

TEACHERS SERVICE COMMISSION



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When replying please quote

Ref.
TSC/ADM/192A/VOL.IX/20

Date: 28th JULY 2017

CIRCULAR NO: 18/2017



TO: TSC County Directors
TSC Sub-County Directors
Principals, National Polytechnics
Principals, Technical Training Institutes
Principals, Institutes of Science & Technology
Principals, Diploma Teacher Colleges
Principals, Primary Teacher Training Colleges
The Director, CEMASTEAM
The Director, Kenya Institute of Special Education

IMPLEMENTATION OF PHASE 1 OF THE COLLECTIVE BARGAINING AGREEMENT FOR TEACHERS (1ST JULY 2017- 30TH JUNE 2018)

1. INTRODUCTION

The Teachers Service Commission (TSC) entered into Collective Bargaining Agreements (CBAs) with Kenya National Union of Teachers (KNUT) and Kenya Union of Post Primary Education Teachers (KUPPET) on 25th and 26th October 2016 respectively. The CBAs were based on a Job Evaluation (JE) for the teaching service conducted by the Salaries and Remuneration Commission (SRC) in conjunction with TSC.

2. IMPLEMENTATION MODALITIES

The CBAs have a four-year implementation cycle with effect from 1st July 2017 to 30th June, 2021 and will be implemented in phases as follows:-

- i. Grade "T-Scale 5" to "T-Scale 7" will be implemented in Two Phases.
- ii. Grade "T-Scale 8" to "T-Scale 15" will be implemented in Four Phases.

This Circular covers the Phase 1 of implementation with effect from 1st July, 2017. The Commission will subsequently release specific circulars covering each year of implementation in 2018, 2019 and 2020.

3. APPLICATION

This circular shall apply to all teachers in service as at 1st July, 2017.

4. PHASE 1 IMPLEMENTATION PERIOD

The circular covers the period 1st July, 2017 to 30th June, 2018.

5. SPECIFIC AREAS PROVIDED FOR BY THE CBA

i Grading and Salary Structure

The current grading structure based on Job Groups "G" to "R" has been replaced by one based on Teacher Scales "T-scale 5" to "T- Scale 15".

New job titles have been introduced as set out in Table 1.

The salary conversion tables are as set out in Tables 2-12 attached to this circular.

ii Substantive Appointment of Institutional Administrators

Teachers performing administrative duties shall be appointed substantively.

iii Allowances

Responsibility Allowance has been amalgamated into the Basic salary with effect from 1st July 2017.

The following allowances shall be paid, where applicable, as set out in the following appendices:

- a) House allowance –Appendix A
- b) Hardship Allowance–Appendix B
- c) Commuter Allowance –Appendix B
- d) Annual Leave Allowance (payable once in a year) – Appendix B
- e) Disability Guide Allowance – payable at Ksh 15,000 per month.
- f) Special School Allowance – payable at Kshs.10,000 per month

iv Annual Salary Increment

Annual salary increment for all teachers will continue to apply as provided for in the Code of Regulations for Teachers, 2015.

Note: Payment of applicable allowances to upgraded institutional administrators will be gradual within the implementation period.


NANCY NJERI MACHARIA
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TABLE 1-NEW JOB TITLES AND NEW SCALES

S/No.	NEW TITLES	JOB EVALUATION GRADE	NEW TSC GRADE
1.	Chief Principal	D5	T-Scale 15
2.	Senior Principal	D3	T-Scale 14
	Deputy Principal I		
3.	Principal	D3	T-Scale 13
	Deputy Principal II		
4.	Deputy Principal III	D2	T-Scale 12
	Senior Master I		
	Senior Lecturer I		
5.	Senior Master II	D1	T-Scale 11
	Deputy Principal IV		
	Senior Headteacher		
	Senior Lecturer II		
6.	Senior Master III	C5	T-Scale 10
	Senior Lecturer III		
	Headteacher		
	Deputy Headteacher I		
7.	Senior Master IV	C4	T-Scale 9
	Senior Lecturer IV		
	Deputy Headteacher II		
8.	Secondary Teacher I	C3	T-Scale 8
	ICT Programme Co-ordinator CEMASTE A		
	National Trainer – CEMASTE A		
	Lecturer I		
	Senior Teacher I		
9.	Secondary Teacher II	C2	T-Scale 7
	Secondary Teacher II UT Graduate		
	Lecturer II		
	Senior Teacher II		
10.	Secondary Teacher III	C1	T-Scale 6
	Lecturer III		
	Primary Teacher I		
11.	Primary Teacher II	B5	T-Scale 5

