



**KENYA NATIONAL UNION OF TEACHERS**

**THE REPORT OF THE NATIONAL EXECUTIVE COUNCIL**

**OF THE**

**KENYA UNION OF TEACHERS**

**PRESENTED BY**

**MR. DAVID OKUTA OSIANY**

**SECRETARY GENERAL**

**TO THE**

**54<sup>TH</sup> ANNUAL DELEGATE'S CONFERENCE**

**AT MOI INTERNATIONAL SPORTS CENTRE, KASARANI**

**ON DECEMBER 7, 2011**

**THE REPORT OF THE NATIONAL EXECUTIVE COUNCIL (NEC) OF THE KENYA NATIONAL UNION OF TEACHERS (KNUT) PRESENTED TO THE 54<sup>TH</sup> ANNUAL DELEGATES' CONFERENCE (ADC) BY MR. DAVID OKUTA OSIANY, SECRETARY GENERAL AT MOI INTERNATIONAL SPORTS CENTRE, KASARANI ON DECEMBER 7, 2011:**

**1. PREAMBLE.**

This year has been an eventful year punctuated by ups and downs that brought both joy and sorrow to the members of this great Union. You will recall that most of you joined, (or were re-elected to) the leadership cadre of the Union through the branch and national elections that were held in the middle of this year.

**2.1 Employment of an Executive Officer at the Head Office:**

The National Executive Council (NEC) has employed Mr. George Ekirapa Okwara, former Executive Secretary, KNUT Teso Branch to boost the man power at the Head Office.

**2.2 Loss by Death:**

We lost one of our beloved colleague, the late Brother Robert Inoti, former Executive Secretary, KNUT Meru Central Branch and also an experienced NEC member representing Eastern Region on June 13, 2011. Several of our other colleagues have passed on. Please, let us observe a minute of silence in their honour.

**3. PROFESSIONAL MATTERS:**

In this section, the NEC will report on matters affecting the teaching profession generally and give an indication on what steps are being undertaken to remedy the obtaining anomalies.

**3.1 Re-grading of P1 Teachers with 'A' Level Academic Qualifications:**

During the last Advisory Council meeting, this issue was raised by teachers. We took up this matter with the TSC and we demanded that all the 'A' level teachers who have a **P1 or S1 certificate be promoted to job group L**. We wish to report that majority of these teachers who deserved promotions have been promoted in line with our demands.

However, we have received information that the TSC is not awarding promotions to **S1 'A' level teachers employed after the year 2003**. We confirm that this matter is at hand and we have already engaged the relevant offices to ensure that justice is done to our members.

### **3.2 Annual Leave and Leave Allowance due to Teachers:**

The labour laws are very clear to the effect that all employees are entitled to annual leave. Therefore, all teachers are entitled to annual leave. For a long time, teachers have been misled to believe that school vacations is their time for leave, which is an illusion that we are determined to defeat.

The commissioners and secretariat staff at the TSC and also the President of this Republic take their annual leave; **and are paid leave allowance**. However, the TSC has always maintained that teachers remain on duty throughout the year. The Union is pursuing this matter and we are sure there will be a positive result.

### **3.3 The KNUT position on the School Reports Cards:**

KNUT wrote to the Director of Quality Assurance and Standards, Ministry of Education on October 28, 2011 over the issue of the School Report Card, expressing our concern on the reports reaching our office to the effect that some education officers have decided to prematurely implement the school report cards.

During a meeting held on October 18, 2011 with the officials from National Taxpayers Association and the Ministry of Education, KNUT gave its input and suggested various amendments to the draft manual. The Ministry of Education on its part undertook to make the amendments to address the Union's concerns.

Our understanding was that the final draft of the school report card's manual will be forwarded to the KNUT so that it can be reviewed by the NEC before the Ministry of Education finally implements it.

The KNUT's position is that there should be no education officer who should engage in the implementation of the school report cards as there is no manual for the same. There is a mutual agreement between the Ministry of Education and KNUT to put the same on hold.

Finally, we shall stand firm and will not allow the implementation of an incomplete manual by the education officers until we agree otherwise.

### **3.4 The Teachers' national strike of September 2011:**

The events that led to the strike were commenced when the Union wrote a letter to the Minister for Finance, dated **May 4, 2011**, and asked that a provision be made to employ the **28,000** teachers, and that further, the **18,060** teachers currently on contract, be absorbed on permanent and pensionable terms.

