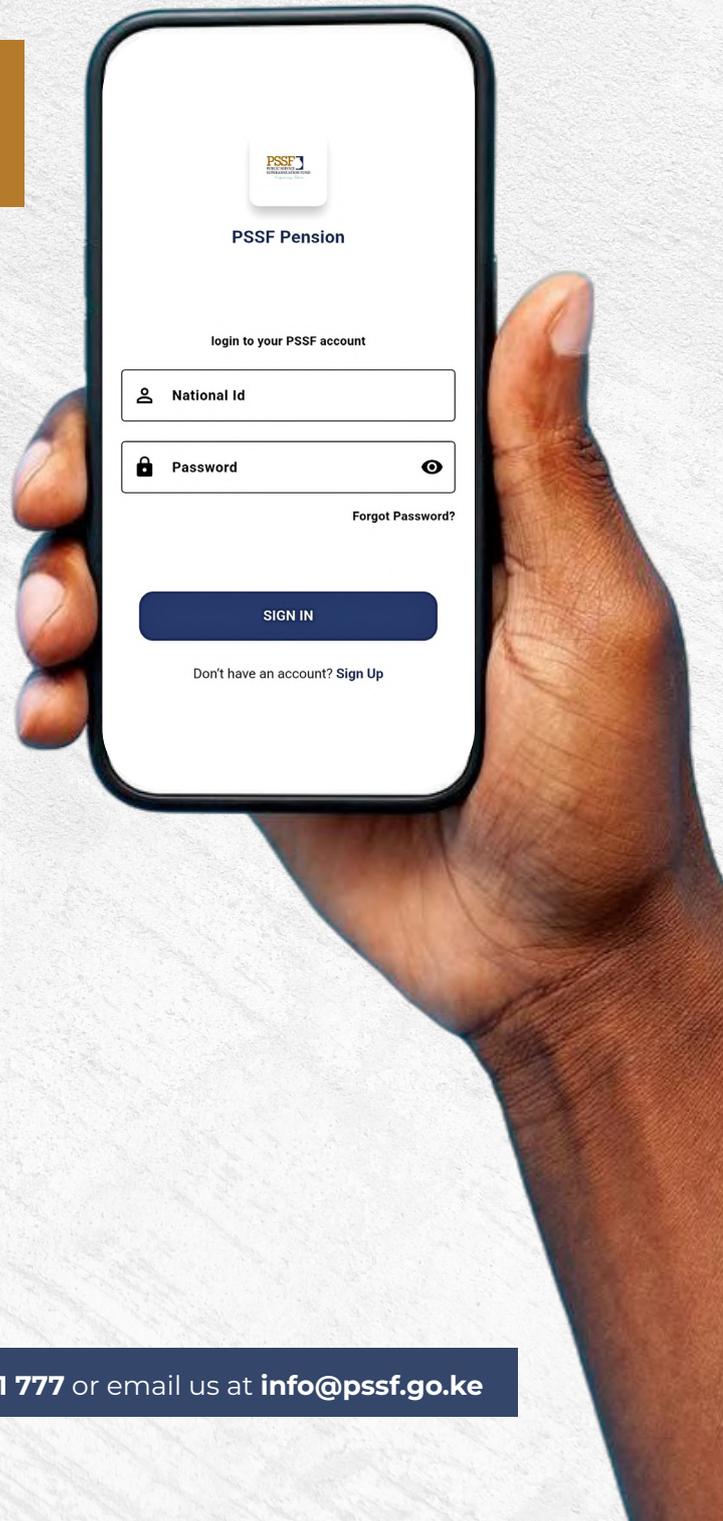
While the Fund has achieved major milestones through strategic planning, reinforcing long-term pension administration initiatives will be critical as the Fund builds on its successes and enhances its role in ensuring the future of public service pensions. Strategic planning and business development remains central in finding growth possibilities and building resilience. By integrating institutional targets, performance contracts and monitoring mechanisms, the Fund is well-positioned to adjust to changing pension sector dynamics and provide value-driven solutions.

MY PENSION

MY ACCESS

Download the **PSSF Pension App** on the **Google Play Store** and access your pension services anywhere, anytime. Scan the QR code to download.

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Public Service Superannuation Fund

 +254 746 111 777

 info@pssf.go.ke

 CBK Pension Tower, 1st Floor,
Harambee Avenue, Nairobi