SALARY CONVERSION TABLES

**TABLE 2
CONVERSION OF CHIEF PRINCIPALS**

GRADE-D5 - T-Scale 15

CURRENT JG	NEW GRADE	SALARY AS AT 30.6.2017	SALARY W.E.F 1.7.2017
Q	T-Scale 15	89,748	102,807
Q	T-Scale 15	94,235	104,644
Q	T-Scale 15	98,947	107,873
Q	T-Scale 15	103,894	111,201
Q	T-Scale 15	109,089	
R	T-Scale 15	109,089	118,169
Q	T-Scale 15	114,543	
R	T-Scale 15	114,543	121,814
Q	T-Scale 15	120,270	
R	T-Scale 15	120,270	125,573
R	T-Scale 15	126,172	129,528
R	T-Scale 15	132,249	137,644
R	T-Scale 15	138,501	143,920
R	T-Scale 15	144,928	148,360

**TABLE 3
CONVERSION OF SENIOR PRINCIPALS AND DEPUTY PRINCIPAL I**

GRADE-D4- T-Scale 14

CURRENT JG	NEW GRADE	SALARY AS AT 30.6.2017	SALARY W.E.F 1.7.2017
P	T-Scale 14	77,527	87,900
P	T-Scale 14	81,404	91,041
P	T-Scale 14	85,474	93,850
P	T-Scale 14	89,748	99,730
P	T-Scale 14	94,235	102,807
P	T-Scale 14	98,947	104,644
P	T-Scale 14	103,894	109,249

**TABLE 4 :
CONVERSION OF PRINCIPALS AND DEPUTY PRINCIPAL II
GRADE-D3 -T-Scale 13**

CURRENT JG	NEW GRADE	SALARY AS AT 30.6.2017	SALARY W.E.F 1.7.2017
M	T-Scale 13	41,590	59,286
M	T-Scale 13	43,660	
M	T-Scale 13	45,880	62,195
M	T-Scale 13	48,190	65,242
N	T-Scale 13	48,190	
M	T-Scale 13	50,590	
N	T-Scale 13	50,590	
M	T-Scale 13	53,140	68,428
N	T-Scale 13	53,140	
M	T-Scale 13	55,840	
N	T-Scale 13	55,840	
N	T-Scale 13	58,840	77,840
N	T-Scale 13	61,990	
N	T-Scale 13	65,290	

TABLE 5: CONVERSION OF DEPUTY PRINCIPALS III AND SENIOR MASTER I

GRADE-D2 : T-Scale 12

CURRENT JG	NEW GRADE	SALARY AS AT 30.6.2017	SALARY W.E.F 1.7.2017
N	T-Scale 12	48,190	59,286
N	T-Scale 12	50,590	62,195
N	T-Scale 12	53,140	65,242
N	T-Scale 12	55,840	
N	T-Scale 12	58,840	68,428
N	T-Scale 12	61,990	77,840
N	T-Scale 12	65,290	

**TABLE 6:
SENIOR MASTER II, DEPUTY PRINCIPAL IV/ SENIOR HEAD TEACHER/ SEN-
IOR LECTURER II**

GRADE-D1 : T-Scale 11

CURRENT JG	NEW GRADE	SALARY AS AT 30.6.2017	SALARY W.E.F 1.7.2017
M	T-Scale 11	41,590	55,231
M	T-Scale 11	43,660	60,110
M	T-Scale 11	45,880	
M	T-Scale 11	48,190	
N	T-Scale 11	48,190	
M	T-Scale 11	50,590	
N	T-Scale 11	50,590	62,731
M	T-Scale 11	53,140	65,550
N	T-Scale 11	53,140	
M	T-Scale 11	55,840	
N	T-Scale 11	55,840	
N	T-Scale 11	58,840	
N	T-Scale 11	61,990	
N	T-Scale 11	65,290	
			77,840

