

Commission to Recruit 20,000 Teachers as 36,000 Gear up for Promotions

The Teachers Service Commission (TSC) is set to recruit 20,000 teachers and promote 36,000 others to stabilise junior secondary schools and promote professional growth.

TSC Chief Executive Nancy Macharia said the National Treasury allocated the Commission Sh1 billion for promotion of 36,505 teachers in the 2024/2025 financial year.



TSC Chief Executive Nancy Macharia speaks during a media engagement forum at Sarova Stanley Hotel in Nairobi on February 23, 2024

“The issue of promotions will be over soon because we have funding. Initially, we were relying on recurrent expenditure, which was not enough” she said.

While addressing a media engagement forum in Nairobi on February 23, Dr Macharia explained that teacher promotions had been a perennial pain point because of lack of sufficient funds.

She indicated that the 20,000 teachers to be recruited will be deployed to junior secondary schools across the country.

The move is a shot in the arm following the transition of learners to Grade 8 this year, causing a shortfall of approximately 42,117 teachers in JSS.

In the beginning of the year, Dr Macharia disclosed that the number of teachers required in junior secondary schools this year is 99,045 against the current number of 56,928.

Hiring additional teachers will further ease teachers’ workload and enhance delivery of the Competency-Based Curriculum (CBC), especially when the 1.2 million learners who sat the Kenya Primary School Education Assessment (KPSEA) last year join Grade 7.

Proposed Bill to Solve Major Problems in Management of Teaching Service

The amendment of the Teachers Service Commission (TSC) Act will align it with national priority areas and help tackle challenges facing the teaching sector, TSC Chief Executive Nancy Macharia said.

Dr Macharia said revising the Teachers Service Commission Act, 2012 will address emerging issues that have affected the sector during implementation of the 12-year-old framework. Dr Macharia said the proposed changes will plug gaps identified during implementation of the law, incorporate judicial precedence in the management of the teaching service

and align it with national development agenda. She said the legislative proposals will enhance reforms in education and teaching sector, key among them curriculum reforms, 100 percent transition rate to secondary school and performance management in the public service.

“The feedback you give us will be worked into the document, which will be subjected to further sector-wide checks to ensure that the amendments are aligned to other laws in the sector,” she said during a stakeholders forum at the Kenya School of Government on February 7.

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Stakeholders Forum on TSC Act

The Teachers Service Commission held a stakeholders forum to discuss the proposed TSC Act (Amendment) Bill, 2024 at the Kenya School of Government on February 7, 2024. The proposed changes seek to give the Commission more control over regulation and management of the teaching service. Below are the photos:



A stakeholder makes a presentation on the review of the TSC legislative framework during a forum at the Kenya School of Government in Nairobi on February 7, 2024



Leaders of teachers' unions attend an engagement forum on proposals to change the TSC Act, 2012



Mr Akelo Misor, Kuppet Secretary-General addresses stakeholders at the review of the TSC Act, 2012 at the Kenya School of Government, Lower Kabete, on February 7, 2024



Members of the Teachers Service Commission Board participate in a forum to review the TSC Act, 2012 in Nairobi on 7th February 2024



Ms Benta Opande, Chief Executive Officer, Kenya Women Teachers Association (Kewota), makes her remarks on the legislative proposals on the Teachers Service Commission Act at the Kenya School of Government in Nairobi on February 7, 2024



Kusnet Secretary General James Torome speaks during the stakeholders forum on review of the TSC Act, 2012 at the Kenya School of Government, Nairobi, on 7th February 2024



Stakeholders in the education sector convene for a forum on the TSC Act (Amendment) Bill, 2024 at the Kenya School of Government on February 7, 2024

The TSC Act (Amendment) Bill, 2024 seeks to introduce a wide range of changes targeting crucial functions from remuneration of teachers and performance management to regulation of the teaching service.

The legislative proposals will also enhance clarity about the Commission's mandate and functions and streamline guidelines for career progression and professional development of teachers.

Under the proposed changes, the Commission amended Section 2 of the Act by introducing new terms common in the sector, including certificate of registration, basic education institution, employees, trained teacher, registered teacher, sexual exploitation, and zone.

In the draft bill, the Commission has suggested additional functions and powers under Sections 11 and 12, respectively.

If adopted, the Commission will appoint and deploy institutional administrators to public primary, junior, and senior schools and teacher training institutions; undertake capacity building programmes and training to improve professional competence of its employees; and determine the remuneration and benefits of its employees subject to Article 230 of the Constitution. Dr Macharia underscored that the proposals will spark stakeholder participation to bring the Commission up to speed with emerging issues affecting the sector.

If adopted, the Commission will require every registered teacher to undertake continuous professional development courses failing which one will be prevented from teaching.

The proposal comes at a time when the Commission is calling for professionalisation of the teaching sector to make teachers competitive in the global arena and enhance their pedagogy and knowledge management skills.

Boost for Commission as Stakeholders Throw their Weight behind Law Review

Teachers' unions and other stakeholders rallied behind the Teachers Service Commission's (TSC) plan to amend its legal framework.

The stakeholders underscored that the proposed amendments to the TSC Act of 2012 will protect teachers' welfare by addressing the issues hindering effective delivery of services.

Speaking during a stakeholders forum in Nairobi on February 7, Kenya Union of Post Primary Education Teachers (Kuppet) Chairman Omboko Milemba said the TSC Act (Amendment) Bill, 2024 should focus on service delivery and fixing the gaps affecting the sector.

Mr Milemba identified teacher promotion, professional development and handling of disciplinary cases as major pain points that the Bill should address. "People are wondering why teachers are not getting promoted. Let us take the chance to fix promotions in the Act," he said.

He added that though teacher professional development programmes are a good initiative, the law should address how the Commission will finance them. Kuppet Secretary-General Akelo Misori welcomed the initiative, urging the Commission to make sure the proposed law does not reduce teacher-student contact time. He commended the Commission for taking a bold step to reform the legislative framework, pointing out that teachers require seamless services.

Regarding teacher morale, Kenya Primary School Head teachers Association (Kepsha) Chairman Johnson Nzioka urged the Commission to incorporate a reward system in the law to empower them. The Commission awards teachers annually for excelling in curricular and co-curricular activities during the World Teachers' Day. In last year's event on October 5, the Commission awarded 592 teachers across primary and post-primary institutions.

Mr Nzioka said the draft bill will empower teachers and promote better governance of schools. One of

