

President Ruto Assures JSS Interns of Employment on Permanent Terms

Intern teachers can still breathe a sigh of relief after the government announced that it will proceed with its plan to convert thousands of interns to permanent and pensionable terms of service.

President William Ruto announced that the government will borrow Sh169 billion and institute budget cuts amounting to Sh177 billion to finance critical government services.

The programmes include hiring of junior secondary school (JSS) and medical interns, funding milk stabilisation programme, reviving stalled road projects and retaining the fertiliser subsidy programme.

"Whatever we are going to borrow will increase the fiscal deficit from the intended 3.3 percent to 4.6 percent of GDP, and will be used to protect some of the critical areas Kenyans have asked me to protect," President Ruto said while addressing the nation at State House, Nairobi, on July 5, 2024.

The President added that the government has introduced a raft of measures meant to enhance compliance with new austerity measures following the collapse of the Financial Bill, 2024 that sought to raise Sh346 billion of additional revenue.

The changes include dissolving of 47 State corporations with duplicated and overlapping functions, scrapping of confidential budget in various executive offices, and suspension of purchase of new vehicles by government for 12 months.



A section of teachers at the World Teachers' Day celebrations last year. President Ruto has promised to employ intern teachers on permanent and pensionable terms of service.

The government had planned to employ 46,000 teachers serving on contract as interns at a cost of Sh31 billion. However, Treasury allocated Sh18 billion for the 2024/2025 financial year against the proposed amount of Sh31 billion to convert the teachers by July 1, 2024.

The interns had staged nationwide strikes paralysing learning, as they clamoured for better employment terms. However, they ended the strike after stakeholder consultations. The internship programme was established in 2019, with the Teachers Service Commission (TSC) engaging over 50,000 interns in the last five years.

According to its 2023-2027 Strategic Plan, TSC envisages reviewing the internship policy and strengthening the programme in order to recruit 100,000 interns by the end of the Plan's period.

Commission Denounces Fake Notices on Teacher Promotions, Payment of July Salaries

The Teachers Service Commission has dismissed as fake a letter inviting teachers to apply for 20,000 internship positions in primary and junior secondary schools.



The letter claimed that 18,000 slots were available for teacher interns in junior secondary schools and 2,000 in primary schools as part of efforts to boost implementation of the new curriculum.

The notice, which was circulated on social media, further indicated that 26,000 senior interns were invited to apply for promotion to permanent and pensionable terms of service beginning July this year.

The letter comes following a directive from parliament for TSC to employ 46,000 JSS interns on permanent terms. The plan, however, encountered challenges after TSC indicated that the amount allocated would not be sufficient to absorb all the teachers.

Treasury allocated Sh13 billion for the 2024/2025 financial year against the proposed amount of Sh31 billion. The interns had staged nationwide strikes paralysing learning, as they clamoured for better employment terms.

The Commission also denounced as bogus a poster alleging that it would not be able to pay 100,000 teachers their July salaries following the withdrawal of the Finance Bill, 2024.

The Commission cautioned teachers and other members of the public on its social media platforms against the fake documents.

Principals Told to Start Planning for Learners' Transition to Senior School

Teachers Service Commission Chief Executive Nancy Macharia directed head teachers to make adequate preparations for transition of learners from junior secondary to senior school.

Dr Macharia said the Commission will pull out all the stops to ensure the smooth transition of Grade 8 learners to Grade 9 in January 2025. She said TSC will provide teachers with guidelines to facilitate the process.

"We are in the process of drafting necessary pieces of advice, in form of circulars, to help teachers to adequately prepare to receive the new batch of CBC students," she said during the recent Kenya Secondary

Schools Heads Association Conference in Mombasa.

The learners were the first cohort to usher in the competency-based curriculum (CBC) that officially took off in January 2023 following their transition from Grade 6 to 7.

To make teachers competent to handle the CBC, TSC retooled more than 300,000 teachers in public and private schools through a multi-agency approach.

They include 229,000 teachers in primary (grades 1-6), 64,000 in junior school, 23,000 primary school head teachers and 54,000 in secondary schools.

Since last year, the Commission deployed over 60,000 teachers to junior secondary schools to promote quality learning and teaching.