Since it is an accepted truth that there is a shortage of teachers in the country, and the Minister for Education had severally admitted as much, the Union believed that its demands were logical and expected that such a sensible request would receive positive consideration.

However, we were shocked that this proposition received no attention in the budget estimates. Having read the budget, the Union registered its disappointment to the effect that the budget had no allocation for the employment of teachers.

Subsequently, the Union picketed parliament and presented a memorandum as hereunder:-

THAT, there is urgent need to employ more teachers to mitigate the current shortage which according to key stake holders, stands at over **60,000** teachers, and this is hindering provision of quality education.

The Union demanded that the employer converts the **18,060** teachers on contract employment to permanent and pensionable terms.

Owing to the government's hard position on this issue, the Steering Committee took action by issuing a pre-emptive notice of intended industrial action and immediately called the NEC meeting on September 6, 2011 to ratify the notice of seven (7) days, from August 30, 2011 of the intended Industrial Action in accordance with **Labour Relations Act 2007, Section 76.**

During the meeting, the NEC unanimously resolved that the Union should immediately call all its members to commence a national teachers' strike by withdrawing their services.

### **3.6 Events during the strike.**

On September 5, 2011, the Union was called to a meeting at the Prime Minister's Office on 2<sup>nd</sup> Floor Boardroom and attended by the Prime Minister, the Permanent Secretary, Ministry of Education, the Permanent Secretary, Ministry of Finance, the Permanent Secretary, Office of the Prime Minister, and the Permanent Secretary, Ministry of Labour. During the deliberations, the Prime Minister acknowledged that the Union was tackling a matter of national interest, referring to it as a **“patriotic mission”**.

We all know that the teachers of this nation downed their tools on September 6, 2011 as had been required by the NEC. After engaging all the other arms of the Government, the TSC admitted that the Union was right to make its demands - hence the urgent need to employ more teachers.

#### **The TSC therefore quickly proposed following:-**

1. **THAT** the **18,060** teachers who were employed on contractual terms be employed on permanent and pensionable terms with effect from **October 1, 2011**;
2. **THAT** in addition to the **18,060** teachers hired as above, another **5,000** teachers be employed on permanent and pensionable terms with effect from **1<sup>st</sup> January, 2012**;
3. **THAT** the Employer engages, the Ministry of Education to come up with a long term strategy with clear measures that will address;
  - (a) The shortfall of teachers in public schools to mitigate the projected shortage of approximately twenty thousand teachers annually.
  - (b) The mainstreaming of the recruitment of **Early Childhood Education teachers** by the TSC commencing the next financial year.

The development of this strategy be fast tracked and considered in **2012-2013** MTEF budget.

4. **THAT** the employer and the Union develop the terms of the return to work formula.

The Union stood firm on its demands and the employer pleaded with us that they had met a large part of our demands, and gave assurance that even the small portion that remained, that is, the employment of **10,000** teachers, **5,000** would be employed as soon as the next financial year, **2012/2013**.

The TSC pleaded with the Union to call off the strike, but the leadership refused and were adamant that the employer should meet all the demands as stated in the Notice.

However, as we are all aware, the Union receives directives from its decision making organ, which is the NEC. When the NEC sat to deliberate, it considered what the employer was offering and determined that the Union had largely achieved its targets, and on that background, the NEC directed that the strike be called off.

### **3.7 Collective Bargain Agreement:**

The Union wrote to the TSC on September 14, 2011 and forwarded a copy of its proposed collective bargain agreement and return to work formula for the TSC to append its signature. Having perused the KNUT's proposals, the TSC indicates that there is consensus between the TSC and the KNUT on terms contained in the agreement and the union is organizing to have a follow up meeting where matters shall be finalized.

### **3.8 Conversion of Contract Teachers to Permanent Terms:**

As at the end of October 2011, the TSC had converted **13,000** contract teachers to permanent and pensionable terms. The Union was given assurance that the remaining **5,000** teachers on contractual terms were to be converted by the end of November 2011 and this has been done. We have also confirmed that those contract teachers who deserted duty were replaced to retain the number of teachers on contract at **18,060**.

### **3.9 Accreditation of foreign degrees by Commission for Higher Education:**

The Union has received complaints from members to the effect that the TSC is subjecting graduates from foreign universities to irregular screening which teachers view as unfair. The Union is aware that there is a proper and legal manner in which accreditation is provided for by the commission for Higher Education and the matter will be taken up for consideration by the relevant authorities.

