

Commission Records Milestones to Ramp up Delivery of Quality Education

Over the past three years, the Teachers Service Commission (TSC) has undertaken significant reforms aimed at promoting effective curriculum delivery, boosting the quality of teaching, and enhancing human resource development.

These milestones have provided momentum to the commission's ambitious plan to professionalise the teaching sector, improve efficiency in service delivery, and broaden access to education for all learners.

Since 2021, the Commission has recruited 56,000 teachers, including 10,000 on permanent and pensionable terms and 46,000 interns, deploying them across primary, junior secondary, and secondary schools. Despite lingering staffing issues, the Commission has laid out strategic plans to alleviate the burden, which includes transitioning interns to permanent and pensionable terms after their internship ends by early next year.

In addition to this, the Commission plans to hire an additional 20,000 teachers for junior secondary schools in the 2024/2025 financial year, aiming to address a nationwide deficit of about 100,000 teachers. This progress reflects concerted efforts to tackle specific issues that have hindered the administration of quality education, with teaching gaining momentum.

During a media engagement in Nairobi on February 23, 2024 TSC Chief Executive Nancy Macharia expressed optimism in resolving recurring issues such as teacher promotions. Dr. Macharia explained that 51,250 teachers have been promoted over the last two years, with more in the pipeline following a Sh1 billion allocation by the Exchequer. The Commission is also celebrating the registration of 206,435 teachers since 2021, increasing the total number of teachers registered under the TSC to about 370,000.

Furthermore, the implementation of the new curriculum is gaining momentum, especially after the conclusion of the Kenya Certificate of Secondary Education (KCSE) examinations for the last cohort last year.

The year 2027 will see the last cohort sit the Kenya

TEACHERS PROMOTED

14,750

teachers promoted
in the FY 2022/2023

36,505

teachers promoted
in the FY 2023/2024

REGISTERED

206,435

teachers registered
since 2021

RETOOLED

370,000

teachers
retooled on CBC

Certificate of Secondary Education, paving the way for the competency-based curriculum (CBC). On this backdrop, the TSC took up a multi-stakeholder approach to retool all teachers in different cadres from public and private schools to make them compliant with CBC. Other areas the Commission has seen progress in include the establishment of a teachers' medical scheme that serves more than one million individuals.

"We transferred to a medical scheme, which replaced the medical allowance that was hardly enough," Dr Macharia said. Automation of services also featured among the top reforms rolled out in the past three years, with key services going online. The Commission automated the teacher registration certificate recently and embedded it with security features that help deter forgery. Teachers can now apply for the document at their convenience.

Other digitised services include T-Pay System, Human Resource Information System, online Entry-Exit of teachers in place of the old manual reporting, and the Electronic Documents Management System.

The latest wave of reform has targeted the TSC Act, 2012, as the Commission seeks to amend the legal framework to help it streamline regulation of the teaching service, promote optimal utilization of teachers and improve teaching standards.

Minet Unveils Game-Changing Upgrades in Expanded Teachers' Medical Scheme

The Teachers' Medical Scheme, administered by Minet Kenya, has been instrumental in transforming the lives of teachers by promoting quality healthcare and well-being.

For the past nine years, the scheme has achieved significant successes in enhancing the welfare of teachers. AON Minet Chief Executive Officer Sammy Muthui, recently revealed that the scheme has reduced mortality rates by 50 percent and significantly alleviated the disease burden among teachers.

Mr. Muthui emphasised that the scheme's sustainability over nine years stems from Minet's commitment to duty of care and prudent management of public funds.

Currently, the scheme serves approximately 370,000 teachers, their spouses, and dependents, benefiting around 1.3 million individuals.

Tailored specifically for teachers, the scheme covers



Minet Kenya Chief Executive Officer Sammy Muthui addresses journalists during a media forum in Nairobi on February 23, 2024



Teachers Service Commission Chief Executive Nancy Macharia answers questions during a media workshop at Sarova Stanley Hotel in Nairobi on 23rd February 2024

7000

outpatient visits daily

300

new hospitalisations daily

400

optical cases daily

400

dental cases daily

80,000

children so far born into the scheme

emerging ailments and services such as Covid-19 treatment and in-vitro fertilization (IVF).