T-PAY: User Manual for Heads of Institutions

The TSC rolled out T-Pay for head teachers to promote efficiency and accountability among teachers. The online service enables heads of institutions to, among others, track teachers' attendance and verify their employment status continuously. Below is the procedure for accessing T-Pay:

Step 1: Accessing the login page

- Open your browser (preferably Google Chrome) and search for “T-Pay-TSC”
- Click on “Login” under the T-Pay-TSC result. This will open the Login page

Step 2: logging in

- Enter your TSC Number and your password in the fields provided
- Solve the arithmetic calculation
- Click on “Login”. If all the details provided are correct, you will be redirected to your dashboard

The screenshot shows the 'Login Page' for the Teachers Service Commission (TSC). The page header includes 'TEACHERS SERVICE COMMISSION' and the TSC logo. Below the logo is the 'T-PAY' title. The login form contains the following fields and elements:

- *Username:** A text input field containing the number '757'. A callout bubble points to this field with the text 'Enter your TSC no here'.
- *Password:** A text input field with masked characters '***'. A callout bubble points to this field with the text 'Enter your password here'.
- Security Stamp:** A field showing a math problem '6 + 3 ?' and a text input field containing the number '5'. A callout bubble points to the text input field with the text 'Solve this problem'.
- Login Button:** A blue button labeled 'Login'. A callout bubble points to this button with the text 'Click on Login'.
- Forgot Your Password?** A blue link located below the Login button.

Step 3: Dashboard

To access the control sheets, click the three dashes at the top left corner of the dashboard.

The screenshot shows the 'Welcome to T-Pay' dashboard. The page has a dark blue header with the 'T-PAY ID:' label. Below the header, there is a navigation bar with links: 'Home', 'Personal Details', 'Employment Details', 'Upload My Photo', and 'Self Help'. The main content area displays a 'Welcome to T-Pay' message, the TSC logo, and fields for 'Name (s):', 'TSC No:', and 'ID Number:'. A red banner at the bottom states 'All T-PAY Transactions Need Authorization Code, To Unblock Promotional Messages Dial *667777*14'. At the very bottom, it says 'Teachers Service Commission-Kenya'.

A callout bubble points to the three horizontal dashes in the top left corner of the dashboard with the text 'Click here to access the menu'.

Step 4: Dashboard Menu

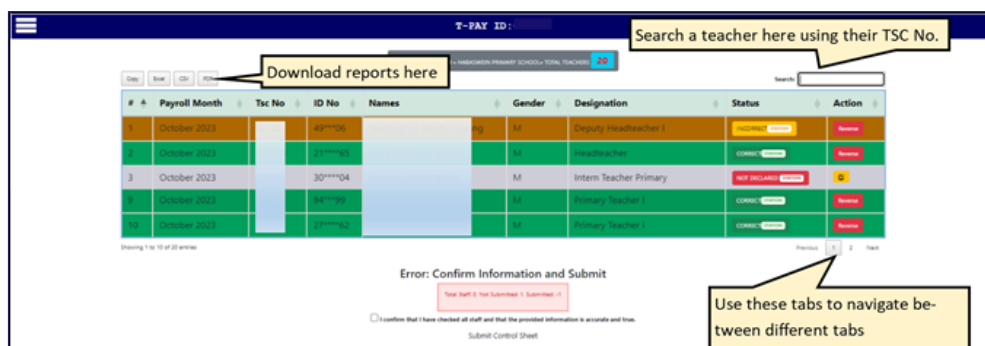
Click the **“HOI Control Sheet”** option to access the control sheets.



Step 5: My Staff

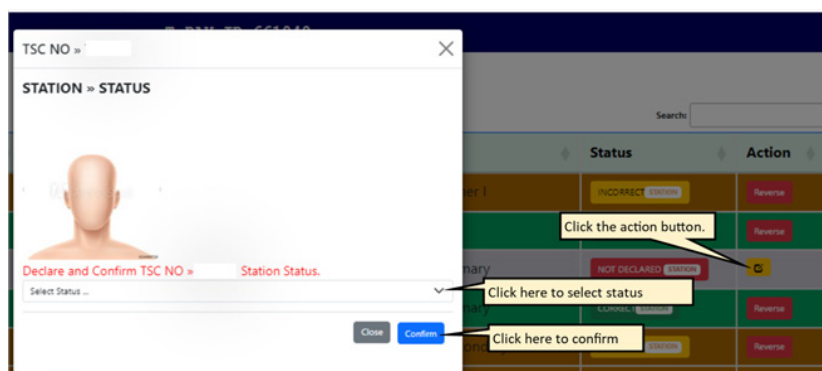
This control sheet enables HOI to:

- View all the teachers placed in their school
- Declare whether a teacher is correctly or incorrectly placed in their station
- Submit a report of the declarations about the teachers
- Download a report of the teachers placed in their station



Declaring a Teacher

- Click the action button.
- Select the status for the teacher from the modal that appears then click confirm.



