TEACHERS SERVICE COMMISSION

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NAIROBI, KENYA

16th July, 2018.

CIRCULAR NO. 15/2018

TO: All TSC County Directors
All TSC Sub-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, CEMASTEA
The Director, Kenya Institute of Special Education

IMPLEMENTATION OF PHASE 2 OF THE COLLECTIVE BARGAINING AGREEMENT (CBA) FOR TEACHERS (1st JULY 2018 - 30th JUNE 2019)

1. INTRODUCTION

The Teachers Service Commission (TSC) in conjunction with Salaries and Remuneration Commission (SRC) conducted Job Evaluation (JE) for the Teaching Service in 2016. Subsequently, a CBA was signed between the Commission and the Teacher Unions. The CBA is to be implemented within four years from 1st July 2017 to 30th June 2021. The first phase of the CBA was implemented on 1st July 2017.

The implementation of the second phase shall commence on 1st July 2018.

2. APPLICATION

This Circular shall apply to all teachers in service as at 1st July, 2018.

3. PHASE 2 IMPLEMENTATION PERIOD

This Circular is effective from 1st July, 2018 to 30th June, 2019.

4. INCREMENTAL DATES

Teachers converting into the new salary scales will retain their current incremental dates.

5. ANNUAL SALARY INCREMENT

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

6. ALLOWANCES

Special School Allowance shall cease to be payable from 1st July 2018.

The other allowances shall continue to be paid where applicable as set out in the following appendices:

i) House Allowance - Appendix A
ii) Hardship Allowance - Appendix B
iii) Commuter Allowance - Appendix B
iv) Annual Leave Allowance (payable once in a year) - Appendix B
v) Disability Guide Allowance - payable at Kshs15,000 per month.

Note: Payment of applicable allowances to Institutional Administrators who have been upgraded will be gradual within the implementation period.

DR NANCY NJERI MACHARIA, CBS
SECRETARY /CHIEF EXECUTIVE

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10. The Secretary General
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SALARY CONVERSION TABLES

TABLE 1 : CONVERSION OF CHIEF PRINCIPALS			
GRADE-D5- T-Scale 15			
Salary Scale point w.e.f. 1.07.2017	Salary w.e.f 1.07.2017	Salary Scale point w.e.f. 1.07.2018	Salary w.e.f 1.07.2018
1	102,807	1	111,201
2	104,644	2	114,632
3	107,873	3	118,169
4	111,201		
5	118,169	4	121,814
6	121,814	5	125,573
7	125,573	6	129,528
8	129,528	7	131,380
9	137,644	8	141,891
10	143,920	9	148,360
11	148,360	10	152,937

TABLE 2: CONVERSION OF SENIOR PRINCIPALS

GRADE-D4- T-Scale 14

Salary Scale point w.e.f. 1.07.2017	Salary w.e.f 1.07.2017	Salary Scale point w.e.f. 1.07.2018	Salary w.e.f 1.07.2018
1	87,900	1	99,730
2	91,041	2	102,807
3	93,850		
4	99,730	3	104,644
5	102,807	4	107,873
6	104,644	5	111,201
7	109,249	6	114,632

TABLE 3: CONVERSION OF PRINCIPALS AND DEPUTY PRINCIPAL I			
GRADE-D3 -T-Scale 13			
Salary Scale point w.e.f. 1.07.2017	Salary w.e.f 1.07.2017	Salary Scale point w.e.f. 1.07.2018	Salary w.e.f 1.07.2018
1	59,286	1	77,840
2	62,195		
3	65,242	2	80,242
4	68,428	3	82,717
5	77,840	4	90,612
6	82,717		

TABLE 4: CONVERSION OF DEPUTY PRINCIPALS II AND SENIOR MASTER I			
GRADE-D2 : T-Scale 12			
Salary Scale point w.e.f. 1.07.2017	Salary w.e.f 1.07.2017	Salary Scale point w.e.f. 1.07.2018	Salary w.e.f 1.07.2018
1	59,286	1	71,565
2	62,195	2	77,840
3	65,242		
4	68,428		
5	77,840	3	85,269
6	80,242		

TABLE 5: SENIOR MASTER II/DEPUTY PRINCIPAL III/ SENIOR HEAD TEACHER/ SENIOR LECTURER II/CURRICULUM SUPPORT OFFICER I			
GRADE-D1 : T-Scale 11			
Salary Scale point w.e.f. 1.07.2017	Salary w.e.f 1.07.2017	Salary Scale point w.e.f. 1.07.2018	Salary w.e.f 1.07.2018
1	55,231	1	66,177
2	60,110	2	68,905
3	62,731	3	71,746
4	65,550	4	77,840
5	77,840	5	80,242