“The scheme is highly active, managing about three million cases yearly,” stated Mr. Muthui during a media engagement forum in Nairobi on February 23. Furthermore, the scheme has enhanced access to care by reducing out-of-pocket expenses and introducing funeral cover, easing the financial burden on dependents when a principal member passes away.

Additionally, through investments in local healthcare infrastructure, the scheme has contributed to the expansion of the health economy in counties.

BENEFITS OF NEW COVER

- Increased in-patient; out-patient, dental, maternity and optical covers
- Emergency Road & Air Evacuation
- Counselling Services Psychosocial Support (Psychiatric and Counselling Services)
- International Treatment
- Funeral Cover

SCHEME IMPROVEMENTS

- Removal of 7-day requirement
- Preauthorization TAT (Target turnaround time for preauthorization has been revised to 10 minutes.)
- No Co-pay

Teachers' Employer Supports Women Empowerment Drive to Fuel Kenya's Gender Equality Surge

Enabling women's economic ability has been underscored as the linchpin to achieving significant milestones in gender equality.

As the world celebrated International Women's Day on March 8 under the theme "Invest in women: Accelerate progress," the Teacher Service Commission (TSC) emerged as a beacon of progress in the journey towards gender parity.

Joining millions worldwide in commemorating the annual event, the TSC took to social media, adding the hashtag #inspireinclusion to amplify its commitment to advancing women's rights.

This move comes amid a notable wave of change sweeping through Kenya's public service sector, which is increasingly being recognised as a vital arena for dismantling gender biases and fostering a more equitable future. The TSC's dedication to gender equity hasn't gone unnoticed.

The National Gender and Equality Commission (NGEC) recently recognized the TSC among the 21 public sector bodies leading the charge in championing gender equity.

This accolade was awarded after careful consideration of various indicators outlined in the Status for Gender Equality and Inclusion Report for FY 2022/2023.

The indicators include budget allocation towards gender mainstreaming, representation of women in the workforce, compliance with the not-more-than-two-thirds gender rule, and implementation of gender-based violence policies,

Joyce Mutinda, Chairperson of NGEC, highlighted that the 21 honorees were selected from a pool of 341 state agencies based on the indicators, all of which the TSC scored above 70 percent.

The TSC has taken concrete steps to support female educators, notably through the introduction of an enhanced maternity package.

Rolled out in 2022 as part of the 2021-2025 Collective Bargaining Agreement (CBA) signed between teachers' unions and the TSC, this package offers female teachers in public schools an extended maternity leave from 90 to 120 days, exclusive of annual leave.

