

# TEACHERS SERVICE COMMISSION

Telephone: Nairobi  
312067/68/78/89/91 &  
312123  
www.tsc.go.ke  
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KILIMANJARO ROAD  
UPPER HILL  
PRIVATE BAG, 00100  
NAIROBI, KENYA.

Ref. TSC/ADM/192A/35

1<sup>ST</sup> OCTOBER 2012

## CIRCULAR NO 21/2012

**TO:** All TSC County Directors  
All Principals, National Polytechnics  
All Principals, Technical Training Institutes  
All Principals, Institutes of Science & Technology  
All Principals, Diploma Teacher Colleges  
All principals, Primary Teacher Training Colleges  
The Director, CEMASTE  
The Director, Kenya Institute of Special Education

## **RE: RE-ALIGNMENT OF TEACHERS' SALARY WITH THOSE OF CIVIL SERVANTS**

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1. This is pursuant to the Memorandum of Understanding between the Government of Kenya and Kenya National Union of Teacher (KNUT) of 23<sup>rd</sup> September 2012 and Kenya Union of Post Primary Teachers (KUPPET) of 24<sup>th</sup> September 2012 respectively on realignment of Teachers and Civil Service Salaries as well as payment of hardship and Special School allowances as per the provisions of Legal notice No.534 of 1997. The realigned salary and lifting of the ban on escalation of the two (2) allowances will be implemented in full with effect from **1<sup>st</sup> July 2012.**

*The realigned salary and applicable rates for Hardship and special School Allowances are attached to this circular.*

## **2. APPLICABILITY**

The realigned salaries will apply to all teachers in the service on or after 1<sup>st</sup> July, 2012.

The payment of Hardship allowance will apply to teachers serving in designated hardship areas while payment of Special School allowance will be applicable to teachers teaching in Special Institutions/Units who have the requisite qualifications.

## **3. INCREMENTAL DATES**

All Serving teachers converting to the realigned salaries will retain their incremental dates.

## **4. SPECIFIC AREAS AFFECTED BY THE SALARY REALIGNMENT**

### **a) SALARY**

The basic salary realignment will be implemented in full in the month of October 2012 together with payment of the attendant arrears with effect from 1.7.2012

### **b) ALLOWANCES**

#### **Hardship Allowance**

Hardship Allowance will be adjusted in line with the realigned salaries. The rate applicable will be **30% of the basic minimum** of each grade in the realigned salary as reflected in **Appendix A** with effect from **1<sup>st</sup> July 2012**.

#### **Special School Allowance**

Special School Allowance will be paid at the rate **10% of the basic minimum** of the realigned salary in the respective grades as reflected in **Appendix B** with effect from **1<sup>st</sup> July 2012**.

**NOTE**

*Rates applicable to other allowances namely:- **House, Commuter, Responsibility and Medical allowances** shall remain as they were as at 30/6/2009. (Refer to respective appendices attached to this Circular)*

**GABRIEL K. LENGOIBONI, EBS  
SECRETARY/CHIEF EXECUTIVE  
TEACHERS SERVICE COMMISSION**

**COPY TO:**

1. The Permanent Secretary/ Secretary to the Cabinet  
and Head of Public Service  
Office of the President  
P.O. Box 30510,  
**NAIROBI.**
2. The Permanent Secretary  
Ministry of Education  
P.O. Box 30040,  
**NAIROBI.**
3. The Permanent Secretary  
Ministry of Higher Education, Science and Technology  
P.O. Box 60209  
**NAIROBI**
4. The Permanent Secretary  
Ministry of Finance  
The Treasury  
P.O. Box 30007,  
**NAIROBI**

5. The Permanent Secretary  
Ministry of State for Public Service  
P.O. Box 30050,  
**NAIROBI.**
  
6. The Permanent Secretary  
Ministry of Labour and Human Resource Development  
P.O. Box 40326,  
**NAIROBI.**
  
7. The Controller of Budget  
The Treasury  
P.o Box 35616  
**NAIROBI**
  
8. The Secretary,  
Salaries and Remuneration Commission (SRC)  
P.O Box 43126- 00100  
**NAIROBI**
  
9. The Secretary General,  
Kenya National Union of Teachers (KNUT),  
P. O. Box 30407,  
**NAIROBI**
  
10. The Secretary General  
Kenya Union for Post Primary Education Teachers (KUPPET)  
P.O. Box 30412 - 00100  
**NAIROBI**

