



LONG SERVICE STAFF RETIREMENT

Project Completion Report

Bilal Kenya is 49 years old. Some of its staff have been in service for up to 36 years. Retirement was conducted also to adapt to the changing environment which became a necessity for further development and achievement of its goals.

Bilal Kenya does not as yet have a private pension or service gratuity scheme. The Government's statutory scheme (National Social Security Fund - NSSF) requires very low level of deductions (KShs. 200.00 per month - GBP 1.30) thus resulting in low payouts upon retirement.

With the support of the Mainstay Foundation, Bilal Kenya was finally able to retire more than 20 staff members with dignity by making ex gratia payments to the teachers being retired.

REASONS OF STAFF RETIREMENT:

Age
 Illness
 Lack of motivation
 Adjustment toward the changing environment

The Process:

Categories of staff that were invited to retire:

- Staff having attained the age of 55 years.
- Staff that have served for over 25 years.
- Staff that are ill or physically unable to continue teaching.
- Staff identified through an external evaluation as lacking in potential to achieve Bilal Kenya's vision.

Several took up the offer. Others had to be informed of management's decision to retire them. **Ts** decision to Management was reluctant to enforce its decision to retire staff without a financial payout which it lacked. In the meantime, and during the process of decision making, two staff members expired due to illness and three were terminated for various reasons. Once the decision was made, staff were individually informed and met in small groups with management to discuss the reasons for their retirement, expectations of financial payment and their future post-retirement.

Meeting with Management



Retirement Staff Benefits:

The below is in addition to any amounts

received from their NSSF Savings.



- Staff were offered a 3-month's salary as a resettlement grant.
- A half month's pay for every completed year of service.
- Professional training on the challenges and opportunities upon retirement
- An offer of continuing support from Bilal Kenya as they were expected, as Muballighs, to continue their work of teaching Islam to their home community.



Post-Retirement Training

A further management retiring staff retirement was February, 2021. with



meeting with all and the date of fixed at end of At the last meeting management,

questions and concerns were responded to, the staff treated to lunch and gifts distributed to all of them as a token of appreciation of their long service.

The financial report is annexed.

Bilal Kenya expresses its sincere appreciation to the Mainstay Foundation in supporting a dignified retirement process for its long service staff.

