

ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT

CA NO. 296 OF 2016

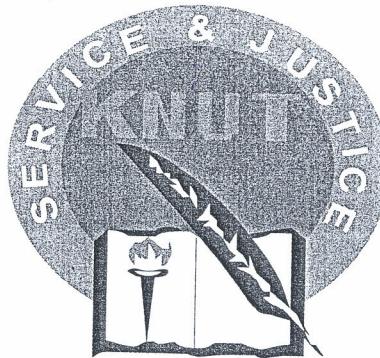
BETWEEN

THE TEACHERS SERVICE COMMISSION



AND

THE KENYA NATIONAL UNION OF TEACHERS (KNUT)



THE IMPLEMENTATION MATRIX

DATED THIS ..... DAY OF ..... 2017

FOR TSC: ..... FOR KNUT: .....

AN ADDENDUM TO THE 2017-2021 COLLECTIVE BARGAINING AGREEMENT

CA NO. 296 OF 2016

BETWEEN

THE TEACHERS SERVICE COMMISSION (TSC)

AND

THE KENYA NATIONAL UNION OF TEACHERS (KNUT)

WHEREAS the PARTIES voluntarily signed a COLLECTIVE BARGAINING AGREEMENT CA NO. 296 OF 2016 covering the period 2017 - 2021 on the 26<sup>th</sup> October 2016;

AND

WHEREAS on Wednesday 30<sup>th</sup> November 2016, PARTIES REGISTERED the said CBA with the Employment and Labour Relations Court, pursuant to the relevant provisions of the Labour Relations Act, No. 14 2007 as Collective Bargaining Agreement CA No. 296 of 2016;

NOW, THEREFORE, the PARTIES further AGREE to implement the SALARY AWARD contained in Schedule 1 to the CBA in accordance with the following twelve (12) SALARY CONVERSION TABLES.

PARTIES agree to implement the said CBA as per the SALARY CONVERSION TABLES for the period 1<sup>st</sup> July 2017 to 30<sup>th</sup> June 2021.

DATED at NAIROBI, this ..... day of .....2017.

FOR TSC: .....; ..... FOR KNUT: .....; .....

## SALARY CONVERSION TABLES

TABLE 1: CONVERSION OF CHIEF PRINCIPALS

Salary Points	Current JG	Administrative Grade	Current Salary	Salary First Phase 1: 1.7.2017	Salary Phase 2: 1.7.2018	Salary Phase 3: 1.7.2019	Salary Phase 4: 1.7.2020
1	Q	D5	89,748	102,807	111,201	121,814	131,380
2	Q	D5	94,235	104,644	114,632	125,573	131,380
3	Q	D5	98,947	107,873	118,169	125,573	131,380
4	Q	D5	103,894	111,201	118,169	125,573	131,380
5	Q	D5	109,089	118,169	121,814	129,528	131,380
6	Q	D5	114,543	121,814	125,573	129,528	131,380
7	Q	D5	120,270	125,573	129,528	129,528	131,380
1	R	D5	109,089	118,169	121,814	129,528	131,380
2	R	D5	114,543	121,814	125,573	129,528	131,380
3	R	D5	120,270	125,573	129,528	129,528	131,380
4	R	D5	126,172	129,528	129,528	129,528	131,380
5	R	D5	132,249	137,644	141,891	148,360	148,360
6	R	D5	138,501	143,920	148,360	152,937	152,937
7	R	D5	144,928	148,360	152,937	157,656	157,656

TABLE 2: CONVERSION OF SENIOR PRINCIPALS

Salary Points	Current JG	Administrative Grade	Current Salary	Salary Phase 1: 1.7.2017	Salary Phase 2: 1.7.2018	Salary Phase 3: 1.7.2019	Salary phase 4: 1.7.2020
1	P	D4	77,527	87,900	99,730	109,249	118,242
2	P	D4	81,404	91,041	102,807	109,249	118,242
3	P	D4	85,474	93,850	102,807	111,201	118,242
4	P	D4	89,748	99,730	104,644	114,632	118,242
5	P	D4	94,245	102,807	107,873	114,632	118,242
6	P	D4	98,947	104,644	111,201	114,632	118,242
7	P	D4	103,894	109,249	114,632	118,169	121,890

