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**COMMISSION SECRETARY / CHIEF EXECUTIVE**

**SPEECH DURING**

**THE 20<sup>TH</sup> KEPSHA ANNUAL DELEGATES CONFERENCE AT SHEIKH  
ZAYED CHILDREN WELFARE CENTRE, MOMBASA, ON 9<sup>TH</sup> NOVEMBER,  
2023**

- ☐ **Chairman and Leadership of the Kenya Primary School Heads Association;**
- ☐ **Colleagues Teachers; The Head Teachers of Primary and Junior Secondary Schools;**
- ☐ **Distinguished Guests;**
- ☐ **Ladies and Gentlemen;**

**Good morning!**

This annual event always gives the Teachers Service Commission a wonderful opportunity to meet with wonderful professionals who have been entrusted with the management of more than 10 million learners enrolled in our 22,935 Public Primary and Junior schools.

### **1. Importance of Professional Associations**

Colleagues, the TSC values this forum as a professional association where peers meet to learn, exchange ideas and share experiences on schools' management. However, when you tell me that this year the attendance is extremely good because you have registered 12,000 participants, I ask myself: Why is this number still this low? Why are the rest of the members not here to participate in this phenomenal forum that will obviously sharpen their school management skills? Tafakari hayo!

### **2. Successful Transition and Conduct of National Exams**

Colleagues, even more important is the fact that this is the first annual conference at which the Heads of Institutions at this level are holding after successfully steering the Junior Secondary school management for a one year, a mandate that was bestowed to you in January 2023.

I, therefore, must commend all of you for ably navigating through this new territory and delivering a first-class performance in the management of both the Primary School and the Junior School levels. I also must thank you for ably ensuring a successful completion of both the KPSEA and KCPE Assessment and Examination last week.

### **3. Extension of the Management role of Junior School**

For this reason, although the Commission had initially issued guidelines which gave you a one-year interim period to manage the Junior Secondary level, allow me to announce that you continue with this mandate as the Commission consults with stakeholders over the roll out of the ongoing education reforms

to come up with an administrative structure. Please join me in this recognition, and further accept our appreciation for your commendable job of running the Junior School in 2023.

On our part, the Commission will continue to do all it can to make your administration assignment easy and manageable. I wish to thank the Kenya Kwanza Government, under the stewardship of His Excellency President William Ruto for allocating us funds to recruit 56,000 teachers in the past one-year majority of whom were posted to the Junior School.

I wish to urge all unemployed teachers to always do their homework and apply for advertised jobs in any part of the country, and shun the practice of only seeking jobs advertised in their home counties. For instance, during the recently concluded recruitment exercise, a total of 1,123 vacancies were not filled across the Country as advertised. This should not be the case when we have many unemployed teachers in other counties who could have filled these positions.

	Region	Advertised vacancies	Vacancy Not Filled	County	Advertised vacancies	Vacancy Not Filled
1	Rift valley	17,393	45	Kajiado	1,092	5
				Samburu	468	9
				Turkana	754	31
2	North Eastern	2,126	795	Garissa	510	199
				Mandera	658	385
				Wajir	958	211
3	Eastern	10,614	72	Isiolo	355	8
				Marsabit	499	64
4	Coast	4,607	177	Kwale	1,130	39
				Lamu	378	46
				Tana River	506	92
5	Central	6,007	34	Murang'a	1,580	25
				Nyeri	1,133	9
<b>Total</b>			<b>1,123</b>			

#### **4. Retooling of Teachers on CBC**

I am happy to report that as part of embracing these reforms, the Commission through a multi-agency approach has been able to retool all primary teachers (229,292) on CBC. In addition, last month we completed the training of 56,928, teachers including 48,550 newly recruited Junior School teachers and 8,378 teachers who were deployed from primary to the Junior School.

#### **5. Promotions for Teachers**

The Commission last received funds for promotion of teacher in 2011. We therefore wish to thank the government for providing K.Shs 1 billion in Financial Year 2023/2024 for promotion of teachers.

In this regard, the Commission recently advertised 36,505 vacancies for teacher promotions out of which 17,914 posts will go to primary school teachers across the grades.

I wish to inform you that, in the past, the Commission has failed attract enough applicants for promotional positions even after lowering the requirements. This is more prevalent in the Special Needs Education where we are having a serious shortage. I wish to encourage those who have been invited for the interviews from 4<sup>th</sup> December 2023 to ensure that they attend without failure. Please encourage your teachers not to shy off from taking up responsibilities.

#### **6. Embracing Technology- Reforms in ICT**

As I address you today, I am also impressed at how you have effortlessly embraced reforms in the ICT sector, many of which have been rolled out over the past 10 years. I have chosen to address the ICT issue because we must all

keep pace with the changing global technological advancements if we are to adequately execute our teaching and learning functions effectively to the benefit of our learners.

Only 10 years ago, the Kenyan teacher was at a crossroads. The technological changes that were sweeping across the globe, in nearly all the sectors, were threatening to completely render obsolete most of the processes used in the administration of the teaching service.

For instance, many of us remember how we could wait for long to receive our hard-copy pay slips. Many of us recall only too well how we could rely on the post office for all correspondences from the TSC regarding transfers, promotions, or effecting of casualty returns upon teacher entry and exit.

## Ladies and Gentlemen

As a Commission we had to act to remain relevant. The TSC had to take a firm and decisive action to introduce reforms to keep our teaching sector in tandem with global changes, and to also raise the professional standards of the Kenyan teacher.