TABLE 6: DEPUTY PRINCIPAL IV/ SENIOR MASTER III/ SENIOR LECTURER III/ HEADTEACHER /DEPUTY HEADTEACHER I/CURRICULUM SUPPORT OFFICER II

GRADE-C5 : T-Scale 10

Salary Scale point w.e.f. 1.07.2017	Salary w.e.f 1.07.2017	Salary Scale point w.e.f. 1.07.2018	Salary w.e.f 1.07.2018
1	29,427	1	40,849
2	30,937	2	41,417
3	32,004	3	42,642
4	33,505	4	43,391
5	35,064	5	45,463
6	36,703		
7	38,423	6	47,624
8	40,225		
9	41,496	7	49,912
10	43,527		
11	45,642	8	51,931
12	47,896		
13	50,763	9	55,644
14	53,117	10	58,069
15	55,604		
16	58,226	11	60,613

TABLE 7: CONVERSION OF SENIOR MASTER IV/SENIOR LECTURER IV/SNE SENIOR TEACHER – PRIMARY/SNE TEACHER I – SECONDARY/DEPUTY HEAD TEACHER II

GRADE-C4 : T-Scale 9

Salary Scale point w.e.f. 1.07.2017	Salary w.e.f 1.07.2017	Salary Scale point w.e.f. 1.07.2018	Salary w.e.f 1.07.2018
1	26,610	1	35,927
2	27,986		
3	29,427	2	37,495
4	30,937	3	39,136
5	32,004		
6	33,505	4	40,849
7	35,064		
8	36,703	5	42,642
9	38,423		
10	40,225	6	45,463
11	42,116	7	47,624
12	43,527		
13	45,642		
14	47,896	8	49,912
15	49,912	9	51,632

TABLE 8: CONVERSION OF SECONDARY TEACHER I/LECTURER I/SNE TEACHER I – PRIMARY/SNE TEACHER II – SECONDARY/SENIOR TEACHER I

GRADE-C3: T-Scale 8

Salary Scale point w.e.f. 1.07.2017	Salary w.e.f 1.07.2017	Salary Scale point w.e.f. 1.07.2018	Salary w.e.f 1.07.2018
1	29,285	1	33,908
2	30,277	2	34,570
3	31,174	3	35,167
4	32,179	4	35,837
5	33,227	5	36,536
6	34,054	6	37,087
7	35,224	7	37,867
8	36,439	8	38,677
9	37,721	9	39,532
10	39,563	10	41,417
11	41,496	11	43,391
12	43,527	12	45,463
13	45,642	13	47,624
14	47,896	14	49,912

TABLE9: CONVERSION OF SECONDARY TEACHER II/SNE TEACHER II – PRIMARY/LECTURER II/SENIOR TEACHER II

GRADE-C2: T-Scale 7

Salary Scale point w.e.f. 1.07.2017	Salary w.e.f 1.07.2017	Salary Scale point w.e.f. 1.07.2018	Salary w.e.f 1.07.2018
1	21,719	1	27,325
2	22,777		
3	25,295	2	28,792
4	26,610	3	30,335
5	27,986		
6	29,427	4	31,956
7	30,937		
8	32,004	5	32,988
9	32,988	6	34,955
10	34,430	7	36,280
11	35,927	8	37,654
12	37,495	9	39,081
13	39,136	10	40,562
14	40,849	11	42,099
15	42,642	12	43,694

TABLE 10: CONVERSION OF SECONDARY TEACHER III/SECONDARY TEACHER III /LECTURER III/PRIMARY TEACHER I			
GRADE-C1: T-Scale 6			
Salary Scale point w.e.f. 1.07.2017	Salary w.e.f 1.07.2017	Salary Scale point w.e.f. 1.07.2018	Salary w.e.f 1.07.2018
1	25,929	1	27,195
2	27,325	2	28,755
3	28,792	3	30,405
4	30,335	4	32,149
5	31,956	5	33,994

TABLE 11: CONVERSION OF PRIMARY TEACHER II

GRADE-B5: T-Scale 5

Salary Scale point w.e.f. 1.07.2017	Salary w.e.f 1.07.2017	Salary Scale point w.e.f. 1.07.2018	Salary w.e.f 1.07.2018
1	19,224	1	21,756
2	20,138	2	22,749
3	21,095	3	23,787
4	22,098	4	24,873
5	23,149	5	26,008
6	24,250	6	27,195

APPENDIX A -HOUSE ALLOWANCE

Sno	Grade	TSC Scale	NAIROBI	County Headquarters Mombasa, Kisumu, Malindi, Kilifi, Lamu, Kwale & Naivasha	County Headquarters Nyeri, Eldoret, Kericho, Kakamega, Kisii, Embu, Nanyuki, Nakuru, Lodwar & Garissa	Other County Headquarters and all other areas
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	4000	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