

# TEACHERS SERVICE COMMISSION

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TSC HOUSE  
KILIMANJARO ROAD  
UPPER HILL  
PRIVATE BAG- 00100  
NAIROBI, KENYA

29<sup>th</sup> August, 2024.

## CIRCULAR NO: 12/2024

TO: All TSC Regional Directors  
All TSC County Directors  
All TSC Sub-County Directors  
All Principals, Diploma Teacher Colleges  
All Principals, Primary Teacher Training Colleges  
The Director, Kenya Institute of Special Education

## **IMPLEMENTATION OF PHASE TWO (2) OF THE THIRD REMUNERATION CYCLE FOR THE REVIEWED COLLECTIVE BARGAINING AGREEMENT FOR TEACHERS (1<sup>st</sup> JULY 2021 - 30<sup>th</sup> JUNE 2025)**

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### 1. INTRODUCTION:

On 13<sup>th</sup> July, 2021, the Teachers Service Commission (TSC) signed Collective Bargaining Agreements (CBA) with the Kenya National Union of Teachers (KNUT), Kenya Union of Post Primary Education Teachers (KUPPET) and Kenya Union of Special Needs Education Teachers (KUSNET) setting out the terms and conditions of service for teachers for the period 2021 – 2025. Following the advise on the Salaries and Remuneration Commission (SRC), the Commission and the teachers' Unions reviewed the CBAs and signed an Addendum on 28<sup>th</sup> August, 2023. It was agreed that the reviewed CBA be implemented in two (2) phases effective July 2023.

The second phase of the reviewed CBA has been implemented with effect from 1<sup>st</sup> July, 2024.

## **2. APPLICATION**

This Circular shall apply to all teachers in service as at 1<sup>st</sup> July, 2024 except Intern teachers.

## **3. IMPLEMENTATION PERIOD**

This circular is effective from 1<sup>st</sup> July, 2024 to 30<sup>th</sup> June, 2025.

## **4. INCREMENTAL DATES**

Teachers converting into the new salary scales will retain their current incremental dates. However, where the incremental date falls on 1<sup>st</sup> July, 2024 teachers will be granted their annual increment on the existing salary scales then convert to the new salary points with effect from the same date.

## **5. ANNUAL SALARY INCREMENT**

Annual salary increment for all teachers will continue to apply as provided for in the Code of Regulations for Teachers (2015).

## **SPECIFIC AREAS COVERED BY THE CBA**

### **a) GRADING AND SALARY STRUCTURE**

The current job titles will continue to apply as set out in Table 1. The salary conversion tables for the review are as set out in tables 2-12 attached to this circular.

### **b) ALLOWANCES**

The house allowance rates clusters have been reviewed from 4 to 3. Cluster 4 rates have been phased out and the teachers previously earning house allowance rates in this cluster will adopt house allowance rates for cluster 3.

The clusters are as follows: -

**Cluster 1:** Nairobi City

**Cluster 2:** Mombasa, Kisumu and Nakuru Cities, Nyeri, Eldoret, Thika, Kisii, Malindi and Kitale municipalities.

### Cluster 3: All Other areas

The house allowance rates are indicated in **Appendix A**. Hardship, commuter, annual leave (payable once a year) and Disability Guide Allowances remain unchanged and shall continue to be paid where applicable, as set out in **Appendix B**.



**DR NANCY NJERI MACHARIA, CBS**  
**SECRETARY /CHIEF EXECUTIVE**

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<b>TABLE 1- JOB TITLES AND T-SCALES</b>			
<b>S/No.</b>	<b>TITLES</b>	<b>GRADE</b>	<b>T- SCALE</b>
1.	Chief Principal	D5	T-Scale 15
2.	Senior Principal	D4	T-Scale 14
3.	Principal	D3	T-Scale 13
	Deputy Principal I		
	Chief Curriculum Support Officer		
4.	Deputy Principal II	D2	T-Scale 12
	Senior Master I		
	Senior Lecturer I		
	Senior Curriculum Support Officer		
5.	Senior Master II	D1	T-Scale 11
	Deputy Principal III		
	Senior Head teacher		
	Senior Lecturer II		
	Curriculum Support Officer I		
6.	Senior Master III	C5	T-Scale 10
	Senior Lecturer III		
	Head teacher		
	Deputy Head teacher I		
	Curriculum Support Officer II		
7.	Senior Lecturer IV	C4	T-Scale 9
	Senior Master IV		
	Deputy Head teacher II		
8.	Secondary Teacher I	C3	T-Scale 8
	Lecturer I		
	Senior Teacher I		
9.	Secondary Teacher II	C2	T-Scale 7
	Lecturer II		
	Senior Teacher II		
10.	Secondary Teacher III	C1	T-Scale 6
	Lecturer III		
	Primary Teacher I		
11.	Primary Teacher II	B5	T-Scale 5

