

Commission to Promote Additional Teachers

The Teachers Service Commission (TSC) is set to promote an undisclosed number of teachers following budgetary allocation of Sh1 billion in the year starting July 2024.

In the past year, the teachers' employer promoted 36,504 teachers, bringing the total number of teachers promoted across the various job groups over the last five years to 71,212.

"I wish to further announce that during the 2024/2025 Financial Year, the TSC will again promote more teachers," said TSC chief executive Nancy Macharia in her address to secondary school head teachers gathered in Mombasa for the 47th Kenya Secondary School Heads Association (KESSHA) conference and exhibition from June 26-30, 2024.

Promotion of teachers is targeted at clearing backlog in efforts to quell disquiet over stagnation of the tutors. It also seeks to motivate teachers by moving them to a higher job group with better perks. "We thank the Government for allocating us Sh1 billion for the exercise of promoting additional teachers as we seek to clear the backlog," she told the gathering at Sheikh Zayed Hall in Mombasa.



Teachers Service Commission CEO Dr Nancy Macharia (3rd from right) receives a certificate of appreciation from the Kenya Secondary School Heads Association (KESSHA) during its 47th annual conference in Mombasa after her presentation on "Transformative Leadership".

She encouraged the school principals to encourage eligible teachers in their schools to apply for the opportunities once the vacancies are advertised. This year's KESSHA conference was attended by some 545 newly appointed principals following recent promotions by the TSC that saw them elevated from Deputy Principals.

"I wish to congratulate all those who were promoted and wish you well as you join the Principals Club," said Dr Macharia.

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.

"To reflect upon this, I wish to advise you ensure no delays in appointment of newly recruited teachers on payroll by filing their casualties on time," she said.

The KESSHA conference is held annually and offers a platform for the TSC to meet professionals entrusted with the management of learners enrolled in Public Primary and Junior schools.



Willie Kuria: New KESSHA Chairman



Willie Kuria, the newly elected KESSHA Chairman who serves as Murang'a High School's Principal

Willie Kuria, the Principal of Murang'a High School is the new chairman of the Kenya National School Heads Association (KESSHA).

This follows elections that were held during the KESSHA's 47th Annual Conference and Exhibition held in Mombasa last month. He replaces Kahi Ndimuli who

served as Chairman for nearly a decade. Kahi retired from the teaching profession in December 2023 after 34 years of service.

Kuria who had been acting as National Chairperson following Indimuli's retirement in his acceptance speech emphasised his commitment to advocating for promotion of school heads and better school funding.

The elections held at Sheikh Zayed Hall in Mombasa during were overseen by education officials including Teachers Service Commission's Director of Staffing, Antonina Lentoijoni and xxxxx Reuben Nthamburi.

Aside from Mr Kuria, the other new officials at the KESSHA are as follows:

- ✓ **National Vice Chairperson; Elias Cheruiyot**
- ✓ **National Treasurer; Joyce Omondi**
- ✓ **Assistant National Treasurer; Julius Mutwii**
- ✓ **National Secretary; Abdi Noor**
- ✓ **National Organising Secretary; Florence Ngarari**
- ✓ **Assistant organizing secretary; Albert Masiolo**

To Dismissed JSS Intern Teachers ...

The Teachers Service Commission TSC has advised intern teachers whose contracts were terminated on grounds of professional misconduct to appeal the decision.

The 742 Junior Secondary School (JSS) intern teachers were slapped with letters of interdiction after failing to provide explanation for absence from duty.

The JSS intern teachers had been protesting for weeks seeking permanent employment terms.

"I wish to announce that the TSC has informed the 742 intern teachers whose contracts were recently terminated over their absence from schools earlier this term that they can appeal to the Commission so that they are given an opportunity to be heard in line with the TSC Act," TSC chief executive Nancy Macharia said.

She noted discussions are underway to ensure that JSS intern teachers currently serving in schools are offered jobs on a permanent and pensionable terms.

"We are confident that adequate funds will be availed for the exercise, which is expected to start from July 2024," she told Principals attending the 47th annual conference

for Kenya National School Heads Association (KESSHA) in Mombasa.

She revealed the Government has allocated the Commission resources to recruit a further 20,000 intern teachers in the financial year starting July 2024.

Teachers can change lives with just the right mix of chalk and challenges.
| Joyce Meyer

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Ethics: Understanding Professional Misconduct and Disciplinary Actions

Professional misconduct within the teaching profession encompasses various behaviors and actions that contravene the ethical standards and regulations set forth by the Teachers Service Commission (TSC).

They include substance abuse, negligence of duty, insubordination, incitement, unethical behavior, and resource mismanagement among others.