TABLE 3: CONVERSION OF PRINCIPALS

Salary Points	Current JG	Administrative Grade	Current Salary	Salary Phase 1: 1.7.2017	Salary Phase 2: 1.7.2018	Salary Phase 3: 1.7.2019	Salary Phase 4: 1.7.2020
1	M	D3	41,590	59,286	77,840	93,850	104,644
2	M	D3	43,660	59,286	77,840	93,850	104,644
3	M	D3	45,880	62,195	77,840	93,850	104,644
4	M	D3	48,190	65,242	80,242	96,745	104,644
5	M	D3	50,590	65,242	80,242	96,745	104,644
6	M	D3	53,140	68,428	82,717	96,745	104,644
7	M	D3	55,840	68,428	82,717	96,745	104,644
1	N	D3	48,190	65,242	80,242	96,745	104,644
1	N	D3	50,590	65,242	80,242	96,745	104,644
3	N	D3	53,140	68,428	82,717	96,745	104,644
4	N	D3	55,840	68,428	82,717	96,745	104,644
5	N	D3	58,840	77,840	87,900	99,730	104,644
6	N	D3	61,990	77,840	90,612	102,807	104,644
7	N	D3	65,290	77,840	90,612	102,807	104,644

TABLE 4: CONVERSION OF DEPUTY PRINCIPALS III

Salary Points	Current JG	Administrative Grade	Current Salary	Salary Phase 1: 1.7.2017	Salary Phase 2: 1.7.2018	Salary Phase 3: 1.7.2019	Salary Phase 4: 1.7.2020
1	N	D2	48,190	59,286	71,565	82,717	91,041
2	N	D2	50,590	62,195	77,840	87,900	91,041
3	N	D2	53,140	65,242	77,840	87,900	91,041
4	N	D2	55,840	65,242	77,840	87,900	91,041
5	N	D2	58,840	68,428	77,840	87,900	91,041
6	N	D2	61,990	77,840	85,269	87,900	91,041
7	N	D2	65,290	77,840	85,269	87,900	91,041

TABLE 5: CONVERSION OF SENIOR HEADTEACHER, SENIOR MASTER II AND DEPUTY PRINCIPALS IV

Salary Points	Current JG	Administrative Grade	Current Salary	Salary Phase 1: 1.7.2017	Salary Phase 2: 1.7.2018	Salary Phase 3: 1.7.2019	Salary Phase 4: 1.7.2020
1	M	D1	41,590	55,231	66,177	74,703	77,840
2	M	D1	43,660	57,611	68,905	74,703	77,840
3	M	D1	45,880	54,100	65,550	74,703	77,840
4	M	D1	48,190	60,110	65,550	74,703	77,840
5	M	D1	50,590	62,731	71,746	74,703	77,840
6	M	D1	53,140	65,550	68,494	74,703	77,840
7	M	D1	55,840	62,195	68,494	74,703	77,840
1	N	D1	48,190	60,110	65,550	74,703	77,840
1	N	D1	50,590	62,731	71,746	74,703	77,840
3	N	D1	53,140	65,550	68,494	74,703	77,840
4	N	D1	55,840	62,195	68,494	74,703	77,840
5	N	D1	58,840	62,195	68,494	74,703	77,840
7	N	D1	65,290	77,840	80,242	82,717	85,269