Submitting the Control Sheet

Confirm that you have declared all the staff by ticking the checkbox at the bottom then click **Submit Control Sheet**.

F	Intern Teacher Secondary - JSS	INCORRECT	Reverse
M	Intern Teacher Secondary - JSS	INCORRECT	Reverse
F	Primary Teacher I	INCORRECT	Reverse
F	Primary Teacher I	INCORRECT	Reverse
M	Primary Teacher I	CORRECT	Reverse
M	Primary Teacher I	CORRECT	Reverse

Previous 1 2 Next

Confirm Information and Submit

Total Staff: 0, Not Submitted: 1, Submitted: -1

☐ I confirm that I have checked all staff and that the provided information is accurate and true.

Submit Control Sheet

Missing Staff Control Sheet

This control sheet will be found in the **HOI Control Sheet menu** item. It is a report of all the teachers that have been reported missing from this institution. It also allows a HOI to report a teacher that is missing from the staff report

HOI -> 1470181470184019 == TOTAL TEACHERS

Click here to report a missing staff

Add Missing Staff

Gender	Designation	Date reported	Missing reason	Action
M	Headteacher	2024-04-02	Transfer In	Reverse
F	Primary Teacher II	2023-10-03	Transfer In	Reverse
F	Secondary Teacher I	2023-10-12	Transfer In	Reverse
F	Secondary Teacher II	2023-10-29	Transfer In	Reverse

Reporting a Missing Teacher

- Click on add missing staff. A search modal will appear.
- Search the missing teacher using their TSC No.
- Select the date they reported in your station and the reason they are missing.
- Click save.

Search

Search the TSC No. here

Click here to report a missing staff

Add Missing Staff

Select the date they reported here

Select the reason they are missing from the control sheet here.

Click here to submit the report

Save Close

Gender	Designation	Date reported	Missing reason	Action
F	Secondary Teacher II	2023-10-29	Transfer In	Reverse

More Teachers with Disabilities to Receive Facilitative Allowance as SRC Reviews Criteria

Teachers with disabilities have a reason to smile after the Salaries and Remuneration Commission increased the types of disabilities that attract facilitative allowance.

In a Gazette Notice, SRC highlighted that public servants, including teachers, who are blind, deaf, have low vision and physically disabled qualify for Personal Guide Allowance.

For those with low vision, the notice indicated that applicants must provide an ophthalmologist's report where the visual acuity is 6/60 and below, which is severe visual impairment.

The remuneration agency stated that for eligibility under the physically disabled category, eligible teachers are those who use a wheelchair, use a pair of crutches, engage both hands while using a walking aid, and use walking frames.

"A flat rate of Ksh20,000 per month payable as part of the monthly remuneration to the beneficiary... The effective date of payment with regard to the additional areas of disability is February 14, 2024," it read.

The development is in tandem with TSC's policy on disability mainstreaming that promotes processes and mechanisms that improve employment and career progression prospects for teachers and secretariat staff with disabilities.

This ensures the Commission achieves the five percent



compliance with the constitutional requirement.

The TSC Strategic Plan (2023-2027) underscores the need to strengthen policies, programmes and initiatives that shore up affirmative action at the workplace.

So far, Gender and Disability committee members and over 500 secretariat staff have been sensitised on sexual harassment and disability mainstreaming. Other strategies include supporting Special Needs Education (SNE).

The TSC prioritises for partnerships and stakeholder engagements to end stigmatisation of teachers with disabilities, encourage disabled teachers to apply for job opportunities when vacancies are advertised, and adaptation of learning resources to meet SNE requirements.

**Do you have an interesting article to share
with your fellow teachers?**

**We welcome opinions and stories on topical issues affecting teachers
and the education sector. Send your feedback and contribution to:
mwalimunews@tsc.go.ke**

OUR CONTACTS

☎ 020 289 2000 📱 TSCKENYA 🌐 www.tsc.go.ke ✉ info@tsc.go.ke 📧 @TSC_KE

TSC House, Kilimanjaro Road, Upper Hill, Private Bag 00100, Nairobi