## **NEW SALARY SCALES WITH EFFECT FROM 1.7.2012**

### **1. P2 TEACHER (JOB GROUP 'F')**

**PRESENT SALARY SCALE:** Kshs.165000 x 1212 – 167424 x 2460 - 169884 p.a

**NEW SALARARY SCALE:** Kshs.174240 x 9000 - 183240 x 9720 -192960p.a

### **2. P1 TEACHER (JOB GROUP 'G')**

**PRESENT SALARY SCALE:** Kshs. 181116 x 4146-193608 x 8328- 201936x 8388 - 210324 p.a

**NEW SALARY SCALE:** Kshs. 200304 x10020 -210324 x10512- 220836 x11040 - 231,876 x11592- 243468 x12180-255648p.a

### **3. TRAINED CERTIFICATE TECHNICAL TEACHER III/ UNTRAINED TECHNICAL TEACHER/ATS IV (JOB GROUP 'H')**

**PRESENT SALARY SCALE:** Kshs. 206496 x 4620-211116 x 9240-229596 x 13872- 243468 p.a

**NEW SALARY SCALE:** Kshs. 231876 x 11592- 243468 x12180-255648 x12780- 268428 x13440- 281868 x14076- 295944p.a

### **4. ATS III/ TRAINED DIPLOMA TECHNICAL TEACHER III/ TRAINED CERTIFICATE TECHNICAL TEACHER II/ GRADUATE UNTRAINED TEACHER III / ORDINARY DIPLOMA TEACHER III (JOB GROUP 'J')**

**PRESENT SALARY SCALE:** Kshs. 267864 x 5352 – 276216 x 10704 -294624 x16116- 310740 p.a

**NEW SALARY SCALE:** Kshs. 295,944 x 14796-310740 x 15420- 326160 x 16080-342240 x 16776 - 359016p.a

### **5. ATS II/ GRADUATE UNTRAINED TEACHER II/ TRAINED CERTIFICATE TECHNICAL TEACHER I /TRAINED DIPLOMA TECHNICAL TEACHER II/ TRAINED GRADUATE TEACHER II/ ASSISTANT LECTURER/ ORDINARY DIPLOMA TEACHER II (JOB GROUP 'K')**

**PRESENT SALARY SCALE:** Kshs. 315876 x 8508 – 324384 x17016- 358416 x 25536- 383952 p.a

**NEW SALARY SCALE:** Kshs. 372240 x18720-390960x19440-410400x20520-430920x21600- 45250 x 22680-475200x 23880-499080 p.a

**6. TRAINED DIPLOMA TECHNICAL TEACHER I/ TRAINED GRADUATE TEACHER I/ LECTURER /ORDINARY DIPLOMA TEACHER I/ ATS I (JOB GROUP 'L')**

**PRESENT SALARY SCALE:** Kshs. 365664 x 9600- 375364 x 19200- 394464 x 28836- 423300 p.a

**NEW SALARY SCALE:** Kshs.430920 x 21600-452520x22680-475200 x 23880-499080 x24840-523920x26640- 550560p.a

**7. SENIOR GRADUATE TEACHER/SENIOR APPROVED TEACHER /SENIOR LECTURER (JOB GROUP 'M')**

**PRESENT SALARY SCALE:** Kshs. 423300 x 15204- 468912 x 45612 x 514524 p.a

**NEW SALARY SCALE:** Kshs. 499080 x 24840- 523920 x 26640- 550560 x 27720-578280 x 28800- 607080 x 30600- 637680 x 32400- 670080 p.a

**8. PRINCIPAL GRADUATE TEACHER II/PRINCIPAL APPROVED TEACHER II/ PRINCIPAL LECTURER II/ PRINCIPAL TECHNICAL DIPLOMA TEACHER II/ PRINCIPAL ORDINARY DIPLOMA TEACHER II (JOB GROUP 'N')**

**PRESENT SALARY SCALE:** Kshs.490020 x 17592- 542796 x 52836- 592632 p.a

**NEW SALARY SCALE:** Kshs. 578280 x 28800- 607080 x 30600- 637680 x32400- 670080 x 36000- 706080 x 37800- 743880 x 39600- 783480 p.a