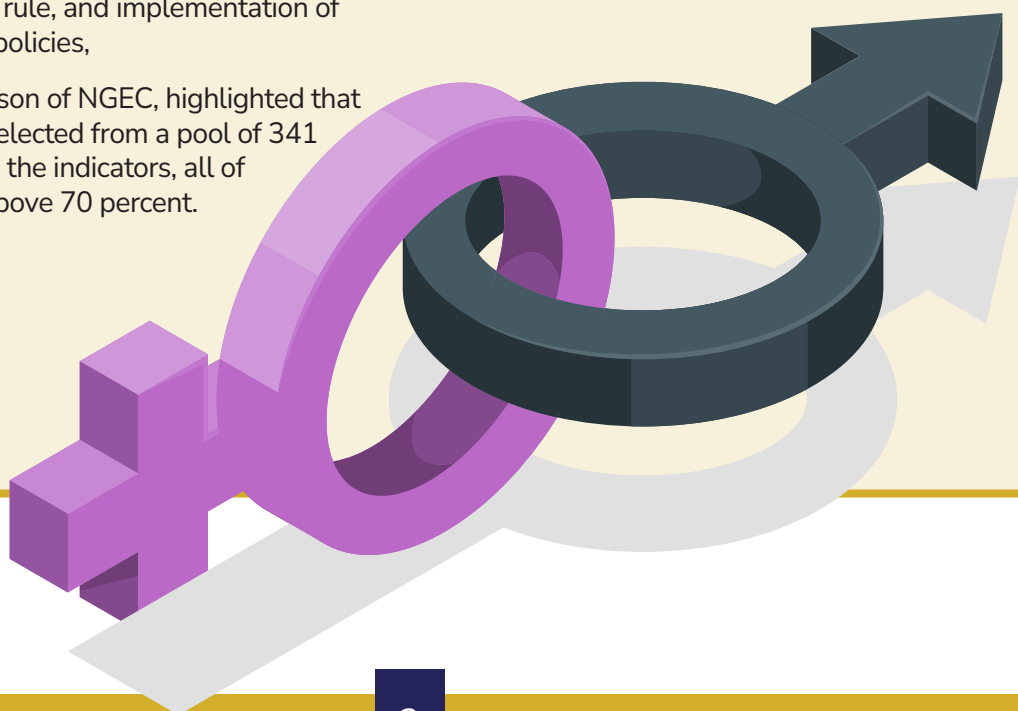
This one-month extension surpasses the maternity benefits offered to other state officers, demonstrating the TSC's commitment to gender-sensitive policies.

Investments in women's education, skills development, and access to finance are deemed foundational to women's economic empowerment.

By equipping women with the necessary tools and opportunities, Kenya stands to unlock their full potential, thereby bolstering the nation's economy.

International Women's Day provides a global platform for advocating broader issues related to women's rights and gender equality.

Originating in 1911 and officially recognised by the United Nations since 1975, this annual event serves as a reminder of the progress made and the challenges that lie ahead in the pursuit of gender parity.



TSC Elevates 36,505 Teachers in following January Interviews

The Teachers Service Commission (TSC) has promoted some 36,505 teachers across various grades in primary and secondary schools as well as teachers training colleges in line with Career Progression Guidelines (CPG).

The promotions done following recent interviews, seek to motivate teachers by moving them to a higher job group with better perks and end uproar on stagnation of tutors. Interviews for the promotions affecting teachers from C2 grades to D5 grades kicked off in December 2023 and concluded in January this year.

"We have been allocated Sh1 billion for promotions in the financial year 2024/25, so the issue of stagnation in the teaching service will hopefully be over soon because we are getting funding from the Government to promote our teachers," said TSC chief executive Nancy Macharia. Previously, the TSC was using recurrent expenditure to handle promotion of teachers where replacements were done for those exiting the service.

Of these promotions, 17,914 were for primary school teachers while 18,591 were for post-primary school teachers.

Majority of the teachers promoted to higher grades in the current cycle had stagnated in one position for many years, leading to discontent and low morale in the service. In August last year, the Commission declared a total of 36,175 slots spread across colleges, as well as regular and special needs primary and secondary schools. This saw the promotion of teachers across nine grades.

The promotions came days after the promotion of some 14,000 teachers, following vacancies that emerged due to natural attrition and that were targeted at enhancing administrative capacities within educational institutions.



PROMOTIONS

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OF THESE PROMOTIONS

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As has been the norm, the TSC handles the promotions in line with the Career Promotion Guidelines for Teachers and requires candidates who are successful in the interviews present Chapter 6 documents before they are appointed.

Chapter 6 documents include a clearance certificate from the Higher Education Loans Board (HELB), a tax compliance certificate from the Kenya Revenue Authority (KRA) and clearance from the Ethics and Anti-Corruption Commission (EACC).

Others are a valid certificate of Good Conduct from the Directorate of Criminal Investigations and clearance certificate from an approved Credit Reference Bureau (CRB).

Chapter 6 of the constitution requires that persons working in the public sector otherwise known as state officials to exhibit leadership and integrity.

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