



KENYA NATIONAL UNION OF TEACHERS

Bankers : KENYA COMMERCIAL BANK
STANDARD CHARTERED BANK
EQUITY BANK (K)
Auditors: OMWENGA ONYANCHA & CO.

Mobile: 0710 600981, 0710 600983,
0733 600880, 0701 139446
SMS 22551
Email: knut@knut.or.ke
Website: www.knut.or.ke

Address all Correspondence(s) to:
The Secretary General
P.O. Box 30407, 00100
NAIROBI - KENYA.

KNUT/CIRC/122/10/2021

July 30, 2021

To: **ALL** Branch Executive Secretaries

Dear Colleagues,

STATUS OF KNUT AFTER HOLDING SUCCESSFUL NATIONAL ELECTIONS

Preamble

Receive greetings from the entire members of the national steering and thanks to the Almighty God for this far he has brought us. We believe that together in solidarity we will achieve more.

MAJOR EVENTS AFTER THE NATIONAL ELECTIONS

26th July, 2021 marked the end of 30 days since the National Elections were conducted. Outlined below are the major events that we have conducted so far.

29TH June, 2021 - Meeting with the Teachers Service Commission (TSC)

The National Steering Committee attended a meeting on TSC's invitation to receive their counter offer on the Collective Bargaining Agreement 2021-2025 at the Nairobi Safari Park Hotel.

30TH June, 2021 - Meeting with Ministry of Labour Officials

The KNUT National Steering Committee paid a courtesy call to the Ministry of Labour and Social Protection Services, which was very fruitful. Our discussions with Hon. Chelugui – the Cabinet Secretary Labour, Eng. Tum the Principal Secretary and other Ministry officials bordered on fresh

beginnings in nurturing Labour Relations with the Employer (TSC) and working closely with the parent Ministry of Education, the National Government and the Regulator of the industry the Ministry of Labour.

The Cabinet Secretary promised to hasten gazettelement of the Agency Fee once the documentation is completed.

5TH July, 2021 - Meeting with Ministry of Education Officials

We paid a Courtesy Call at the Ministry of Education where we were cordially received by the Cabinet Secretary, Ministry of Education – Prof. George Magoha and the Principal Secretary – Dr. Jwan.

The discussions bordered majorly on maintenance of Industrial Peace more so as schools are working in an abnormal calendar and crash program to recover time lost in the year 2020 when schools were closed due to COVID 19 Pandemic. The Cabinet Secretary promised to involve KNUT in all the Ministry activities right from the National offices to our Branches.

As a union we promised the Ministry that together with other stakeholders, we will support all the measures that will ensure that the Ministry succeeds in smooth running of the academic year 2021.

12th July, 2021 - National Executive Council Meeting held On Monday

The above full meeting was held for swearing in of the new members of the NEC 2021-2026. The National Steering also briefed the NEC about the TSC Counter Offer on the CBA 2021-2025 and our Counter Proposal on the same.

The NEC noted that the previous CBA 2017 – 2021 had come to an end on 30th July, 2021 and hence there was a need to transit to the new CBA without further delay. They were cognisant to the sanction by SRC on monetary aspects of the CBAs for 2 years and thus encouraged that the major concern for now is to rebuild labour relations with the TSC. They advised that we should put a Clause of reviewing the CBA after one financial year i.e. 2021/2022 so that we can revisit the monetary component of the CBA 2021-2025.

13th July, 2021 - Signing of the Collecting Bargaining Agreement 2021/2025

After carefully looking at the TSC's Counter Proposal on the CBA, we noted in our Counter Proposal that the offer that the TSC gave should maintain the yearly increments per the job group bandings of between 20 - 25% translating to between 5 - 6.3% as most bands have not reached their maximum. We also noted that the teachers should continue benefiting from Annual Salary Increments. It was also factored that the CBA should be reviewed after the financial year 2021/2022 as advised by the NEC. Eventually we signed the CBA 2021 – 2025

21st July, 2021 - Courtesy Call Visit To TSC

We visited TSC in the afternoon and took the opportunity to raise a raft of issues which need to be addressed. We agreed to have a retreat to go over the issues as we had raised them.

KNUT/TSC RECOGNITION AGREEMENT

The Teachers Service Commission had raised issues with our Recognition Agreement in November 2019 which led to the issuing of a two months' notice to revoke the Recognition Agreement citing decrease in membership. However, KNUT went to Court to stay that Notice.

With the current labour relations dynamics and with gaps, we noted as a Union that there was need to revise the previous Recognition Agreement to cater for the current dynamics in labour relations. We have invited experts to look at the current agreement and give our input on what we want captured Vis a Vis TSC proposal on the same.

Let us display patience as we go through the Recognition Agreement Review Process. We will always do what is good for the Union.

RELEASE OF COMMUNICATION

We want to have a total departure from the previous system of unprocedural release of communication. The office of the Secretary General will release communication at the right time and when it is deemed necessary. Let the Union leadership not depend on **UNOFFICIAL** social media walls as a source of communication and information.

We are revamping our official social media platforms (Facebook, twitter, website etc) which will be our designated platforms for communication from the Head Office.


Conclusion

We are working on our 100 days' Work Plan and also our 5 Year Strategic Plan. Let us all remain steadfast in bringing the change we yearned for as we support the National Office and each other.

Finally, it is important to encourage the teachers back to the Union and nurture Labour Relations with the TSC and Ministry of Education field officers. **TOGETHER WE WILL ACHIEVE MORE.**

We should always remember that our spirit is that of **SERVICE AND JUSTICE.**

Long Live KNUT
Solidarity Forever!



COLLINS HENRY OYUU
SECRETARY GENERAL
K.N.U.T.

C.C.:

The National Chairman,
K.N.U.T.

The National Treasurer,
K.N.U.T.

ALL NEC Members
ALL Branch Chairmen
ALL Branch Treasurers