Today, I wish to outline some of the major reforms that the Commission has proudly rolled out over the last 10 years, that have seen us get noticed on the global arena, including through international and global recognition of several Kenyan teachers over the last five years.

Indeed, we opted to turn to automation to achieve our Commission's vision of ***"A transformative teaching service for quality education"***. As stated, this automation has largely focused on, among others, teachers' registration;

recruitment; deployment; remuneration; promotion; discipline of teachers and professional development.

We also continue to explore alternative methods of curriculum delivery including the **livestreaming of lessons, remote learning methodologies** and creating of an **open recourse repository** where teachers create and access free content in different learning areas.

These systems and measures seek to ensure the Commission provides efficient and effective service delivery to our customers, including the learners, while improving accountability.

Since the Commission's functions mainly relate to Human Resource Management, we have made great strides in automating the Human Resource Management Information System. We have automated various human resource processes that has helped to improve efficiency, record keeping, flow of information, and reduced paper work.

So far, we have automated processes focusing on leave, recruitment, transfer, pension claim processing and tracking, discipline, appraisal, training and development, and benefit and promotion.

i. **Recruitment**

For instance, our online recruitment module, has replaced the manual process which required teachers to travel to deliver their job applications to either County offices or secondary schools to drop applications. The online recruitment model has promoted accountability and fairness; is faster, cost effective and convenient, besides eliminating paper work.

## ii. Transfer of Teachers

Further, to provide teachers with ease of applying for transfers, we have automated the process to ensure one can track the processing of transfer requests. The module ensures that the transfer approval process is online where the Heads of Institutions, Sub-County Directors, County Directors, Regional Directors and the head office carry out their actions online. In addition, the module provides the capability to generate reports on movement of teachers between work stations.

In furtherance to this, we are upgrading the current transfer module to make it more intelligent such that it will match teachers transferring from one station to another thus avoiding human error and manipulation.

We are also piloting a transfer module that will match teacher application to their appropriate vacancies to be filled.

## iii. Digitalization of Teachers Files

The Commission is currently digitizing its estimated 108 million records. These records mainly target active teachers' and secretariat personal files, discipline files, legal documents, amongst others. The main objective of this automation is to increase efficiency and effectiveness in service delivery to the teachers as key stakeholders.

By 31<sup>st</sup> October 2023, 96% (383,994 teachers' files out of 402,000) could be accessed online. By completion of this digitalization process, teachers will be able to access service from the comfort of their homes and offices.

#### iv. Full Automation of the Teacher Registration Process

In line with Presidential directive to digitalize government service, the Commission has fully automated and made accessible on e-citizen platform the teacher registration process. This means that a teacher who is applying for registration can start the process from wherever he or she is and receive the certificate of registration through the email without any human interface. This service became operational with effect from 1<sup>st</sup> November 2023.

#### v. Entry- Exit Modules

Thanks to our robust automation of processes, we now have a deployment, entry and exit module that replaced the manual casualty return forms. This module enables staffing officers to capture newly recruited teachers, teachers on transfer, recruitment and posting after undergoing disciplinary cases or study leave. The module enables heads of institutions to receive deployed teachers, and exit teachers on retirement, death among other reasons. Since the module was rolled out in September, 2021, 108,623 requests have been received with 54,768 being for exits and 53,855 being for entries.

#### vi. On-Line Pay Slip (T-Pay)

Earlier in my speech, I mentioned about manual pay slips. To cure this, the Commission overhauled the manual system and replaced it with one that facilitates easy access to pay-slips, payroll by-products, control sheets and P9 by teachers and secretariat staff.

This system was entered in national and continental Africa Public Service Day (APSD) competition and emerged second runner up position in the continent.



The Commission was presented with a trophy for the same by the Cabinet Secretary Ministry of Public Service, Youth and Gender and African Union representatives on the 23rd of June, 2019 under *“Best Ethical, Managed, Accountable, and Transparent and Accessible organization”* category.

**vii. Teacher’ Corporate Email**

The Commission has been able to roll-out corporate email for all activate teachers. Every teacher now has an official email, ([xyz@mwaimu.tsc.go.ke](mailto:xyz@mwaimu.tsc.go.ke)) the intention to go paperless and ensure efficiency in information sharing and feedback.

**Ladies and Gentlemen,**

I wish to state that we are proud as a Commission for the efforts we have put in place to automate our service and the rate at which teachers have embraced the technology. The COVID 19 pandemic period taught us a few lessons that we may want to carry forward on embracing ICT.

I call upon all of you to integrate ICT in your school administration system, including financial management, learner management system, among other functions.

I wish to challenge you to have a session to demonstrate ICT innovation in your next conference. Since 2019 several teachers have won international awards, but none is from the primary school level. Give it a thought.

As I conclude, I wish to affirm that the Commission will ensure continued training and re-tooling for ICT technical staff and users to ensure automation and use of the automated systems remains beneficial to teachers and achieve the

intended purposes. I also wish you success as you implement your 2024-2028 KEPSHA Strategic Plan that you've launched at this Conference.

Last but most important, I also wish to ask you to ensure that a robust tree planting campaign is initiated in your respective schools. Particularly, I urge you to put in place arrangements to use Monday's Public Holiday to ensure as many tree seedlings are planted in your schools as possible

Thank you,

God bless you