**9. SENIOR PRINCIPAL GRADUATE TEACHER/ SENIOR PRINCIPAL LECTURER/ SENIOR PRINCIPAL APPROVED TEACHER (JOB GROUP 'P')**

**PRESENT SALARY SCALE:** Kshs. 765384 x 35244 – 906360 x 70488- 976848 p.a

**NEW SALARY SCALE:** Ksh. 930324 x 46524- 976848 x 48840- 1025688 x 51288- 1076976 x 53844- 1130820 x 56544- 1187364 x 59364- 1246728 p.a

**10. SENIOR PRINCIPAL GRADUATE TEACHER/SENIOR PRINCIPAL LECTURER (JOB GROUP 'Q')**

**PRESENT SALARY SCALE:** Kshs: 930324 x51408 – 1084548 x 102816-1187364 p.a

**NEW SALARY SCALE:** Ksh. 1076976 x 53844- 1130820 x56544- 1187364 x 59364- 1246728 x 62340- 1309068 x 65448- 1374516 x 68724- 1443240p.a

**11. CHIEF PRINCIPAL GRADUATE TEACHER/ CHIEF PRINCIPAL LECTURER (JOB GROUP 'R')**

**PRESENT SALARY SCALE:** Kshs. 1130820 x 62484- 1318272 x 124968-1443240 p.a

**NEW SALARY SCALE:** Kshs.1309068 x 65448- 1374516 x 68724- 1443240 x 70840- 1514064 x72924- 1586988 x 75024- 1662012 x 77124- 1739136 p.a

## CONVERSION TABLE I

### P2 TEACHER - (JOB GROUP 'F')

**PRESENT SALARY SCALE:** Kshs. 165000 x 1212 – 167424 x 2460  
- 169884 p.a

**NEW SALARARY SCALE:** Kshs.174240 x 9000 - 183240 x 9720 -  
192960 p.a

Salary w.e.f 1.7. 2007	Salary w.e.f 1.7. 2009	New Salary w.e.f 1.7.2010	New Salary w.e.f 1.7.2011	New Salary w.e.f 1.7.2012
Kshs. p.m.	Kshs. p.m.	Kshs. p.m.	Kshs. p.m	Kshs. p.m.
10185 } 10305 } 10425 }	11611	13037	13750 } 13851 }	<b>14 520</b>
10545 } 10665 }	11902	13226		
10785 } 10905 }	12193	13415	13952	15270
11105 } 11305 } 11505 }	12484 } 12775 }	13604 } 13795 }	14157	<b>16080</b>
11715 } 11925 }				
12135 } 12345 }	13070			

***This grade will be obsolete with effect from 1<sup>st</sup> July 2013 and holders of this grade will be upgraded to P1 grade.***



## CONVERSION TABLE 2

### P1 TEACHER- (JOB GROUP 'G')

**PRESENT SALARY SCALE:** Kshs. 181116x4146-193608x8328-201936x8388-210324p.a

**NEW SALARY SCALE:** Kshs.200304 x10020 -210324 x10512-220836 x11040 - 231,876 x11592- 243468 x12180-255648p.a

Salary w.e.f 1.7. 2007	Salary w.e.f 1.7. 2009	Salary w.e.f 1.7. 2010	Salary w.e.f 1.7.2011	Salary w.e.f 1.7. 2012
Kshs. p.m.	Kshs. p.m	Kshs. p.m.	Kshs. p.m.	Kshs. p.m.
11800 } 11380 }	12745	14310	15093	<b>16692</b>
11580 } 11790 }	13185	14709	15440	17527
12000 } 12210 }	13625	15108	15787	18403
12420 } 12630 }	14065	15507	16134	19323
12880 } 13130 }	14505	15906 } 16305 }	16828	20289
13380 } 13630 }	14945			
13930 } 14230 }	15385 } 15825 }	16704 } 17108 }	17527	<b>21304</b>
14530 } 14830 }				
15130 } 15430 }	16269			

### CONVERSION TABLE 3

#### TRAINED CERTIFICATE TECHNICAL TEACHER III/ UNTRAINED DIPLOMA TECHNICAL TEACHER/ APPROVED TEACHER IV- (JOB GROUP 'H')