## SALARY CONVERSION TABLES

<b>TABLE 2: CONVERSION OF CHIEF PRINCIPALS</b>			
<b>GRADE D5 – TSCALE 15</b>			
<b>BASIC SALARY W.E.F 01.07.2023</b>		<b>BASIC SALARY W.E.F 01.07.2024</b>	
<b>SALARY POINT</b>	<b>SALARY</b>	<b>SALARY POINT</b>	<b>SALARY</b>
	<b>NEW</b>	<b>1</b>	<b>131,380</b>
1	131,380	2	135,436
2	135,747	3	139,617
3	140,238	4	143,927
4	144,859	5	148,370
5	149,612	6	152,951
6	154,502	7	157,672
7	159,534	8	162,539

**TABLE 3:  
CONVERSION OF SENIOR PRINCIPALS**

**GRADE D4 – T SCALE 14**

<b>BASIC SALARY W.E.F 01.07.2023</b>		<b>BASIC SALARY W.E.F 01.07.2024</b>	
<b>SALARY POINT</b>	<b>SALARY</b>	<b>SALARY POINT</b>	<b>SALARY</b>
	<b>NEW</b>	<b>1</b>	<b>118,242</b>
1	118,242	2	121,893
2	122,172	3	125,656
3	126,214	4	129,535
4	130,373	5	133,534
5	134,651	6	137,656
6	139,053	7	141,906
7	143,581	8	146,286

**TABLE 4:  
CONVERSION OF PRINCIPALS AND DEPUTY PRINCIPAL 1/CHIEF CURRICULUM  
SUPPORT OFFICER**

**GRADE D3 – T SCALE 13**

<b>BASIC SALARY W.E.F 01.07.2023</b>		<b>BASIC SALARY W.E.F 01.07.2024</b>	
<b>SALARY POINT</b>	<b>SALARY</b>	<b>SALARY POINT</b>	<b>SALARY</b>
1	105,182	1	106,043
2	108,571	2	109,630
3	112,058	3	113,337
4	115,649	4	117,170
5	119,346	5	121,132
6	123,151	6	125,229
7	127,069	7	129,463



**TABLE 5:  
CONVERSION OF DEPUTY PRINCIPALS II AND SENIOR MASTER I/SENIOR  
LECTURER 1/SENIOR CURRICULUM SUPPORT OFFICER**

**GRADE D2 – T SCALE 12**

<b>BASIC SALARY W.E.F 01.07.2023</b>		<b>BASIC SALARY W.E.F 01.07.2024</b>	
<b>SALARY POINT</b>	<b>SALARY</b>	<b>SALARY POINT</b>	<b>SALARY</b>
	<b>NEW</b>	<b>1</b>	<b>92,496</b>
1	92,119	2	95,136
2	95,101	3	97,851
3	97,552	4	100,644
4	100,661	5	103,516
5	103,861	6	106,470
6	107,157	7	109,508
7	110,551	8	112,633

**TABLE 6:  
CONVERSION OF SENIOR MASTER II, DEPUTY PRINCIPAL III/  
SENIOR HEADTEACHER/SENIOR LECTURER II/CURRICULUM SUPPORT OFFICER 1**

**GRADE D1 – T SCALE 11**

<b>BASIC SALARY W.E.F 01.07.2023</b>		<b>BASIC SALARY W.E.F 01.07.2024</b>	
<b>SALARY POINT</b>	<b>SALARY</b>	<b>SALARY POINT</b>	<b>SALARY</b>
	<b>NEW</b>	1	<b>78,625</b>
1	78,625	2	80,946
2	81,128	3	83,335
3	83,755	4	85,795
4	86,458	5	88,327
5	89,240	6	90,934
6	92,119	7	93,618
7	95,101	8	96,381

**TABLE 7:  
CONVERSION OF SENIOR MASTER III/SENIOR LECTURER  
III/HEADTEACHER/DEPUTY HEADTEACHER I/CURRICULUM SUPPORT OFFICER II**

**GRADE C5 – T SCALE 10**

<b>BASIC SALARY W.E.F 01.07.2023</b>		<b>BASIC SALARY W.E.F 01.07.2024</b>	
<b>SALARY POINT</b>	<b>SALARY</b>	<b>SALARY POINT</b>	<b>SALARY</b>
	<b>NEW</b>	<b>1</b>	<b>62,272</b>
1	62,272	2	64,880
2	64,770	3	67,597
3	67,356	4	70,428
4	70,036	5	73,377
5	72,812	6	76,450
6	75,687	7	79,651
7	78,667		

**TABLE 8:  
CONVERSION OF SENIOR MASTER IV/SENIOR LECTURER IV/  
DEPUTY HEADTEACHER II**

**GRADE C4 – T SCALE 9**

<b>BASIC SALARY W.E.F 01.07.2023</b>		<b>BASIC SALARY W.E.F 01.07.2024</b>	
<b>SALARY POINT</b>	<b>SALARY</b>	<b>SALARY POINT</b>	<b>SALARY</b>
	<b>NEW</b>	<b>1</b>	<b>52,308</b>
1	52,308	2	54,403
2	54,584	3	56,582
3	56,947	4	58,848
4	59,387	5	61,205
5	61,909	6	63,657
6	64,527	7	66,206
7	67,220	8	68,857