### **3.10 Free Primary and Free Day Secondary Education capitation.**

The Union is concerned that the government has made it a habit to delay the remission of Free Primary School and Free Day Secondary School Funds. We recognize the fact that this has made it very difficult for Heads and Principals to manage schools and we have taken up this issue with the Minister for Education and shall ensure that the funds are transmitted to school accounts in good time, preferably before schools open each term.

Together with the delay of these funds, it is a fact that due to inflation and rise of cost of living, the money sent are not adequate to sustain the learning needs of students and pupils. We have required the government to increase the capitation per learner in order to cater for the incidental costs resulting from inflation.

### **3. PROFESSIONAL REMUNERATION MATTERS:**

In this section, the NEC will give a report on remuneration due to teachers who render professional services both as teachers and on any other assigned professional duties.

### **4.1 The Need to Convene the Teachers Service Remuneration Committee (TSRC):**

The NEC is already working on a memorandum of proposals for new salaries because we shall very soon, be requiring that the TSC meet with the KNUT to discuss a new and better Collective Bargain Agreement with a better remuneration package for teachers, which will include all the issues proposed by the past Kenya Primary

Schools Heads Association (KEPSHA) and Kenya Secondary Schools Heads Association (KSSHA) conferences.

We will specifically endeavor to ensure that the issue of responsibility allowance and strenuous duty allowance are addressed to our members' satisfaction.

#### **4.2 On Kenya National Examinations Council (KNEC) and payments to the headteachers, supervisors, invigilators and markers:**

We have received numerous complaints from our members and the teaching fraternity pertaining to the allowances payable to the employees of the TSC engaged in the examination process.

KNEC has been informed that with the passing of the new constitution, the TSC is now a commission independent from the KNEC and other similar Ministry of Education, Semi-Autonomous Government Agencies (SAGA). Consequently, KNEC should not access TSC employees without engaging them under separate and clear terms of service and request for secondment. We have demanded that the council engages the stakeholders to find a middle ground on this issue before push comes to shove.

The Secretary to the council has been informed that there is hue and cry from the heads of schools that double up as exam centers because they do a lot of extra work to facilitate exams on behalf of the council; yet they are paid nothing. This is aggravated by the fact that the District Education Officers (DEOs) are paid for the work done by the headteachers and supervisors are also paid for doing much less.

In the same vein, the teachers who are our members and are engaged as supervisors, invigilators and markers have raised issues as follows:

1. **The allowances paid to them are too little** for the services they render. The teachers have asked the Union to communicate that KNEC should consider reviewing upwards the rates it pays to these teachers who perform a very delicate and skill demanding duty.
2. **The payment of allowances is delayed** for so long and in some instances, it is lost with no pay at all. KNUT demands prompt payment.

3. **The Mode of payment of allowances** - the KNEC has been paying teachers through procedures that remain unclear. Teachers have required that the mode of payment of their dues be streamlined to ensure that they receive their dues the same way they receive their salaries with a notification of the same to the teacher. Teachers do not want to travel to the DEO's offices to be paid.

**We urge** KNEC to address these issues so as to motivate the teachers who are asked to render services.

#### **4.3 Responsibility allowances to Principals, Headteachers and Deputy Headteachers**

The Union is working with the KEPSHA and KESSHA and we are waiting for them to forward their proposals as to how they would like their allowances to be structured. The Union has received tentative information that so far the heads and principals have asked for a separate job group.

The Union is against instances where a head teacher is transferred to a less populous school and the responsibility allowance is reduced. This is against the International Labour Organization guidelines.

#### **4.4 Reinstatement of allowances to Special Needs Education Teachers**

We are aware that the TSC had in the past withdrawn the allowances paid to special needs teachers. We pursued the matter and we were assured that the same had been reinstated. Reports reaching us indicate that when the allowances were reinstated, it was not in full for some teachers as they have only received half of their due allowances.

The Union has asked for a meeting to discuss the emerging issues related to allowances. We wish to report that the special needs allowances will be followed up and that the Union will keep up its push for special duty allowance.

### **5. LEGAL MATTERS:**

#### **5.1 Court Cases:**

Colleagues, a trend is developing where members who genuinely lose elections go to court over issues that would be adequately addressed by our own organs. Sometimes, members go to court over petty issues that are borne out of greed and impatience.

