## MWALIMU NEWS

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## Major Win for Teachers as TSC Secures Sh13 Billion for CBA Implementation

he Teachers Service Commission (TSC) has been allocated Sh13 billion in the financial year starting July to implement the second phase of the 2021–2025 collective bargaining agreement (CBA).

The Commission and teachers' unions in August last year signed an agreement to amend the 2021-2025 CBA to include a salary increment of up to 9.5 percent spread over two years.

The original version of the CBA did not have a monetary aspect. "Key areas funded include implementation of the 2nd phase of the collective bargaining agreement 2021-2025 at a cost of Sh13 billion," TSC officials told the National Assembly committee on Education during a meeting to consider the financial year 2024/2025 estimates. In addition to increase in basic pay, the deal with Kenya National Union of Teachers (KNUT), Kenya Union of Post Primary Education Teachers (KUPPET) and Kenya Union of Special Needs Education Teachers (KUSNET) includes a house allowance for teachers under cluster 4 that is also payable in two financial years.

Up to 87 percent of the public teaching service, majority of whom are stationed in rural areas, are

earning house allowance under Cluster 4 category. The allowance abides by the standard criteria Kenya Union of Post Primary Education Teachers teacher's job grade and workstation. The net effect of increasing the house allowance for teachers in Cluster 4 is that it now levels up with what is payable to those in Cluster 3, with full harmonisation set for July 2024.

The higher the job grade, the higher the TSC house allowance, alongside other allowances including commuter, hardship and leave allowance.

The 2021-2025 CBA was negotiated and executed in the middle of an economic meltdown occasioned by the Covid-19 pandemic that disrupted global supply chains causing reversal of prior monetary and fiscal policies. At the time, the TSC and the teachers' unions agreed to suspend the monetary component of the CBA and make reviews once the economy improved. The Commission opened discussions with the unions in August with view of reviewing the 2021-2025 CBA after the National Treasury predicted Kenya's economic growth would expand by 5.5 percent in 2023 up from 4.8 percent last year.

The talks hit a rough patch when the trade unions refused the TSC's offer of between 2.4 percent and 9.5 percent salary increase saying it was lower than what is recommended by the Salaries and Remuneration Commission (SRC). "The unions sought for more time

Sh13 billion

allocated TSC for implementation of the second phase of the 2021–2025 CBA

FY starting July 2024 **Sh358.2** billion

Lion's share allocated in the education sector budget

current financial year **Sh340.75** billion

allocated in the education sector budget

to interrogate the offer and consult with their members in order to make an informed decision on the matter," noted TSC Chief Executive Nancy Macharia at the time..

The Commission and the unions have had several negotiations targeted at improving the welfare of teachers in the country, such as promotions, career progression and reducing the workload for special needs education (SNE) teachers. To enable the Commission to achieve its mandate, the government bumped up TSC's allocation for the 2024/2025 financial year to Sh358.2 billion, from Sh340.75 billion in the current period.

## Commission at Forefront in Promoting Tree Planting Drive, Research Shows

he Teachers Service Commission (TSC) is among top 10 organisations leading the afforestation course having planted over 3.2 million trees to date.

Data from the JazaMiti app shows the TSC ranks at position 10, the list where the Kenya Forest Service (KFS) holds position one having planted 37.8 million trees, followed by the Earthlungs Reaforestation at 23.6 million and the Kenya Forestry Research Institute (KEFRI) at 12.2 million trees.

Others featured in the list include the Kenya Defence Forces (KDF), Konza Technopolis, KOMAZA, Search Organisation, National Oil and Eden Reaforestation Projects.

The tree planting exercise is part of efforts to boost forest cover in Kenya in compliance with the presidential drive aimed at reversing deforestation and mitigate the effects of climate change. President William Ruto committed to the government's strategy of planting 15 billion tree seedlings by 2032 to increase the country's forest cover and restore degraded landscapes.

The JazaMiti App is the government monitor for the growth of the trees in the journey to reach the target. The app is designed to provide assistance to users in selecting suitable tree species for planting based on their location. It also allows users to document, track, and monitor the growth of documented trees over time. The TSC has showcased its involvement on various occasions including the National Tree Growing Day on May 10, 2024, planting trees across the country during the ongoing heavy rainy season.

This common goal highlights TSC's collective dedication to creating a greener and more sustainable future for Kenya. Planting trees not only boosts the country's forest cover but also supports biodiversity, improves air and water quality, and mitigates the effects of climate change. When unveiling the tree-planting drive in December last year, President Ruto Commission at Forefront in Promoting Tree Planting Drive, Research Shows that devastating effects of climate change had burdened other sectors, including health and infrastructure,



Teachers Service Commission Director of Administrative Services, Ibrahim Mumin (left), participates in a treeplanting drive at Nairobi Primary School on October 4, 2023.

15 billion tree seedlings committed by William Ruto to the government's strategy of planting by 2032 to increase the country's forest cover and restore degraded landscapes.

Data from the JazaMiti app

TSC ranks at position 10

3.2million

Trees planted by TSC

and disrupted local and international supply chains.

The initiative seeks to mitigate the effects of climate change, including unpredictable rainfall patterns, floods, droughts, and disease and pest outbreaks. Among the objectives of the national forest policy in Kenya is to increase and maintain tree and forest cover of at least 10 percent of the land area in the country.

Other objectives include promoting investment in commercial tree growing, the forest industry, and trade, as well as promoting public, private, and community participation and partnership in forest sector development.