**TABLE 9:  
CONVERSION OF SECONDARY TEACHER I/LECTURER I / SENIOR TEACHER I**

**GRADE C3 – T SCALE 8**

<b>BASIC SALARY W.E.F 01.07.2023</b>		<b>BASIC SALARY W.E.F 01.07.2024</b>	
<b>SALARY POINT</b>	<b>SALARY</b>	<b>SALARY POINT</b>	<b>SALARY</b>
1	44,412	1	45,671
2	46,645	2	48,085
3	48,966	3	50,626
4	51,383	4	53,302
5	53,896	5	56,119
6	56,514	6	59,084

**TABLE 10:  
CONVERSION OF SECONDARY TEACHER II/LECTURER II /SENIOR TEACHER II**

**GRADE C2 – T SCALE 7**

<b>BASIC SALARY W.E.F 01.07.2023</b>		<b>BASIC SALARY W.E.F 01.07.2024</b>	
<b>SALARY POINT</b>	<b>SALARY</b>	<b>SALARY POINT</b>	<b>SALARY</b>
1	36,621	1	38,286
2	38,299	2	40,034
3	40,051	3	41,861
4	41,879	4	43,772
5	43,786	5	45,770
6	45,776	6	47,858

**TABLE 11:  
CONVERSION OF SECONDARY TEACHER III/LECTURER III/PRIMARY TEACHER I**

**GRADE C1 – T SCALE 6**

<b>BASIC SALARY W.E.F 01.07.2023</b>		<b>BASIC SALARY W.E.F 01.07.2024</b>	
<b>SALARY POINT</b>	<b>SALARY</b>	<b>SALARY POINT</b>	<b>SALARY</b>
1	28,491	1	29,787
2	29,797	2	31,147
3	31,160	3	32,569
4	32,581	4	34,055
5	34,065	5	35,609
6	35,614	6	37,234

**TABLE 12:  
CONVERSION OF PRIMARY TEACHER II**

**GRADE B5 – T SCALE 5**

<b>BASIC SALARY W.E.F 01.07.2023</b>		<b>BASIC SALARY W.E.F 01.07.2024</b>	
<b>SALARY POINT</b>	<b>SALARY</b>	<b>SALARY POINT</b>	<b>SALARY</b>
1	22,793	1	23,830
2	23,838	2	24,918
3	24,927	3	26,055
4	26,065	4	27,244
5	27,272	5	28,487
6	28,491	6	29,787



## APPENDIX A: - HOUSE ALLOWANCE

S/No	Grade	TSC Scale	CLUSTER 1 (Nairobi City)	CLUSTER 2 (Mombasa, Kisumu, Nakuru Cities, Nyeri, Eldoret, Thika, Kisii, Malindi and Kitale Municipalities)	CLUSTER 3 (All other Areas)
1	<b>B5</b>	5	6,750	4,500	3,850
2	<b>C1</b>	6	10,000	7,500	5,800
3	<b>C2</b>	7	16,500	12,800	9,600
4	<b>C3</b>	8	28,000	22,000	16,500
5	<b>C4</b>	9	28,000	22,000	16,500
6	<b>C5</b>	10	35,000	25,500	18,000
7	<b>D1</b>	11	45,000	28,000	21,000
8	<b>D2</b>	12	45,000	28,000	21,000
9	<b>D3</b>	13	45,000	28,000	21,000
10	<b>D4</b>	14	45,000	28,000	21,000
11	<b>D5</b>	15	50,000	35,000	25,000

**APPENDIX B:****HARDSHIP ALLOWANCE, COMMUTER ALLOWANCE, ANNUAL LEAVE ALLOWANCE AND DISABILITY GUIDE ALLOWANCE**

<b>S/No.</b>	<b>Grade</b>	<b>TSC Scale</b>	<b>Hardship Allowance</b>	<b>Commuter Allowance</b>	<b>Annual Leave Allowance</b>	<b>Disability Guide Allowance</b>
1	<b>B5</b>	5	6,600	4,000	4,000	20,000
2	<b>C1</b>	6	8,200	4,000	4,000	20,000
3	<b>C2</b>	7	10,900	5,000	6,000	20,000
4	<b>C3</b>	8	12,300	6,000	6,000	20,000
5	<b>C4</b>	9	14,650	8,000	6,000	20,000
6	<b>C5</b>	10	17,100	8,000	6,000	20,000
7	<b>D1</b>	11	27,300	12,000	10,000	20,000
8	<b>D2</b>	12	27,300	12,000	10,000	20,000
9	<b>D3</b>	13	31,500	14,000	10,000	20,000
10	<b>D4</b>	14	31,500	14,000	10,000	20,000
11	<b>D5</b>	15	38,100	16,000	10,000	20,000