The Union leadership would appreciate if members would avoid court cases against the Union as this end up draining our collective resources to un-productive tussles. It also subjects the Union to ridicule and weakens the Union in the eyes of our opponents. In fact, it is a loophole that the government can exploit to destabilize the Union from within.

The KNUT constitution and policy has mechanisms for internal arbitration and there is need that one exhausts these first before going to court if still aggrieved.

## **5.2 The on going Drafting of the Teachers Service Commission (TSC) Bill:**

The NEC had a stakeholder's consultations forum at Luke Hotel on May 12, 2011 which was opened by the Vice President, Hon. Kalonzo Musyoka. During this forum, the NEC considered the on going legal reform of the education sector and required that a TSC bill be drafted to reflect the views aired by the stakeholders. This draft has been availed to members.

The TSC is developing their own TSC Bill and copies of their draft including ours were given to the Advisory Council meeting held this year for perusal and members were allowed to raise issues to be included in our draft. The views that members gave formed part of the submissions by the Union to the Constitution Implementation Commission (CIC).

In the mean while, we wish to report that the KNUT received a letter from the CIC dated 10<sup>th</sup> October 2011, inviting us for the Stake holder's forum on the TSC Bill from October 18 to 19, 2011.

However, considering the fact that the Union did not want to generate disagreement over issues, we asked for time to meet with the TSC and the Ministry of Education to discuss the few issues on which consensus had not been reached.

The meeting of Stakeholder was held on 15<sup>th</sup> November, 2011 where stakeholders contributed their views and the Union presented its position as advised by Advisory Council. We shall remain vigilant as to the progress of matters and will keep you updated.

### **5.3 The proposed National Hospital Insurance Fund (NHIF) medical insurance cover.**

Fellow teachers, you will recall that all public servants were moved to the new insurance scheme on 1<sup>st</sup> July, 2011 and that they ceased to receive their monthly medical allowances. We, in KNUT resisted and we are now reaping the fruits of caution.

In our quick calculation, withdrawal of medical allowance meant that teachers would lose a total of **Kshs. 304,000,000** per month, or **3.65 billion** per year; at the stroke of a pen. This is not small monies. Teachers fought for every penny of this money.

#### **In exercise of diligence, the Union required to be told:**

- a) who the trustees of this new fund would be,
- b) who the manager of the new fund would be,
- c) what benefits teachers would get and
- d) why the current scheme (NHIF) cannot be empowered to run the new scheme.

By now, you have read reports in the media that those who accepted the scheme blindly are now raising concerns over the management of the scheme. It is now that they realize that the funds are enormous and that the logistics of tendering for insurance companies are a big challenge. This vindicates KNUT's fear that the scheme could end up like the **Kenya National Assurance Fund**.

The NEC held a consultative workshop with the NHIF in which the NHIF presented their proposals which were discussed. Members of the NEC required that a team be formed to look into details and it came up with the following:

1. First, recognition that the KNUT was wiser for having rejected the civil servants scheme since it would have outsourced government teacher's money to a private insurance company which is currently slapping exclusions on the medical coverage.
2. It was recognized that monthly deductions currently paid to NHIF (**capped to a maximum of Kshs.320/-**) was enacted in 1989. This amount have been rendered inadequate by economic inflation over the last 22 years.

3. That NHIF medical cover takes care of bed and food alone which is inadequate and in the prevailing circumstances; it does not fit the term of a medical cover *per se*.
4. That some teachers contribute all their working life and upon retirement when they need medical cover most of it is withdrawn.
5. That the Ministry of Health and Medical Services shall endeavor to improve service delivery and public relation to the general public.

**The union therefore recommended and adopted as follows:-**

- 1. That,** the medical cover given to members shall be: in-patient, out-patient, drugs, Laboratory, Doctor's fee etc to cover all medical expenses except where a medical service is capped to a maximum (this will be a virtually comprehensive cover).
- 2. That,** the NHIF shall accredit hospitals to provide this cover evenly to reduce the distance travelled by teachers seeking medical care.
- 3. That** teachers will monitor how members are treated through their elected representatives who shall sit in boards of the accredited hospitals.
- 4. That,** the additional contributions which shall be aggregated according to one's salary will guarantee that a larger part of the medical allowance remains as opposed to the civil servants scheme which wiped out the medical allowance in toto.
- 5. That,** spouses and all children of teachers shall be covered by the new scheme; irrespective of the number of children as opposed to the civil servants scheme which covers two children and one spouse only.

