

Relief as State Releases Funds for Teachers' Salaries, Allowances



Teachers Service Commission Chief Executive Dr. Nancy Macharia, accompanied by commissioners, addresses a press conference after a collective bargaining agreement meeting with teachers' unions at the Kenya School of Government on August 21, 2024

The National Government has released Sh13.5 billion for full implementation of the second phase of the teachers' Collective Bargaining Agreement

The development comes as a relief for the Teachers Service Commission (TSC), as it will ensure smooth delivery of the syllabus and adequate preparation of candidates for national examinations scheduled to start in October.

The development followed a consultative meeting between TSC, Kenya Union of Post Primary Education Teachers (KUPPET), Kenya National Union of Teachers (Knut) and Kenya Union of Special Needs Education Teachers (KUSNET) in Nairobi on August 21, where the union outlined their demands.

TSC Chief Executive Dr. Nancy Macharia said the funds will cater for implementation of the CBA with effect from July 1, with teachers expecting the July salary increment arrears and

other allowances reflected on their August payslips.

"Effectively, the unions have noted the TSC position and agreed to consult their internal organs with a view to withdrawing the strike notice. We, therefore, wish to thank the unions for engaging the Commission to ensure non-disruption of learning in schools," she said.

Dr. Macharia added that the delay to implement the CBA was occasioned by lack of sufficient budget allocation.

Regarding other concerns, the National Treasury also provided Sh18.7 billion for the conversion of junior secondary school (JSS) intern teachers to permanent and pensionable status in January next year.

The first phase was implemented last year. The CBA was signed in June 2021 but did not contain a monetary component after it was predicated on the harsh economic situation at the

time owing to the Covid pandemic.

However, it was later amended by an addendum in August 2023 that saw teachers benefit from a salary increment of up to 9.5 percent and house allowance.

Additional benefits include expanded maternity leave from 90 days to 120 calendar days with full pay.

Dr. Macharia said other pertinent issues raised by the unions had been resolved, including providing resources to facilitate retooling of teachers on the new curriculum and promotion of 51,232 teachers under competitive promotions and an additional 20,000 annually on common cadre.

She said the review of career progression guidelines is ongoing and the Commission is up-to-date with remittance of third-party deductions.

Further, she said teachers can now access medical services under the Teachers' Medical Scheme at both public and private facilities. The medical scheme is administered by AON Minet Kenya.

Government to Employ 46,000 Intern Teachers on Permanent, Pensionable Terms

The hiring of junior secondary school interns on permanent and pensionable terms of service by the Teachers Service Commission will proceed as planned after the government allocated funds for the programme.

This follows the assenting to the Supplementary Appropriations Bill by President William Ruto on August 5, 2024 after the National Assembly approved it on July 31, 2024.

The Bill proposed allocation of Sh18.7 billion towards elevation of the 46,000 teachers.

TSC Chief Executive Nancy Macharia had earlier said the Commission was seeking to employ more hands to help ease the current shortage.

“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 recently

The teachers had staged nationwide protests in May as they clamoured for better terms of service, jeopardising the learning of Grade 8 and Grade 9 students. The TSC hired the graduates in 2019.

The strike compelled the Commission to interdict 742 teachers for absconding duty. However, Dr Macharia said the affected staff had a right to appeal the decision.

The Bill also allocated Sh30.7 billion for capitation of JSS students including those transitioning to Grade 9 next year under the Competency-Based Curriculum (CBC).

The cohort was the first one to usher in the curriculum last year. Dr Macharia



TSC CEO Dr Nancy Macharia join teachers for World Teachers Day 2023 celebrations. The government will employ 46,000 intern teachers on permanent and pensionable terms.

urged head teachers to make adequate preparations for smooth transition of the learners to senior school in January.

“As TSC, 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.

The Government is also planning to recruit 20,000 teachers by the end of the year to alleviate the overwhelming shortage across primary, secondary and post-primary institutions, which now stands at over 100,000.

The Commission has been undertaking major steps to improve the quality of teaching and learning under CBC. According to the 2023-2027 Strategic Plan, for the Commission to ensure the successful implementation of CBC it requires to undertake critical projects and programmes.

The Commission has so far retooled more than 300,000 teachers across public and private schools - 229,000 primary school teachers teaching grades 1 to 6, 64,000 junior school teachers,

and 23,000 primary school head teachers.

