TEACHERS SERVICE COMMISSION

TSC POSITION ON DELOCALISATION AND TEACHER APPRAISAL

The attention of the Teachers Service Commission is drawn to media reports attributed to Kenya National Union of Teachers (KNUT) Secretary General Hon Wilson Sossion linking school unrest to the implementation of some provisions of the 2017-2021 Collective Bargaining Agreement (CBAs). In particular, Mr Sossion has attempted to attribute the few instances of school strikes to the delocalization of institutional administrators as provided for in the CBAs.

He has also openly expressed opposition to the Teacher Appraisal programme even after supporting and approving the provision for appraisal in the CBA signed with KNUT with regard to delocalization and appraisal, the Commission wishes to inform all teachers, heads of institution and stakeholders as follows:

1. DELOCALISATION AND ASSIGNMENT OF TEACHERS

I. Delocalization of institutional administrators is provided for in the CBAs negotiated and signed between teachers' Unions and

the TSC in October 2016. The CBAs were subsequently registered at the Employment and Labour Relations Court (ELRC) in November and became binding to all the parties that signed the agreements.

During negotiations and signing of the 2017-2021 CBA with KNUT, Hon Sossion fully participated and indeed signed the binding agreement in his capacity as KNUT Secretary General. The relevant part of the CBA provides that:
"In undertaking deployment, the Commission shall endeavour to de-localise the administration of public educational institutions".

II. Outside the CBA, and as a matter of policy and practice, employment with the TSC is offered only on the basis of willingness and readiness of all employees to serve in any part of the country where their services are required. In fact, all selected candidates for teaching and other positions sign in acceptance of that basic condition before they can be posted.

2. TEACHER APPRAISAL PROGRAMME

The Teacher Appraisal programme is provided for in clause 4 of the respective CBAs and Regulation 52 of the Code of Regulations for Teachers (2015). Specifically, the relevant provision states that:
"*The Commission shall develop an open performance appraisal system for teachers in its employment to strengthen supervision and to continuously monitor the performance of teachers in curriculum implementation at the institution level*".

Crucially, the Code itself was developed in a most participatory manner and KNUT gave its input on all the provisions in the Code. Effectively, KNUT fully endorsed the Teacher Appraisal programme. In fact, the Union participated in a benchmarking trip to the United Kingdom and later a six-month pilot project on the Appraisal programme carried out in six counties across the country.

3. IMPLEMENTATION OF CBA

The Commission is committed to the full implementation of the CBA as negotiated and signed. From 1st July 2017, TSC raised teachers' salaries in the First Phase of implementation. The implementation of the Second Phase commenced on 1st July 2018 and teachers salaries have further been raised in line with the CBAs.

As TSC meets its part of the agreement, the Unions leadership should truthfully and honestly inform their members that the improved salaries, implementation of appraisal and delocalisation are part of what union officials negotiated and signed for.

4. CONCLUSION

The TSC would like to assure teachers and all the other stakeholders that policy formulation in the teaching service and its implementation is intended to improve learning outcomes in educational institutions. As an employer, TSC will always address issues and situations that are specific to individuals in order to ensure

that teachers execute their teaching and administrative roles in the most effective manner.

Finally, the Commission appeals to the Unions' leadership to truthfully educate their members on the various provisions of the CBA to ensure harmony in the teaching service.

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