#### **5.4 Legal Notice No. 534 of 1997:**

You will recall that back in 1997, the KNUT successfully engaged the government in salary negotiations. This culminated in the Minister for Education gazetting **Legal Notice No. 534 of 1997**, which contained very good directions, that required *inter alia*, that teachers' house allowances be pegged at **50% of the basic salary**. It also had very clear directions as to how teachers should be paid their **commuter allowance, hardship allowance and medical allowance**.

We all know that the government has either, refused, failed or totally ignored to implement these requirements. KNUT shall engage experts to work out house allowance variance and numbers of the teachers affected and take up measures that will ensure that they are not disadvantaged. The Union has already forwarded all the documents to its lawyers and green light will be given for them to commence action once the Union achieves a few targets it is aiming at.

The Union has noted that teachers in Nairobi, Mombasa and Kisumu which are cities, may earn less if house allowance is to be paid at 50% of the basic salaries as they are already receiving higher house allowances. We have copies of memoranda from our Kisumu, and Mombasa Counties on the issue of City House Allowance.

#### **6. GENERAL UNION MATTERS:**

##### **Establishment of Gender Desk at the KNUT Head Office:**

The gender gains provided for in the Constitution of Kenya provides a starting point for Kenya in providing a legal backing for ensuring equal enjoyment by women and men of socially valued goods, opportunities, resources and rewards.

In line with this, the union is geared towards creating a gender sensitive environment which will increase women participation in trade unionism. Consequently, we have begun standardizing and mainstreaming gender in all our policies and programmes. The union has already by policy created room for the 1<sup>st</sup> and 2nd National Woman representatives to serve in the national steering committee. We also intend to develop a gender policy that focuses on closing the equality gap.

It will be the Union's policy to ensure that all research, policies, programmes, projects, and initiatives with KNUT involvement address gender issues. This will contribute to increasing the coverage, effectiveness, efficiency and ultimately the Union's impact of trade unionism interventions for its membership, women and men, while at the same time contributing to achievement of the broader goal of social justice and equality.

It is in this regard that today, we shall launch the Women Wing and join the women in celebrating their first caucus which was held yesterday, December 6, 2011 marking the beginning of a trend that should be embraced by all the branches, with the branch women caucus preceding the branch annual general meetings. Consequently, the Annual Women Caucus will equally precede future ADCs.

### **6.1 Recruitment of Members:**

Having conducted one of the most successful national teachers' strikes in the history of the Union, the leadership, required that branches embark on recruitment drive. We are glad to report to you that the branches have been forwarding check-off forms to the headquarters for action.

We are aware that the branches have been forwarding the check-off forms, but the TSC is taking too long to process them. We wish to report that the national officials have taken steps to ensure that these forms are attended to as quickly as is required. The TSC has also indicated that some of these forms are forwarded with faulty signatures. It is required that the check-off forms should have genuine signatures appended.

After putting measures in place, the Union handed over 12,641 check-off forms to the TSC and we have been informed that they have been acted upon. We thank the branch officials for the manner in which they have embraced the challenge of recruitments, and we urge them to keep up their good work.

As you will concur, the Union is navigating difficult financial times and the leadership is besieged by a long list of creditors. We have carried out an analysis of the branch members against the non members and realized that if new members are recruited, the Union's total monthly dues received would increase and therefore the commissions sent to the branch would be more. We therefore require every branch to take up the challenge of recruiting the non-members.

## **6.2 Branch Executive Committee (BEC) Inductions:**

The recently concluded branch general elections witnessed the retention of some BEC members and election of new faces into the Union leadership. With the change of leadership at branch level, the NEC took cognizance of the fact that there is urgent need to induct the newly elected officials to the norms, customs and requirements of trade unionism.

Towards this end, the National Steering Committee has prepared an induction programme for the top three officials of all branches starting early 2012. The branches will be required to avail the BEC members for induction in due course.

We are glad to report that some branches have taken the initiative of using their own resources to organize the training of their BEC's. We assure the branches that where initiative is taken, the national office will always be ready to provide facilitators to induct the BEC's. The Branches that have inducted their BEC's so far are:

### **Rift Valley Region:**

Nandi North  
Nandi Central  
Nandi South

### **Nyanza Region:**

Siaya  
Bondo  
Rarieda

### **Western Region:**

Lugari  
Bungoma North.

