

Teachers to Receive Pay Increase, Improved Working Conditions as Negotiations End

Teachers will receive a salary raise following the signing of a deal between unions and the Teachers Service Commission (TSC).

TSC Chief Executive Officer Nancy Macharia said teachers will enjoy a salary increment of up to 9.5 percent.

In a press statement on August 28, 2023, Dr Macharia said basic salaries will be backdated to July 1, 2023 and payable in two financial years.

The teachers' employer and representatives from Kenya National Union of Teachers (KNUT), Kenya Union of Post Primary Education (KUPPET) and Kenya Union of Special Needs Education Teachers (KUSNET) on August 28, 2023 agreed to amend the 2021-2025 collective bargaining agreement (CBA) that did not contain a monetary component.

"The new salary structure shall be implemented immediately in the August payroll and arrears backdated to 1st July, 2023. We assure teachers that they will get their pay by the end of the month," Dr Macharia said in a statement.

The CBA was signed on July 2021 during the coronavirus pandemic that had caused global economic shutdown. Therefore, TSC and the unions agreed to review it once the economy improved.

Dr Macharia said further engagements on improvement of teachers' terms and conditions to boost productivity have been discussed.

Aside from the basic pay increase, the deal includes a house allowance for teachers under Cluster 4 that is also payable in two financial years.

"The Commission has also agreed to re-look at the Career Progression of SNE teachers and their workload, especially those that are stationed in Special Units with a view to ensuring that they are optimally utilized," she said.

Dr Macharia explained that 87 percent of



Teachers Service Commission board Chairman Jamleck Muturi (second right) and Chief Executive Dr Nancy Macharia finalise pay talks with teachers' unions in Nairobi on August 28, 2023.

teachers are earning house allowance under Cluster 4 and are mostly teaching in rural areas.

She added that the raise in house allowance has led to harmonization of allowances for teachers in clusters 3 and 4, underscoring that full harmonization will be completed in July 2024.

"The TSC wishes to thank all the three unions for hitting yet another milestone in the teaching service. The unions have demonstrated restraint, commitment and good faith during negotiations," she said.

Following the bipartisan engagements, the TSC concluded the promotion of 14,738 teachers in August 2023 and advertised additional 36,275 vacancies for promotions in efforts to motivate teachers and boost morale.

The National Treasury had allocated Sh1 billion to the Commission for effecting the promotions across primary and secondary schools as well as teacher training colleges.

Commission Lines up Promotions of 36,000 Teachers to Boost Morale, Curriculum Delivery

The Teachers Service Commission (TSC) in August announced the promotion of 36,000 teachers across nine grades in efforts to quell employee disquiet over stagnation.

The promotions, which will be spread across primary and secondary schools as well as teacher training colleges, seek to motivate teachers.

The TSC had declared a total 36,175 slots spread across colleges and regular and special needs primary and secondary schools.

“Interested candidates who meet the required qualifications should submit their applications online through the TSC portal so as to be received latest September 8, 2023,” TSC Chief Executive Nancy Macharia said in the August notice.

The move came days after 14,000 teachers were elevated to higher job groups after vacancies emerged due to natural attrition and career progression guidelines.

The Senior Master IV position has the most slots at 12,716, with applicants expected to have served as secondary school teachers for at least two years and obtained satisfactory rating in the performance appraisal process.

Senior Teacher II for regular primary school comes in second with 10,819 slots, with interested applicants expected to have served as primary school teachers for a minimum of three years.

Another 700 slots have been declared for the position of senior teacher in special needs primary schools, and 216 openings for Grade C4 position of senior lecturer in teacher training colleges.

For the chief principal position, 34 slots have been reserved. Senior principal position has 108 slots while principals and deputy principals at regular secondary schools have 541 and 547, respectively.

Other vacancies are for senior teacher positions



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President William Ruto

in regular and special needs primary and secondary schools.

The announcement was made after President William Ruto disclosed that Sh1 billion had been set aside to facilitate promotions of teachers across the country.

“We have provided for the promotion of 5,000 teachers directly and 36,000 teachers indirectly. We have provided Ksh1 billion that will go in that direction,” President Ruto said.

The TSC noted the promotions will be done in line with the Career Promotion Guidelines for Teachers and that candidates who are successful in the interviews will be required to 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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