**PRESENT SALARY SCALE:** Kshs. 206496 x 4620-211116 x 9240-229596 x 13872- 243468 p.a

**NEW SALARY SCALE:** Kshs.231876 x 11592- 243468 x12180-255648 x12780- 268428 x13440- 281868x14076- 295944p.a

Salary w.e.f 1.7. 2007	Salary w.e.f 1.7. 2009	Salary w.e.f 1.7. 2010	Salary w.e.f 1.7. 2011	Salary w.e.f 1.7. 2012
Kshs. p.m.	Kshs. p.m.	Kshs. p.m.	Kshs. p.m.	Kshs. p.m.
12470 } 12680 }	14365	16260	17208	<b>19323</b>
12930 } 13180 }	14842	16695 } 17130 }	17593	20289
13430 } 13680 }	15319			
13980 } 14280 }	15796	17565	18363	21304
14580 } 14880 }	16273	18000 } 18435 }	19133	22369
15180 } 15480 }	16750			
15780 } 16100 }	17227	18870 } 19305 }	20289	23489
16380 } 16680 }	17704 } 18181 }			
16980 } 17280 }				
17580	18664	19747		
-	-	-	-	<b>24662</b>

## CONVERSION TABLE 4

### GRADUATE UNTRAINED TEACHER III/ APPROVED/ ORDINARY DIPLOMA TEACHER III/ TRAINED DIPLOMA TECHNICAL III/ TRAINED CERTIFICATE TECHNICAL TEACHER II - (JOB GROUP 'J')

**PRESENT SALARY SCALE:** Kshs. 267864 x 5352 – 276216  
x 10704 -294624 x16116- 310740 p.a

**NEW SALARY SCALE:** Kshs. 295944 x 14796- 310740 x 15420-  
326160 x 16080-342240 x 16776- 359016 p.a

Salary w.e.f 1.7. 2007	Salary w.e.f 1.7. 2009	Salary w.e.f 1.7. 2010	Salary w.e.f 1.7. 2011	Salary w.e.f 1.7. 2012
Kshs. p.m.	Kshs. p.m.	Kshs. p.m.	Kshs. p.m.	Kshs. p.m.
16535 } 16835 }	18850	21165	22322	<b>24662</b>
17135	19288	21627 }	22768	25895
17435	19726	22089 }		
17735	20164	22551 }	23660	27180
18035	20602	23013 }		
18335 } 18635 }	21040	23475	24552	28520
18935	21478 }	23937 }	25895	<b>29918</b>
19385 } 19835 }	21916 }	24399 }		
20735	22799	24863 }		

## CONVERSION TABLE 5

**GRADUATE TEACHER II/ APPROVED/ORDINARY DIPLOMA TEACHER II/ TRAINED CERTIFICATE TECHNICAL TEACHER I/ TRAINED DIPLOMA TECHNICAL TEACHER II/ ASSISTANT LECTURER/GRADUATE UNTRAINED TEACHER II- (JOB GROUP 'K')**

**PRESENT SALARY SCALE:** Kshs.315876 x 8508 – 324384 x17016-358416 x 25536- 383952 p.a

**NEW SALARY SCALE:** Kshs.372240 x 18720-390960 x 19440-410400 x 20520-430920 x 21600-452520x22680-475200 x 23880-499080 p.a

<b>Salary w.e.f 1.7. 2007</b>	<b>Salary w.e.f 1.7. 2009</b>	<b>Salary w.e.f 1.7. 2010</b>	<b>Salary w.e.f 1.7. 2011</b>	<b>Salary w.e.f 1.7. 2012</b>
<b>Kshs. p.m.</b>	<b>Kshs. p.m.</b>	<b>Kshs. p.m.</b>	<b>Kshs. p.m.</b>	<b>Kshs. p.m.</b>
18165 } 18465 }	21428	24691	26323	<b>31020</b>
18765 } 19065 }	22100	25415 } 26139 }	27032	32580
19515 } 19965 }	22772			
20415 } 20865 }	23444	26863 } 27587 }	28450	34200
21315 } 21765 }	24116			
22215 } 22665 }	24788	28311 } 29035 }	29868	35910
23115	25460			
23565	26132 } 26804 }	29759 } 30490 }	31996	37710
24015				
24465	27477			
-	-	-	-	39600
-	-	-	-	<b>41590</b>

## CONVERSION TABLE 6

### GRADUATE TEACHER I/ TRAINED DIPLOMA TECHNICAL TEACHER I/ LECTURER/ APPROVED/ORDINARY DIPLOMA TEACHER I - (JOB GROUP 'L')