In the pursuit of maintaining high standards of professionalism and ethics within the teaching profession, it is essential that all teachers adhere strictly to the Code of Regulations for Teachers and the TSC Code of Conduct and Ethics. Any breach of these provisions will attract disciplinary actions, which may range from a warning to interdiction.

Understanding the disciplinary process is crucial for all educators to ensure compliance and awareness of the consequences of misconduct. Below is the disciplinary process:

Initial Warnings and Cautions

The disciplinary process often begins at the institution level. If a teacher commits a minor breach of the regulations, the head of the institution may issue a verbal warning or a written caution. This initial step aims to address minor issues promptly and prevent further misconduct.

Show Cause Notice

If a teacher's misbehavior persists despite initial warnings, the head of the institution may issue a "show cause" notice. This notice requires the teacher to explain why disciplinary action should not be taken against them. Based on the teacher's response, the head of the institution can either issue a formal warning or escalate the matter by presenting the case to the designated agent.

Role of the Agent

When a case is escalated, the agent plays a critical role in the disciplinary process. The agent's responsibilities

include investigating and gathering evidence, inviting the accused to defend themselves as well as calling witnesses to give testimonies in front of the accused teacher. In situations where a teacher's whereabouts are unknown due to desertion, the agent has the authority to interdict the teacher immediately.

Preliminary Hearing Outcomes

Following the preliminary hearing, the agent may reach one of the following decisions:

- **No Case to Answer:** If the evidence does not support the allegations, the case may be dismissed.
- **Administrative Warning:** The teacher may receive an official warning.
- **Interdiction:** For more serious violations, the teacher may be interdicted.

It is important to note that in some instances, the TSC or the agent can interdict a teacher without a preliminary hearing.

Post-Interdiction Procedure

An interdicted teacher is required to submit a defence statement within 21 days from the date of interdiction and provide a contact address. Typically, a hearing is scheduled within three months after interdiction. However, if there are delays, the teacher is advised to follow up with inquiries.

Salary During Interdiction

Teachers who are interdicted for reasons such as incitement, insubordination, infamous conduct, or negligence of duty will receive half their salary during the interdiction period. This policy ensures that while the investigation is ongoing, the teacher still has some financial support.

Wealth Declaration: Why it is Key for Teachers, other Public Servants

Declaring wealth is not just a legal mandate for public servants, including teachers-it is a cornerstone of ethical governance.

By disclosing their income, assets, liabilities, and financial interests, government employees demonstrate transparency and integrity, reinforcing public trust and accountability.

The Teachers Service Commission (TSC) has provided on its website the Wealth Declaration Instruction Manual to assist teachers in the process. Here are the key reasons why teachers need to declare their wealth to the TSC:

Compliance with Legal Requirements

The wealth declaration is a legal requirement for public servants in Kenya, including teachers. The Public Officer Ethics Act mandates that all public officers declare their income, assets, and liabilities. Compliance with this law is essential for maintaining the rule of law and the orderly functioning of the public service.

Promoting Transparency and Accountability

Wealth declaration helps ensure that teachers, as public servants, operate with transparency and are accountable for their financial activities. It provides a clear record of a teacher's assets, liabilities, and income, which helps in maintaining an open and transparent work environment.

Enhancing Public Confidence

The process of wealth declaration enhances public confidence in the education system and public service as a whole. When the public sees that teachers and other public servants are held to high standards of financial transparency and accountability, it fosters trust in the institutions and individuals responsible for public governance and service delivery.

Preventing Corruption

By declaring their wealth, teachers contribute to the efforts to combat corruption. Corruption can undermine the integrity of the education sector and affect the quality of education provided to students. By teachers declaring



their wealth, it allows the TSC and other regulatory bodies to monitor any unusual or unexplained changes in wealth that could indicate corrupt practices.

Upholding Integrity

Teachers are role models in society, and their conduct is expected to reflect high ethical standards. Wealth declaration reinforces the importance of integrity among teachers by ensuring they are honest about their financial status. This process helps build trust between teachers, students, parents, and the wider community.

Detecting and Preventing Conflicts of Interest

Wealth declarations can help identify potential conflicts of interest that might arise if a teacher's financial interests interfere with their professional duties. By providing a detailed account of their financial situation, teachers enable the TSC to assess and manage any conflicts of interest that could compromise their objectivity and decision-making in their professional roles.

Monitoring Unexplained Wealth

Regular wealth declarations allow the TSC to track changes in a teacher's financial status over time. If a teacher's wealth increases significantly without a clear and legitimate source of income, it can trigger further investigations to determine if the wealth was acquired through lawful means.

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