### **Coast Region:**

Mombasa County  
Mombasa  
Kilindini

We appeal to all the remaining branches to embark on the induction of their BEC's as soon as the year begins. We have noted that in branches where the BEC's have been inducted, there is good working relationship between the Union Officials and the education officers. School Representatives (SRs) play a vital role in linking the union to teachers and especially in mobilizing teachers support for mobilization. As you are aware, the Constitution requires that school representatives be elected by teachers in schools. Once the results of the school representatives' elections are ready, a list of all those elected should be forwarded to the branches for onward transmission to the Head Office.

### **Recognition of the best recruiting branches:**

The NEC has taken notice of the fact that the branches had embarked on recruitment of members and to encourage branches to recruit more members, the NEC determined that it will in future recognize and reward the branches that recruit the highest percentage of teachers. Besides recruitment, the NEC shall also take into account the general managerial standards at the branch level in the service of teacher.

### **6.3 Formation of KNUT Regional Councils:**

The provincial administrative unit still exists and the dissolution of Provincial Councils has left the Union with no organ to handle matters that belong to the provincial level or regional level. The multiplicity of County Councils cannot effectively tackle issues affecting the teachers with the provincial offices.

Some Counties have already formed Regional Councils. We have received proposals that the counties within a region can appoint a chairman to represent the Union at regional level and to deal with the Provincial Directors of Education.

Since this organ is not in the KNUT Constitution, it would be referred to as an interim council. Another proposal is that the NEC members in every region form the Regional Council and appoint a chairman from amongst themselves.

Since the county structures have not been implemented, the Union shall observe the developing structures and adopt its structures in due course. The prevailing mood is that the regions that are yet to form the Regional Council may choose any of the above proposals it finds suitable to its circumstance.

### **6.4 The 1997 Teachers Retirees Retirement Benefits:**

The Union took this matter wholly in spite the many huddles put in its way by the people who either were denying the teachers their right or wanted to penalize them with hefty payments. Though we agreed with the TSC that they should be paid in two installments, we are reliably informed that the TSC has instead decided to pay them in five installments. Like it is with the NHIF, the Union is now seriously concerned about the retirees and will not hesitate to wage war for their rights.

## **6.5 Contributions to the Famine Fund:**

Owing to famine and the resultant humanitarian disaster, the NEC considered various ways in which teachers could contribute towards the disaster.

On behalf of the NEC of the KNUT, we wish to take this opportunity to express our sincere appreciation and to thank you abundantly for your great support in mobilizing our members country-wide to donate towards Kenyans for Kenya Fund to help the less fortunate citizens suffering from famine due to the drought which had hit some parts of the country.

Your efforts enabled the Union to raise Kshs.8 million which was presented to the Kenya Red Cross Society on September 21, 2011 to be used to buy food to feed the less fortunate. We wish to ask you to convey our sincere gratitude to all our members from your respective branches for their generous contributions.

## **7. INTERNATIONAL VISITS:**

**7.1** The Secretary General together with the National Treasurer attended a high level workshop on “Social Protection Policy Makers” organized by East Africa Social Security Association (ECASA) from January 27 to January 28, 2011 in Bujumbura, Burundi.

**7.2** The Secretary General and the National Treasurer attended the Shop Stewards Conference in Namibia from June 22 to June 23, 2011. The workshop was organized by Southern African Development Community (SADC) of South Africa.

The Secretary General delivered a powerful presentation on “key aspects of Labour Law Regime in Kenya, with a bias to the education sector, the Kenya National Union of Teachers' point of view.”

**7.3** The National Chairman led a powerful delegation of seven to the 6<sup>th</sup> Education International (EI) World Congress held from July 22 to July 28, 2011 in Cape Town, South Africa.

The national leaders used the occasion to compare notes with other unions and learnt a lot and through their interactions, the American Federation of Teachers (AFT) agreed that they would support KNUT in sponsoring more training programmes.

**7.4** The top leadership attended the FEATU meeting in Arusha Tanzania, from July 10 to July 12, 2011 during which the regional trade Union affairs were discussed. The meeting also discussed the proposed FEATU constitution.

**7.5** The Assistant National Treasurer and an NEC member from North Eastern Region attended the East and Central Africa Social Security Association (ECASA) training workshop on “Enhancing Social Security Awareness” from August 22 to August 26, 2011 in Kampala, Uganda.

**7.6** From November 27 to November 30, 2011, the National Treasurer with other FEATU members visited Rwanda for fact finding on union application to join FEATU.