TABLE 7: SENIOR MASTER III/ SENIOR LECTURER III/ HEADTEACHER /DEPUTY HEADTEACHER I

GRADE-C5 : T-Scale 10

CURRENT JG	NEW GRADE	SALARY AS AT 30.6.2017	SALARY W.E.F 1.7.2017
G	T-Scale 10	16,692	29,427
G	T-Scale 10	17,527	
G	T-Scale 10	18,403	
G	T-Scale 10	19,323	30,937
H	T-Scale 10	19,323	
G	T-Scale 10	20,289	
H	T-Scale 10	20,289	
G	T-Scale 10	21,304	32,004
H	T-Scale 10	21,304	
H	T-Scale 10	22,369	33,505
H	T-Scale 10	23,489	
H	T-Scale 10	24,662	35,064
J	T-Scale 10	24,662	
J	T-Scale 10	25,895	
J	T-Scale 10	27,180	36,703
J	T-Scale 10	28,520	38,423
J	T-Scale 10	29,918	
K	T-Scale 10	31,020	40,225
K	T-Scale 10	32,580	
K	T-Scale 10	34,200	
K	T-Scale 10	35,910	43,527
L	T-Scale 10	35,910	
K	T-Scale 10	37,710	45,642
L	T-Scale 10	37,710	
K	T-Scale 10	39,600	
L	T-Scale 10	39,600	
K	T-Scale 10	41,590	47,896
L	T-Scale 10	41,590	
M	T-Scale 10	41,590	
L	T-Scale 10	43,660	50,763
M	T-Scale 10	43,660	
L	T-Scale 10	45,880	
M	T-Scale 10	45,880	
M	T-Scale 10	48,190	53,117
M	T-Scale 10	50,590	55,604
M	T-Scale 10	53,140	
M	T-Scale 10	55,840	58,226

TABLE 8: SENIOR MASTER IV/ SENIOR LECTURER IV/DEPUTY HEADTEACHER II

GRADE-C4 : T-Scale 9

CURRENT JG	NEW GRADE	SALARY AS AT 30.6.2017	SALARY W.E.F 1.7.2017
G	T-Scale 9	16,692	26,610
G	T-Scale 9	17,527	
G	T-Scale 9	18,403	27,986
G	T-Scale 9	19,323	
H	T-Scale 9	19,323	
G	T-Scale 9	20,289	
H	T-Scale 9	20,289	29,427
G	T-Scale 9	21,304	
H	T-Scale 9	21,304	
H	T-Scale 9	22,369	30,937
H	T-Scale 9	23,489	
H	T-Scale 9	24,662	32,004
J	T-Scale 9	24,662	
J	T-Scale 9	25,895	33,505
J	T-Scale 9	27,180	
J	T-Scale 9	28,520	35,064
J	T-Scale 9	29,918	
K	T-Scale 9	31,020	36,703
K	T-Scale 9	32,580	38,423
K	T-Scale 9	34,200	
K	T-Scale 9	35,910	40,225
L	T-Scale 9	35,910	
K	T-Scale 9	37,710	
L	T-Scale 9	37,710	42,116
K	T-Scale 9	39,600	
L	T-Scale 9	39,600	43,527
K	T-Scale 9	41,590	
L	T-Scale 9	41,590	45,642
L	T-Scale 9	43,660	
L	T-Scale 9	45,880	47,896

**TABLE 9:
CONVERSION OF SECONDARY TEACHER I/ ICT PROGRAMME CO-
ORDINATOR CEMASTE/ NATIONAL TRAINER – CEMASTE
LECTURER I/ SENIOR TEACHER I**

GRADE-C3: T-Scale 8

CURRENT JG	NEW GRADE	SALARY AS AT 30.6.2017	SALARY W.E.F 1.7.2017
J	T-Scale 8	24,662	29,285
J	T-Scale 8	25,985	30,277
J	T-Scale 8	27,180	31,174
J	T-Scale 8	28,520	32,179
J	T-Scale 8	29,918	33,227
K	T-Scale 8	31,020	34,054
K	T-Scale 8	32,580	35,224
K	T-Scale 8	34,200	36,439
L	T-Scale 8	35,910	37,721
K	T-Scale 8	35,910	
L	T-Scale 8	37,710	39,563
K	T-Scale 8	37,710	
L	T-Scale 8	39,600	41,496
K	T-Scale 8	39,600	
L	T-Scale 8	41,590	43,527
K	T-Scale 8	41,590	
L	T-Scale 8	43,660	45,642
L	T-Scale 8	45,880	47,896