TABLE 6: HEADTEACHER, DEPUTY HEADTEACHER I AND SENIOR MASTER III

Salary Points	Current JG	Administrative Grade	Current Salary	Salary Phase 1: 1.7.2017	Salary Phase 2: 1.7.2018	Salary Phase 3: 1.7.2019	Salary Phase 4: 1.7.2020
1	G	C5	16,692	29,427	40,849	51,632	62,272
2	G	C5	17,527	29,427	40,849	51,632	62,272
3	G	C5	18,403	29,427	40,849	51,632	62,272
4	G	C5	19,323	30,937	40,849	51,632	62,272
5	G	C5	20,289	30,937	41,417	51,632	62,272
6	G	C5	21,304	32,004	42,642	53,730	62,272
1	H	C5	19,323	30,937	40,849	51,632	62,272
2	H	C5	20,289	30,937	41,417	51,632	62,272
3	H	C5	21,304	32,004	42,642	53,730	62,272
4	H	C5	22,369	33,505	42,642	53,730	62,272
5	H	C5	23,489	33,505	43,391	53,730	62,272
6	H	C5	24,662	35,064	45,463	53,730	62,272
1	J	C5	24,662	35,064	45,463	53,730	62,272
2	J	C5	25,985	35,064	45,463	53,730	62,272
3	J	C5	27,180	36,703	45,463	53,730	62,272
4	J	C5	28,520	38,423	45,463	55,909	62,272
5	J	C5	29,918	38,423	47,624	55,909	62,272
1	K	C5	31,020	40,225	47,624	55,909	62,272
2	K	C5	32,580	40,225	47,624	55,909	62,272
3	K	C5	34,200	41,496	49,912	55,909	62,272
4	K	C5	35,910	43,527	49,912	55,909	62,272
5	K	C5	37,710	45,642	51,113	58,171	62,272
6	K	C5	39,600	45,642	51,113	58,171	62,272
7	K	C5	41,590	47,896	51,931	58,171	62,272
1	L	C5	35,910	43,527	49,912	55,909	62,272
2	L	C5	37,710	45,642	51,113	58,171	62,272
3	L	C5	39,600	45,642	51,113	58,171	62,272
4	L	C5	41,590	47,896	51,931	58,171	62,272
5	L	C5	43,660	50,763	53,336	58,171	62,272
6	L	C5	45,880	50,763	55,644	58,171	62,272
1	M	C5	41,590	47,896	51,931	58,171	62,272
2	M	C5	43,660	50,763	53,336	58,171	62,272
3	M	C5	45,880	50,763	55,644	58,171	62,272
4	M	C5	48,190	53,117	58,069	60,533	62,272
5	M	C5	50,590	55,604	58,069	60,533	62,272



6	M	C5	53,140	55,604	58,069	60,533	62,272
7	M	C5	55,840	58,226	60,613	62,272	64,631

TABLE 7: DEPUTY HEADTEACHER II

Salary Points	Current JG	Administrative Grade	Current Salary	Salary Phase 1; 1.7.2017	Salary Phase 2: 1.7.2018	Salary Phase 3: 1.7.2019	Salary Phase 4: 1.7.2020
1	G	C4	16,692	26,610	35,927	45,287	52,308
2	G	C4	17,527	27,986	35,927	45,287	52,308
3	G	C4	18,403	27,986	35,927	45,287	52,308
4	G	C4	19,323	27,986	35,927	45,287	52,308
5	G	C4	20,289	29,427	37,495	45,287	52,308
6	G	C4	21,304	29,427	37,495	45,287	52,308
1	H	C4	19,323	29,427	37,495	45,287	52,308
2	H	C4	20,289	29,427	37,495	45,287	52,308
3	H	C4	21,304	29,427	37,495	45,287	52,308
4	H	C4	22,369	30,937	37,495	45,287	52,308
5	H	C4	23,489	30,937	39,136	45,287	52,308
6	H	C4	24,662	32,004	39,136	47,400	52,308
1	J	C4	24,662	32,004	39,136	47,400	52,308
2	J	C4	25,895	33,505	39,136	47,400	52,308
3	J	C4	27,180	33,505	40,849	47,400	52,308
4	J	C4	28,520	35,064	40,849	47,400	52,308
5	J	C4	29,918	36,703	42,642	47,400	52,308
1	K	C4	31,020	36,703	42,642	47,400	52,308
2	K	C4	32,580	38,423	42,642	47,400	52,308
3	K	C4	34,200	40,225	43,391	47,400	52,308
4	K	C4	35,910	40,225	45,463	49,629	52,308
5	K	C4	37,710	42,116	47,624	49,629	52,308
6	K	C4	39,600	43,527	47,624	49,629	52,308
7	K	C4	41,590	45,642	47,624	49,629	52,308
1	L	C4	35,910	40,225	45,463	49,629	52,308
2	L	C4	37,710	42,116	47,624	49,629	52,308
3	L	C4	39,600	43,527	47,624	49,629	52,308
4	L	C4	41,590	45,642	47,624	49,629	52,308
5	L	C4	43,660	47,896	49,912	51,632	52,308
6	L	C4	45,880	47,896	49,912	51,632	52,308

TABLE 8: CONVERSION OF SECONDARY TEACHER I AND SENIOR TEACHER I

Salary Points	Current JG	New Grade	Current Salary	Salary Phase 1: 1.7.2017	Salary Phase 2: 1.7.2018	Salary Phase 3: 1.7.2019	Salary Phase 4: 1.7.2020
1	L	C3	35,910	37,721	39,532	41,343	43,154
2	L	C3	37,710	39,563	41,417	43,270	45,124
3	L	C3	39,600	41,496	43,391	45,287	47,183
4	L	C3	41,590	43,527	45,463	47,400	49,336
5	L	C3	43,660	45,642	47,624	49,606	51,588
6	L	C3	45,880	47,896	49,912	51,927	53,943