**PRESENT SALARY SCALE:** Kshs.365664 x 9600- 375364 x 19200- 394464 x 28836- 423300 p.a

**NEW SALARY SCALE:** Kshs. 430920 x 21600 - 452 520 x 22680 - 475200 x 23880- 499080 x 24840-523920 x 26640- 550560p.a

Salary w.e.f 1.7. 2007	Salary w.e.f 1.7. 2009	Salary w.e.f 1.7. 2010	Salary w.e.f 1.7. 2011	Salary w.e.f 1.7. 2012
Kshs. p.m.	Kshs. p.m.	Kshs. p.m.	Kshs. p.m.	
20395 } 20845 }	24426	28457	30472	<b>35910</b>
21295 } 21745 }	25309	29334 } 30211 }	31272	37710
22195 } 22645 }	26192			
23095 } 23545 }	27075	31088 } 31965 }	32872	39600
23995 } 24445 }	27958			
24895 } 25545 }	28841 } 29724 }	32842 } 33719 }	35275	41590
26195 } 26845 }				
27495	30607			
-	-	-	-	43660
-	-	-	-	<b>45880</b>

## CONVERSION TABLE 7

### SENIOR GRADUATE TEACHER / SENIOR APPROVEDTEACHER / ORDINARY DIPLOMA TEACHER/ SENIOR TRAINED DIPLOMA TECHNICAL TEACHER/ SENIOR LECTURER- (JOB GROUP 'M')

**PRESENT SALARY SCALE:** Kshs. 423300 x 15204- 468912 x 45612 – 514524p.a

**NEW SALARY SCALE:** Kshs. 499080 x 24840- 523920 x26640- 550560 x27720-578280 x28800- 607080 x 30600- 637680 x 32400- 670080 p.a

Salary w.e.f 1.7. 2007	Salary w.e.f 1.7. 2009	Salary w.e.f 1.7. 2010	Salary w.e.f 1.7. 2011	Salary w.e.f 1.7. 2012
Kshs. p.m.	Kshs. p.m.	Kshs. p.m.	Kshs. p.m.	Kshs. p.m.
24650 } 25100 }	28900	33150	35275	<b>41590</b>
25550 } 26000 }	30050	34442	36542	43660
26450 } 27100 }	31200	35734	37809	45880
27750 } 28400 }	32350	37026 }	39076	48190
29050 } 29710 }	33500	38318 }		
30370 } 31030 }	34650 }	39610 }	42877	50590
31690	35800 }			
32350 } 33010 }	36957			
-	-	-	-	53140
-	-	-	-	<b>55840</b>

## CONVERSION TABLE 8

**PRINCIPAL GRADUATE TEACHER II/PRINCIPAL APPROVED  
TEACHER II/ PRINCIPAL LECTURER II/ PRINCIPAL  
TECHNICAL DIPLOMA TEACHER II/ PRINCIPAL ORDINARY  
DIPLOMA TEACHER II - (JOB GROUP 'N')**

**PRESENT SALARY SCALE:** Kshs.490020 x 17592- 542796 x  
52836- 592632 p.a

**NEW SALARY SCALE:** Kshs. 578280 x28800- 607080 x 30600-  
637680 x32400- 670080 x 36000- 706080 x 37800- 743880 x  
39600- 783480 p.a

<b>Salary w.e.f 1.7. 2007</b>	<b>Salary w.e.f 1.7. 2009</b>	<b>Salary w.e.f 1.7. 2010</b>	<b>Salary w.e.f 1.7. 2011</b>	<b>Salary w.e.f 1.7. 2012</b>
<b>Kshs. p.m.</b>	<b>Kshs. p.m.</b>	<b>Kshs. p.m.</b>	<b>Kshs. p.m.</b>	<b>Kshs. p.m.</b>
26510 } 27160 }	32240	37970	40835	<b>48190</b>
27810 } 28460 }	33483	39431	42301	50590
29110 } 29770 }	34726	40892	43767	53140
30430 } 31090 }	35969	42353 }	45233	55840
31750 } 32410 }	37212	43814 }		
33070 } 33765 }	38455 }	45275 }	49636	58840
34460	39698 }			
35155	40947	46740 }		
-	-	-	-	61990
-	-	-	-	<b>65290</b>