**7.7** From October 3 to October 4, 2011, the National Chairman and the National Treasurer attended the 2<sup>nd</sup> Ordinary Congress for Uganda National Teachers' Union (UNATU) held in Kampala, Uganda.

During the international visits, the leadership had learnt that even the European and Asian countries were facing the problem of employment of teachers on contract (more so untrained/unskilled persons).

## **8. THE WORLD TEACHERS' DAY (WTD) CELEBRATIONS:**

The Union celebrated this year's World Teachers' Day on October 5, 2011 at the Uhuru Park grounds. The celebrations were attended by teachers from Nairobi and the neighboring Counties.

**Prof. Mwai** delivered a presentation on the theme: **“Teachers for Gender Equality”** on behalf of the Vice Chancellor, Kenyatta University, **Prof. Olive Mugenda**. She also presided over a colorful

ceremony award that recognized teachers for their efforts in service delivery.

Unlike in the past, the World Teachers Day was graced by the Assistant Minister for Education, the Chairman of the TSC and the former KNUT Secretary General, Brother Francis Ng'ang'a.

## **9. WORKING RELATIONS WITH OTHER BODIES:**

### **9.1 Ministry of Education:**

We are happy to report that the union is enjoying cordial working relations with the Ministry of Education for now, and we also appreciate the support we have continued to enjoy from the various SAGAs that operate under the Ministry.

However, we re concerned with the emerging trend that tends towards removal of KNUT representation at the District Education Boards (DEBs), and in the regional forum. We want to assure you that we shall address this matter with the Minister for Education and the various District Education Officers (DEOs) and the Provincial Directors of Education (PDEs) who have made a habit of locking our officers from the Education Board meetings will be informed that the participation of the union at policy level is essential for the proper management of education in this country.

As we had earlier reported, we shall be moving to the regional and county level to conduct joint capacity building seminars with the Ministry of Education officials and we are sure that after the induction, the education officers will be able to appreciate the role of the union and the two will operate as partners. You will also recon that we have revamped our regional councils to complement the Ministry structures and to ensure that the union is able to participate effectively at every tier of devolution.

### **9.2 The Teachers Service Commission (TSC):**

Colleagues, you are aware that the Teachers Service Commission (TSC) is now independent from the Ministry of Education and as you have already seen in the media, the TSC is busy recruiting the regional and county directors to carry out its devolved functions at the grass root level.

The union is working keenly to see how the devolved structures of the commission will be developed and is in high level consultations with the commission to ensure that the union is allowed to participate at the highest decision making level so as to reduce managerial conflict as we move into the new constitutional dispensation. Those of you who have perused the proposed TSC Bill will have observed that unlike in the past, the union will be involved in the Commissioner's selection panel.

We also report that at the moment, the union is in good working relation with the Commission and we are working as a team to ensure that the TSC Bill is tailored to meet the needs of the union and the commission.

### **9.3 The Kenya Primary Schools Headteachers Association (KEPSHA):**

Our relations with the Kenya Primary Schools Headteachers Association has remained cordial. The union attended their Annual Delegates Conference held from July 24 to July 27, 2011 during which the Secretary General delivered a paper on “The impact of teachers welfare in the Promulgated Constitution in relation to Trade Union”.

The KEPSHA top leadership joined the KNUT leadership together with teachers from various counties in celebrating the World Teachers Day held on October 5, 2011.

### **9.4 The Kenya Secondary Schools Heads Association (KSSHA):**

The relationship with the Kenya Secondary Schools Heads Association has remained strong. The union was once again invited to attend their 36<sup>th</sup> Annual National Conference of Principals held from June 20 to June 24, 2011. The National Chairman delivered a presentation on the topic: “Realigning Trade Unionism to the new Constitution”.

The KSSHA top leadership joined the KNUT leadership together with teachers from various counties in celebrating the World Teachers Day held on October 5, 2011.

**CONCLUSION:**

On behalf of the NEC, I now to take this opportunity to wish all the delegates assembled here, the entire teaching fraternity, our families, friends and relatives a very happy Christmas and a Prosperous New Year, 2012.

I wish to appeal to all KNUT leaders and all our members to embrace unity and to work together for the benefit of our children's education.

As you travel back to your respective homes to join your families during this festive season, I wish you God's Blessings as you prepare to face new challenges in the new year.

**LONG LIVE THE TEACHING FRATERNITY.  
LONG LIVE KNUT.**

**THANK YOU ALL.**