TABLE 9: CONVERSION OF SENIOR TEACHER II, SECONDARY TEACHER II AND SECONDARY TEACHER II UT AND PRIMARY SNE TEACHER

Salary Points	Current JG	Administrative Grade	Current Salary	Salary Phase 1: 1.7.2017	Salary Phase 2: 1.7.2018	Salary Phase 3: 1.7.2019	Salary Phase 4: 1.7.2020
1	G	C2	16,692	21,719	27,325	31,242	34,955
2	G	C2	17,527	22,777	27,325	31,242	34,955
3	G	C2	18,403	22,777	27,325	31,242	34,955
4	G	C2	19,323	25,295	27,325	31,242	34,955
5	G	C2	20,289	25,295	28,792	31,242	34,955
6	G	C2	21,304	25,295	28,792	31,242	34,955
1	H	C2	19,323	25,295	28,792	31,242	34,955
2	H	C2	20,289	25,295	28,792	31,242	34,955
3	H	C2	21,304	25,295	28,792	31,242	34,955
4	H	C2	22,369	26,610	28,792	32,975	34,955
5	H	C2	23,489	26,610	30,335	32,975	34,955
6	H	C2	24,662	27,986	30,335	32,975	34,955
1	J	C2	24,662	27,986	30,335	32,975	34,955
2	J	C2	25,895	29,427	31,956	32,975	34,955
3	J	C2	27,180	29,427	31,956	33,971	34,955
4	J	C2	28,520	30,937	31,956	33,971	34,955
5	J	C2	29,918	32,004	32,988	33,971	34,955

TABLE 10: CONVERSION OF SECONDARY TEACHER II AND SECONDARY TEACHER II UT AND PRIMARY SNE TEACHER

Salary Points	Current JG	New Grade	Current Salary	Salary Phase 1: 1.7.2017	Salary Phase 2: 1.7.2018
1	K	C2	31,020	32,988	34,955
2	K	C2	32,580	34,430	36,280
3	K	C2	34,200	35,927	37,654
4	K	C2	35,910	37,495	39,081
5	K	C2	37,710	39,136	40,562
6	K	C2	39,600	40,849	42,099
7	K	C2	41,590	42,642	43,694

TABLE 11: CONVERSION OF PRIMARY TEACHER I AND SECONDARY TEACHER III

Salary Points	Current JG	New Grade	Current Salary	Salary Phase 1: 1.7.2017	Salary Phase 2: 1.7.2018
1	H	CI	19,323	25,929	27,195
2	H	CI	20,289	25,929	27,195
3	H	CI	21,304	25,929	27,195
4	H	CI	22,369	25,929	27,195
5	H	CI	23,489	25,929	27,195
6	H	CI	24,662	25,929	27,195
1	J	CI	24,662	25,929	27,195
2	J	CI	25,895	27,325	28,755
3	J	CI	27,180	28,792	30,405
4	J	CI	28,520	30,335	32,149
5	J	CI	29,918	31,956	33,994

TABLE 12: CONVERSION OF PRIMARY TEACHER II

Salary points	Current JG	New grade	Current salary	salary first phase 1.7.2017	Salary phase 2 1.7.2018
1	G	B5	16,692	19,224	21,756
2	G	B5	17,527	20,138	22,749
3	G	B5	18,403	21,095	23,787
4	G	B5	19,323	22,098	24,873
5	G	B5	20,289	23,149	26,008
6	G	B5	21,304	24,250	27,195

IN WITNESS WHEREOF, both PARTIES execute this ADDENDUM to the Collective Bargaining Agreement CA No. 296 OF 2016 for the period 2017-2021 in multiple originals the date herein above appearing.

SIGNED FOR AND ON BEHALF OF  
THE TEACHERS SERVICE COMMISSION

BY:

NANCY NJERI MACHARIA  
SECRETARY/CHIEF EXECUTIVE

DR. LYDIA N. NZOMO, OGW, EBS.  
COMMISSION CHAIRPERSON

In the presence of

OYUCHO TIMON

SIGNED FOR AND ON BEHALF OF  
KENYA NATIONAL UNION OF TEACHERS  
BY:

WILSON SOSSION  
SECRETARY GENERAL  
KENYA NATIONAL UNION OF TEACHERS

MUDZO K. NZILI  
NATIONAL CHAIRMAN  
KENYA NATIONAL UNION OF TEACHERS

In the presence of

HILLARY SIGEI