KNUT reports progress on State House resolutions as promotions fund doubles, CPG review completed

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The union has maintained that the Govt has made progress in implementing key commitments made during the 2025 Walimu na Rais Forum further urging the MoE to fast-track teachers' welfare reforms during its first meeting with the new Basic Education PS, John Lekakeny Ololtuaa.

By Joseph Mambili

The Kenya National Union of Teachers (KNUT) has announced progress in implementing key resolutions presented to President William Ruto during the historic Walimu na Rais Forum held at State House on September 13, 2025, saying several long-standing concerns affecting teachers are now being addressed.

In a communication to its members dated July 23, 2026; the union said discussions with the Government have yielded positive outcomes, particularly on salary implementation, teacher promotions and the review of the Career Progression Guidelines (CPG).

The State House meeting brought together more than 10,000 representatives from KNUT, KUPPET, KUSNET, KEPSHA, KESSHA and other education stakeholders to deliberate on teachers' welfare and reforms in the education sector. During the forum, union leaders presented proposals to President Ruto aimed at improving teachers' terms and conditions of service.

Among KNUT's proposals were reducing the implementation period of the 2025–2029 Collective Bargaining Agreement (CBA) from four phases to two, reviewing the Career Progression Guidelines to address career stagnation, increasing funding for annual promotions and reserving 20 per cent of Affordable Housing Programme units for teachers.

CBA Funding and Promotions

According to KNUT, the Government has appropriated Ksh8 billion towards implementing the second phase of the 2025–2029 CBA.

"The Government appropriated Ksh8 billion towards the implementation of the second phase of the 2025–2029 CBA, demonstrating its commitment to improving teachers' terms and conditions of service," the union said.

KNUT also welcomed the allocation of Ksh2 billion for teacher promotions: "Additionally, Ksh2 billion has been allocated to facilitate teachers' promotions. This enhanced funding is expected to increase the number of teachers promoted annually from approximately 25,000 to 50,000, thereby addressing career stagnation and providing greater opportunities for professional advancement."

The promotion fund follows President Ruto's directive during the State House meeting to double annual funding for teacher promotions from Ksh1 billion to Ksh2 billion.

KNUT National officials led by Secretary General Collins Oyuu present a copy of the union's latest Strategic Plan to Basic Education Principal Secretary John Ololtuaa during a meeting at Jogoo House.

CPG review awaits Implementation

KNUT further disclosed that the review of the Career Progression Guidelines has been completed and is awaiting implementation.

"Further, the review of the Career Progression Guidelines (CPG) has been completed. Once fully implemented, the revised CPG is expected to create clearer and more equitable promotion pathways for teachers serving both in administrative positions and in the classroom, while addressing many of the concerns that have been raised by members over the years," the union said.

The Career Progression Guidelines have been one of the most contentious issues between teachers and the Teachers Service Commission, with unions arguing that they have contributed to prolonged career stagnation and limited promotion opportunities.

On the implementation of the 2025–2029 CBA, KNUT acknowledged that its proposal to reduce implementation from four phases to two may not be achieved immediately because of financial constraints.

The union said it is continuing to engage the Government and other stakeholders to merge the remaining two phases so that the agreement is implemented in three phases instead of four.

The 2025–2029 CBA was signed between the Teachers Service Commission and teachers' unions in July 2025 and provides for phased salary adjustments over four years. Phase II implementation commenced on July 01, 2026 and will end on June 30, 2027 after the Government allocated more than KSh8 billion in the 2026/27 Budget for the salary review.

KNUT reiterated that it remains committed to ensuring all commitments made to teachers are honoured.

"The Union wishes to assure all teachers that discussions with the relevant Government agencies are ongoing and that every effort is being made to secure the full implementation of the commitments made to the teaching fraternity."

The union also appealed to teachers to remain patient and united as negotiations continue.

The communication comes amid concerns raised by some teachers over the implementation of Phase II of the CBA, with questions over whether the salary adjustments reflected in their payslips met expectations following last year's negotiations. KNUT said it will continue engaging the Government to ensure the remaining phases of the agreement deliver meaningful financial relief to teachers.

Strengthening Partnerships

This comes as the union continue to strengthen partnerships with major stakeholders in the education, with the recent being a strategic meeting with the newly appointed Principal Secretary for the State Department for Early Learning and Basic Education, John Lekakeny Ololtuaa, where the union continued to renew its campaign for improved teachers' welfare and accelerated education reforms.

The high-level engagement, held at Jogoo House in Nairobi, brought together KNUT leadership led by Secretary General Collins Henry Oyuu, National Chairman Patrick Karinga Munuhe, and National Treasurer James Muuo Ndiku, marking the union's first official meeting with the new PS since his appointment.

During the courtesy visit, KNUT congratulated Ololtuaa on his appointment, describing his return to the education sector as a boost for the ministry. The union noted that he previously served in senior leadership positions within the Ministry of Education before taking up a similar role in the Ministry of Tourism.

According to KNUT, Ololtuaa's experience in public administration and education governance places him in a strong position to spearhead reforms aimed at strengthening Kenya's basic education system.

The union reaffirmed its readiness to work with the Ministry of Education in implementing government policies and programmes designed to improve learning outcomes while safeguarding teachers' interests.

Basic Education Principal Secretary John Ololtuaa poses for a joint photo with KNUT National leadership led by Secretary General Collins Oyuu, National Chairman Patrick Karinga, National Treasurer James Ndiku among other officials after a meeting with the PS. Photos/Courtesy