## CONVERSION TABLE 9

### PRINCIPAL GRADUATE TEACHER I/ PRINCIPAL LECTURER I/ PRINCIPAL APPROVED TEACHER I- (JOB GROUP P)

**PRESENT SALARY SCALE:** Kshs. 765384 x 35244 – 906360 x 70488- 976848 p.a

**NEW SALARY SCALE:** Kshs. 930324 x 46524- 976848 x 48840- 1025688 x 51288- 1076976 x 53844- 1130820 x 56544- 1187364 x 59364- 1246728 p.a

Salary w.e.f 1.7. 2007	Salary w.e.f 1.7. 2009	Salary w.e.f 1.7. 2010	Salary w.e.f 1.7. 2011	Salary w.e.f 1.7. 2012
Kshs. p.m.	Kshs. p.m.	Kshs. p.m.	Kshs. p.m.	Kshs. p.m.
30915 } 31575 }	44062	57209	63782	<b>77527</b>
32235 } 32895 }	45737	59818	66719	81404
33555 } 34215 }	47412	62427	69656	85474
34925 } 35635 }	49087	65036	72593	89748
36345	50762	67645	75530	94235
37055	52437 }	70254 }	81404	98947
37885	54112 }	72866 }		
38715	55791			
-	-	-	-	<b>103894</b>



## CONVERSION TABLE 10

### SENIOR PRINCIPAL GRADUATE TEACHER/ SENIOR PRINCIPAL LECTURER/ SENIOR PRINCIPAL APPROVED TEACHER- (JOB GROUP 'Q')

**PRESENT SALARY SCALE:** Kshs: 930324 x51408 – 1084548 x 102816- 1187364 p.a

**NEW SALARY SCALE:** Kshs. 1076976 x 53844- 1130820 x56544- 1187364 x 59364- 1246728 x 62340- 1309068 x 65448- 1374516 x 68724- 1443240 p.a

Salary w.e.f 1.7. 2007	Salary w.e.f 1.7. 2009	Salary w.e.f 1.7. 2010	Salary w.e.f 1.7. 2011	Salary w.e.f 1.7. 2012
Kshs. p.m.	Kshs. p.m.	Kshs. p.m.	Kshs. p.m.	Kshs. p.m.
34010 } 34670 }	51417	68824	77527	<b>89748</b>
35380 } 36090 }	53610	72557	81811	94235
36800 } 37510 }	55803	76290	86095	98947
38340 } 39170 }	57996	80023	90379	103894
40000	60189 }	83756 } 87490 }	98947	109089
40830	62382 }			
41660	64575 }			
-	-	-	-	114543
-	-	-	-	<b>120270</b>

## CONVERSION TABLE 11

### CHIEF PRINCIPAL GRADUATE TEACHER/CHIEF PRINCIPAL LECTURER- (JOB GROUP 'R')

**PRESENT SALARY SCALE:** Kshs. 1130820 x 62484- 1318272 x 124968- 1443240 p.a

**NEW SALARY SCALE:** Kshs 1309068 x 65448- 1374516 x 68724- 1443240 x 70840- 1514064 x 72924- 1586988 x 75024- 1662012 x 77124- 1739136

Salary w.e.f 1.7. 2007	Salary w.e.f 1.7. 2009	Salary w.e.f 1.7. 2010	Salary w.e.f 1.7. 2011	Salary w.e.f 1.7. 2012
Kshs. p.m.	Kshs. p.m.	Kshs. p.m.	Kshs. p.m.	Kshs. p.m.
36790 } 37500 }	59768	82746	94235	<b>109089</b>
38330 } 39160 }	62323	87239	99442	114543
39990 } 40820 }	64878	91732	104649	120270
41650 } 42480 }	67433	96225	109856	126172
43310	69988	100718	120270	132249
44140	72543			
44990	75102	105214		
-	-	-	-	138501
-	-	-	-	<b>144928</b>