# **Explainer:** What You Need to Understand When Filing Transfer Application

eachers Service Commission (TSC) is responsible for the registration, recruitment deployment, and management of teachers. This essentially means that the Commission manages the process of transferring teachers in the country.

Teachers may seek transfers for various reasons, including personal preferences, family considerations, health issues, or professional growth. Understanding the procedure is essential for the smooth transition. Here is a guide on how to apply for teacher transfer:

### **Who initiates Teacher Transfers?**

- The teacher for personal reasons.
- The Commission on staff balancing.

## How to Apply for a Transfer

- To apply for a transfer, a teacher is advised to visit TSC online application portal accessible through the TSC website.
- The portal is designed to guide an applicant smoothly through the application process from start to finish.

Teachers can log in to the TSC website, fill in the application details, upload the required documents, and submit their application online.

## **Tracking Your Transfer Status**

- Upon application for transfer, the teacher can track the status of the application through the online portal. Here's what each status means:
- Acknowledged: your request is under consideration, pending a suitable replacement.
- Not Approved: your transfer request cannot be processed at this time due to the absence of a vacancy or a suitable replacement.
- Approved: your transfer has been authorised.

Upon approval, the teacher receives a transfer letter detailing the new station and reporting date. This letter is typically sent through the school or directly to the teacher.

## Reporting to the New Station

- Handover and Clearance: the teacher must complete a handover process at their current station, ensuring all responsibilities are properly transitioned.
- Reporting Date: the teacher reports to the new station on the specified date, carrying the transfer letter and other relevant documents.

## **Key Considerations for Transfer**

## The approval of a transfer request depends on several factors:

- Availability of a vacancy: transfers are subject to the availability of vacancies in the desired location.
- Need for suitable replacement.

## **Timing of Transfers**

To minimize disruption to school programs, transfers are scheduled during school holidays.

### **Who Effects Teacher Transfers?**

- TSC County Director: manages the transfers within the County.
- TSC Regional Director: handles transfer of a teacher from one station to another within the same region but different counties.
- TSC HQ: handles transfers that involve moving from one region to another.

## Teachers Responsibility after Approval

Once a transfer is approved, transferred teachers are required to be released from their current station and report to the new station within the stipulated time period.

Teacher transfer is supported by an online application system that aids in reducing unnecessary travel and wait times at TSC headquarters. By understanding the outlined procedures and utilising the available digital tools, teachers can navigate to check on transfer status with ease.

## Internal Audits Play Major Role in Scaling up Accountability, Efficiency

lobally, May is celebrated as International Internal Audit Awareness Month, a time dedicated to recognising the critical role internal audits play in enhancing accountability, transparency and efficiency across various sectors.

In Kenya, the teaching profession is pivotal in shaping the country's future, and maintaining high standards of accountability and transparency is essential for fostering trust and effectiveness in the education system. Here's an in-depth look at the importance of internal audits for teachers and the education sector:

#### The Role of Internal Audits in Education

Internal audits involve systematic evaluations of an organisation's operations, focusing on compliance with regulations, efficiency of processes, and the integrity of financial and operational practices. In the context of education, internal audits ensure that schools and educational institutions operate within the set guidelines, use resources effectively, and uphold high standards of education.

### Importance for Teachers

- 1. Financial Integrity and Accountability: Internal audits help verify that funds allocated for education are used appropriately and transparently. This includes checking that teacher salaries, infrastructure investments, and learning materials are properly managed. Ensuring financial integrity is crucial in a sector often faced with budget constraints.
- 2. Compliance with Professional Standards: Audits review the qualifications and performance of teachers, ensuring that they meet the required professional standards. This is vital for maintaining the quality of education and ensuring that students receive instruction from qualified and competent educators.
- 3. Resource Allocation and Utilisation Audits:
  can reveal disparities in resource allocation, prompting
  necessary adjustments to ensure equitable distribution.
  This is particularly important in ensuring that schools
  in remote or underprivileged areas receive adequate
  resources to provide quality education.

#### **Key Audit Bodies and Their Functions**

In Kenya, several entities are involved in auditing of educational institutions:

- **1. Teachers Service Commission (TSC):** responsible for the registration, recruitment, and management of teachers, the TSC conducts internal audits to ensure compliance with teaching standards and ethical practices.
- **2. Ministry of Education:** the Ministry conducts audits of schools to ensure financial and operational compliance.
- **3. School Boards of Management (BoMs):** these boards often have internal audit functions to oversee the financial management and operational efficiency of individual schools.

## Impact on Teachers and Education

- 1. Enhanced Transparency and Trust: Internal audits promote transparency within schools and educational institutions, fostering trust among stakeholders, including parents, students, and the community. This trust is fundamental for creating a conducive learning environment.
- 1. Professional Development and Accountability: by identifying areas for improvement, internal audits can highlight the need for professional development among teachers. This can lead to targeted training programs that enhance teaching quality and overall educational outcomes.
- 1. Ethical and Operational Standards: internal audits help enforce ethical standards and operational efficiency. They ensure that any irregularities, such as fraud or mismanagement, are identified and addressed promptly, maintaining the integrity of the educational system.
- 2. Policy and Strategic Improvements: the findings from internal audits can inform policy decisions and strategic planning, leading to better governance and management practices within the sector.

By ensuring financial integrity, professional compliance and operational efficiency, internal audits play a vital role in enhancing the quality and trustworthiness of the educational system.

**OUR CONTACTS**