About 54,000 secondary school teachers also benefitted from the exercise that was done through a multiagency approach.

The total number of teachers retooled for the implementation of the CBC represents 82 percent of the total number of teachers employed by the Commission.

Additionally, the Commission rolled out remote learning as an alternative mode of curriculum implementation and sensitized 163,938 teachers.

The document indicates that the Commission intends to engage 100,000 intern teachers over the five-year period as part of measures to realise the government’s Bottom-Up Economic Transformation Agenda (BETA).

The programme was rolled out in 2019 under the Teacher Internship Policy and Guidelines to strengthen teacher competencies and promote positive conduct.

New Salary Data Shows Primary School Teachers among Biggest Beneficiaries

Pprimary school teachers are among the biggest beneficiaries of the increase in basic salary following the implementation of the reviewed 2021-2025 Collective Bargaining Agreement by the Teachers Service Commission in August

Implementation of Phase 2 of the agreement means that individuals in the lowest grade of B5, which comprises newly-recruited primary school teachers, will receive Sh23,830 up from Sh22,793. The increase was backdated to July 2024.

In a circular released by TSC Chief Executive Nancy Macharia on August 29, the salary review also means that teachers in Grade C5 will receive an additional Sh984 from Ksh78,667 to Ksh79,651. Chief Principals under Grade D5 earning Sh159,534 will now take home Sh162,539.

“Teachers converting into the new salary scales will retain their current



The Commission also announced that teachers will receive house allowance of between Sh3,850 and Sh50,000 based on three clusters.

incremental dates. However, where the incremental date falls on 1st July 2024 teachers will be granted their annual increment on the existing salary scales then convert to the new salary points with effect from the same date,” the circular read.

The Commission also announced that teachers will also receive house allowance of between Sh3,850 and Sh50,000 based on three clusters.

Teachers in cluster 1 reside in Nairobi and will receive between Sh6,750 for the lowest ranked and Sh50,000 for the highest ranked.

“The house allowance rates cluster have been reviewed from 4 to 3. Cluster 4 rates have been phased out and the teachers previously earning allowance rates in this cluster will adopt house

allowance rates for cluster 3,” the circular read.

Cluster 2 consists of Mombasa, Kisumu, Nakuru, Nyeri, Eldoret, Thika, Kisii, Malindi, and Kitale. Teachers under this tier will receive between Sh4,500 and Sh35,000, while those in cluster 3 will get between Sh3,850 and Sh25,000.

However, the rates for hardship, commuter, annual leave, and disability guide allowances remain unchanged.

The CBA was effected after the government released Sh13 billion for salaries and allowances.

The development was preceded by a consultative meeting between TSC and teachers’ union in Nairobi on August 21 aimed at addressing implementation of the CBA and other demands such as conversion of intern teachers, administration of the medical scheme, and promotion of 130,000 teachers.

The CBA – which was signed by TSC, KUPPET, KNUT, and KUSNET in 2021, to create a pathway for enhancement of teachers’ welfare – will be effective up to 30th June 2025. The initial phase of the agreement was implemented in July last year.



An illustration Pupils in class. Teachers Service Commission will hire intern teachers on permanent and pensionable terms of service.

TSC to Deploy 3,600 Teachers to Special Needs Schools to Alleviate Shortage



Illustration: Special needs learners in class. More teachers will be employed to teach in special needs schools.

The Teachers Service Commission will deploy an additional 3,600 teachers to special needs education schools as part of robust efforts to meet the unique needs and challenges of learners

The Commission will adopt a phased approach to ensure the schools are staffed with adequate and qualified teachers by January 2025, in addition to supporting skills development and career progression of the teachers.

In written responses to the National Assembly's Committee on National Cohesion and Equal Opportunity regarding access to education by students with special needs on August 6, 2024, the Commission indicated that it deployed 1,763 teachers in May 2024, marking the first phase of the programme.

Phases 2, 3 and 4 will involve deployment of 1,200 teachers each in September 2024, with the rest lined up for posting in January and June of 2025.

"The Commission ensures that any vacancies arising from natural attrition in SNE Institutions are promptly filled, maintaining a consistent complement of teachers in special needs schools," the document states.

The Commission told the Committee that it is implementing far-reaching measures ranging from recruitment, incentivising teachers, establishing specific staffing norms for different categories of SNE schools to continuous professional development to make sure learners enjoy the right to quality education.

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