**TABLE 10:
CONVERSION OF SECONDARY TEACHER II/SECONDARY TEACHER II -
UT GRADUATE/LECTURER II /SENIOR TEACHER II
GRADE-C2: T-Scale 7**

CURRENT JG	NEW GRADE	SALARY AS AT 30.6.2017	SALARY W.E.F 1.7.2017
G	T-Scale 7	16,692	21,719
G	T-Scale 7	17,527	
G	T-Scale 7	18,403	22,777
G	T-Scale 7	19,323	
G	T-Scale 7	20,289	
G	T-Scale 7	21,304	25,295
H	T-Scale 7	19,323	
H	T-Scale 7	20,289	
H	T-Scale 7	21,304	
H	T-Scale 7	22,369	
H	T-Scale 7	23,489	26,610
H	T-Scale 7	24,662	
J	T-Scale 7	24,662	27,986
J	T-Scale 7	25,895	
J	T-Scale 7	27,180	29,427
J	T-Scale 7	28,520	30,937
J	T-Scale 7	29,918	32,004
K	T-Scale 7	31,020	32,988
K	T-Scale 7	32,580	34,430
K	T-Scale 7	34,200	35,927
K	T-Scale 7	35,910	37,495
K	T-Scale 7	37,710	39,136
K	T-Scale 7	39,600	40,849
K	T-Scale 7	41,590	42,642

**TABLE 11:
CONVERSION OF SECONDARY TEACHER III/LECTURER III/PRIMARY
TEACHER I**

GRADE-C1: T-Scale 6

CURRENT JG	NEW GRADE	SALARY AS AT 30.6.2017	SALARY W.E.F 1.7.2017
H	T-Scale 6	19,323	25,929
H	T-Scale 6	20,289	
H	T-Scale 6	21,304	
H	T-Scale 6	22,369	
H	T-Scale 6	23,489	
H	T-Scale 6	24,662	
J	T-Scale 6	24,662	
J	T-Scale 6	25,895	27,325
J	T-Scale 6	27,180	28,792
J	T-Scale 6	28,520	30,335
J	T-Scale 6	29,918	31,956

TABLE 12: CONVERSION OF PRIMARY TEACHER II**GRADE-B5: T-Scale 5**

CURRENT JG	NEW GRADE	CURRENT SALARY	SALARY PHASE 1 1.7.2017
G	T-Scale 5	16,692	19,224
G	T-Scale 5	17,527	20,138
G	T-Scale 5	18,403	21,095
G	T-Scale 5	19,323	22,098
G	T-Scale 5	20,289	23,149
G	T-Scale 5	21,304	24,250

APPENDIX A -HOUSE ALLOWANCE

S/NO	Grade	TSC Scale	Region 1	Region 2	Region 3	Region 4
1	B5	5	6750	4500	3850	3200
2	C1	6	10000	7500	5800	4200
3	C2	7	16500	12800	9600	7500
4	C3	8	28000	22000	16500	13000
5	C4	9	28000	22000	16500	13000
6	C5	10	35000	25500	18000	15400
7	D1	11	45000	28000	21000	16800
8	D2	12	45000	28000	21000	16800
9	D3	13	45000	28000	21000	16800
10	D4	14	45000	28000	21000	16800
11	D5	15	50000	35000	25000	20000

APPENDIX B**HARDSHIP ALLOWANCE, COMMUTER ALLOWANCE AND ANNUAL LEAVE ALLOWANCE**

SNO	GRADE	TSC SCALE	HARDSHIP ALLOWANCE	COMMUTER ALLOWANCE	ANNUAL LEAVE ALLOWANCE
1	B5	5	6600	4000	4000
2	C1	6	8200	5000	4000
3	C2	7	10900	5000	6000
4	C3	8	12300	6000	6000
5	C4	9	14650	8000	6000
6	C5	10	17100	8000	6000
7	D1	11	27300	12000	10000
8	D2	12	27300	12000	10000
9	D3	13	31500	14000	10000
10	D4	14	31500	14000	10000
11	D5	15	38100	16000	10000