## APPENDIX (A): HARDSHIP ALLOWANCE

<b>HARDSHIP ALLOWANCE -W.E.F 1.07.2009</b>		<b>HARDSHIP ALLOWANCE W.E.F 1.7.2012</b>	
<b>JOB GROUP</b>	<b>CURRENT RATE IN KSHS P.M.</b>	<b>NEW (REALIGNED) MINIMUM BASIC SALARY P.M</b>	<b>30% OF REALIGNED BASIC MINIMUM P.M</b>
F	3055	14520	4356.00
G	3354	16692	5007.60
H	3741	19323	5796.90
J	4960	24662	7398.60
K	5449	31020	9306.00
L	6118	35910	10773.00
M	7395	41590	12477.00
N	7953	48190	14457.00
P	9274	77527	23258.10
Q	10203	89748	26924.40
R	11037	109089	32726.70

**APPENDIX (B): SPECIAL SCHOOL ALLOWANCE**

<b>SPECIAL SCHOOL ALLOWANCE -W.E.F 1.07.2009</b>		<b>SPECIAL SCHOOL ALLOWANCE W.E.F 1.07.2012</b>	
<b>JOB GROUP</b>	<b>CURRENT RATE IN KSHS P.M.</b>	<b>NEW (REALIGNED) MINIMUM BASIC SALARY (P.M)</b>	<b>10% OF REALIGNED BASIC MINIMUM(P.M)</b>
F	1018	14520	1452.00
G	1118	16692	1669.20
H	1247	19323	1932.30
J	1653	24662	2466.20
K	1816	31020	3102.00
L	2039	35910	3591.00
M	2465	41590	4159.00
N	2651	48190	4819.00
P	3091	77527	7752.70
Q	3401	89748	8974.80
R	3679	109089	10908.90

## APPENDIX (C): COMMUTER ALLOWANCE

<b>COMMUTER ALLOWANCE –AS AT 30.06.2009</b>		
<b>S/No.</b>	<b>TEACHERS GRADE</b>	<b>RATE IN KSHS.PM</b>
1.	P2	802
2.	P1	1001
3.	AT. IV/UT TECH. T.C.T. III	1181
4.	GAT III/SI/DIP/UT G	1642
5.	GAT II	1909
6.	GAT I	2258
7.	SNR. GAT	2688
8.	PRINCIPAL GAT II	3042
9.	PRINCIPAL GAT	3450
10.	SENIOR PRINCIPAL	3910
11.	CHIEF PRINCIPAL	4410

**APPENDIX (D): RESPONSIBILITY ALLOWANCE AS AT 30.06.2009****DAY PRIMARY SCHOOLS**

<b>NUMBER OF STREAMS</b>	<b>HEADTEACHERS</b>	<b>DEPUTY HEADTEACHER</b>	<b>SENIOR TEACHER</b>
	<b>KSHS. P.M.</b>	<b>KSHS. P.M.</b>	<b>KSHS. P.M.</b>
Single	750	200	150
Double	1500	400	300
Triple	2250	600	300
Four	3000	800	300
Five	3750	1000	300
Six	4500	1200	300
Seven	5250	1400	300
Eight	6000	1600	300
Nine	6750	1800	300
Ten	7500	2000	300

**B. BOARDING PRIMARY SCHOOLS**

<b>TYPE</b>	<b>HEAD TEACHER</b>	<b>DEPUTY HEADTEACHERS</b>	<b>SENIOR TEACHERS</b>
	<b>RATE (KSHS.P.M)</b>	<b>RATE (KSHS.P.M)</b>	<b>RATE (KSHS.P.M)</b>
(a) with up to 60 boarders	800	265	130
(b) For additional group of 60 boarders or part thereof	500	165	80

## APPENDIX (E): HOUSE ALLOWANCE

<b>HOUSE ALLOWANCE AS AT 30.06.2009</b>		
<b>JOB GROUP</b>	<b>NAIROBI CITY</b>	<b>OTHER AREAS</b>
	<b>KSHS. P.M.</b>	<b>KSHS. P.M.</b>
F	3500	2300
G & H	5000	3000
J	6000	3500
K	10000	6000
L & M	20000	12000
N	24000	13000
P	40000	15000
Q	40000	15000
R	40000	15000

## **APPENDIX (F): MEDICAL ALLOWANCE**

<b>MEDICAL ALLOWANCE AS AT 30.06.2009</b>		
<b>S/No.</b>	<b>TEACHERS GRADE</b>	<b>KSHS. P.M.</b>
1.	F	767
2.	G	954
3.	H	1157
4.	J	1632
5.	K	1897
6.	L	2246
7.	M	2680
8.	N	3044
9.	P	3453
10.	Q	3914
11.	R	4412