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Inside the KNUT 2025-2029 CBA

Teachers in lower cadre will reap big in both basic salary and allowances if the proposals by the Kenya National Union of Teachers (KNUT) will be adopted. The union has also proposed key changes in leave with 10 per cent risk allowance for technical and science teachers



KNUT Secretary General Collins Oyuu addressing the union delegates during 2024 64th Annual Delegates Conference (ADC) in Mombasa. Photo| Shaban Omar



KNUT Secretary General Collins Oyuu and KNUT National Treasurer James Muuo Ndiku displays the MoU signed between KNUT and Mama Doing Good during the 2024 ADC in Mombasa. Photo| Shaban Omar

By Hezron Roy

All teachers employed by the Teachers Service Commission (TSC) who are currently in service will receive an annual wage increment of 6 per cent of their basic salary, together with enhanced allowances and other key benefits if their proposal is approved.

These elaborate proposals are contained in the 2025-2029 Collective Bargaining Agreement (CBA) of the Kenya National Union of Teachers (KNUT), which is before the employer, TSC, awaiting negotiations.

Allowances

Apart from KNUT pushing for a 60 per cent basic salary increase for teachers, the union is also pressing for a 30 per cent increase in allowances across all the grades, as shown in tables 1–3.

KNUT is further pushing for a rise in hardship allowances and joint consultations by the employer regarding review or declassification of any hardship area.

“The Employer and the Union shall jointly undertake periodic

review of the areas to be classified and/or declassified as hardship areas. Any party wishing to make a review of the hardship areas shall provide three month’s written notice of the intention to make such a review, including the nature of the review to the other party,” reads the KNUT proposal in part.

Hardship refers to the challenging conditions faced by teachers working in designated areas characterized by factors such as remote-

ness, lack of infrastructure, and insecurity being the most prevalent.

On risk allowance, KNUT is demanding that all teachers handling technical and science subjects be entitled to a monthly risk allowance at a rate of 10 per cent of their basic salary, with TSC and the union jointly undertaking periodic review of the categories of employees eligible for payment of risk allowance.



KNUT National Chairman Patrick Karinga addressing delegates during the 2024 ADC in Mombasa. Photo| Shaban Omar

Leave Entitlements

Subsequently, the annual leave as captured in the proposed CBA, KNUT demands that after completion of 12 month’s aggregated service with an employer, a teacher shall be entitled to 30 working days’ annual leave with full pay.

Newly recruited teachers, on the other hand, shall be granted paid annual leave on a pro rata basis, considering the date of appointment.

The annual leave, as per the proposed CBA, shall be taken at a time that is convenient to the employer, but the individual teacher’s circumstances shall be considered.

“No annual leave shall be delayed for more than two months without the consent of the employee concerned. Where employment is terminated after completion of two months or more months’ aggregate service during any leave-earning period, the teacher in question shall be entitled to pro-rata leave days with full pay and a pro-rata leave travelling allowance,” reads further the CBA document.

“A teacher who is required by the employer to postpone his/her leave beyond the leave year in which it falls will be allowed to defer such leave to the following year, provided

that the total leave due will be taken before the end of the next leave year,” it adds.

Regarding the sick leave, KNUT wants in the submitted 2025-2029 CBA that after two consecutive months of service with TSC and subject to production by the teacher of a medical certificate of incapacity from a medical practitioner or a person acting on the practitioner’s behalf in a registered hospital, health Centre, dispensary, or medical aid center, a teacher shall be entitled to a one-year sick leave with pay, where the first 180 days will be with full pay while the next 180 days will be with half pay.

“Any teacher seeking sick leave with full pay shall notify or cause to be notified his/her employer of his/her absence on account of sickness within 48 hours. Online application shall also apply. No teacher shall be terminated on account of sickness without his/her express authority,” reads the CBA.

KNUT is also proposing that teachers be granted convalescent leave for such a period as is recommended by a medical practitioner or a person acting on the practitioner’s behalf in a registered hospital, a

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health Centre, a dispensary, or a medical aid Centre.

Convalescent leave is a period of absence from work or

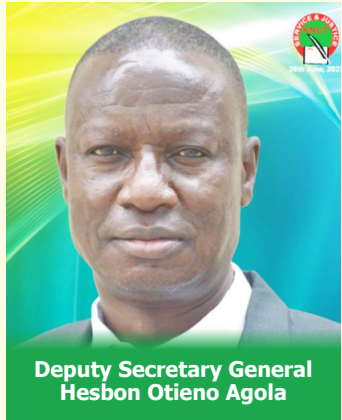
duty, typically granted to allow for recovery from an illness or injury, which is specifically designed to facilitate healing and recuperation before returning to full duties.



1st Vice National Chairman
Joseph Malel Lang'at



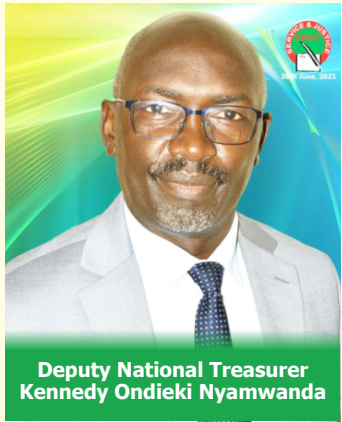
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Rosalia Mkanjala



Deputy National Treasurer
Kennedy Ondieki Nyamwanda



Assistant National Treasurer
Kullow Mohamed Sheikh



1st National Woman Rep
Mercy Kiambati



2nd National Woman Rep
Mercy Ndung'u

Relief as teachers are set to receive salary increment



Mark Oseno, Senior Executive Officer from KNUT headquarters conducting an induction workshop for KNUT School Representatives for Homa Bay branch in June 2025. Photo | KNUT-KE

Table 1 : Housing and House Allowance

Grade	TSC Scale	Cities (Nairobi, Mombasa, Kisumu, Nakuru & Eldoret) (KSh/Month)		Municipalities (Nyeri, Thika, Kisii & Kitale) (KSh/Month)		Other former Municipalities (KSh/Month)	
		Current (Kshs)	July 1, 2025	Current (Kshs)	July 1, 2025	Current (Kshs)	July 1, 2025
B5	5	6,700	8,775	4,500	5,850	3,850	5,005
C1	6	10,000	13,000	7,500	9,750	5,800	7,540
C2	7	16,500	21,450	12,800	16,640	9,600	12,480
C3	8	28,000	36,400	22,000	28,600	16,500	21,450
C4	9	28,000	36,400	22,000	28,600	16,500	21,450
C5	10	35,000	45,500	25,500	33,150	18,000	23,400
D1	11	45,000	58,500	28,000	36,400	21,000	27,300
D2	12	45,000	58,500	28,000	36,400	21,000	27,300
D3	13	45,000	58,500	28,000	36,400	21,000	27,300
D4	14	45,000	58,500	28,000	36,400	21,000	27,300
D5	15	50,000	65,000	35,000	35,000	25,000	32,500

Table 2 : Commuter Allowance

Grade	TSC Scale	Current (as at June 30, 2025) (KSh/Month)	July 1, 2025 (KSh/Month)
B5	5	4,000	8,000
C1	6	4,000	10,000
C2	7	5,000	10,000
C3	8	6,000	12,000
C4	9	8,000	16,000
C5	10	8,000	16,000
D1	11	12,000	24,000
D2	12	12,000	24,000
D3	13	14,000	28,000
D4	14	14,000	28,000
D5	15	16,000	32,000

Table 3 : Hardship Allowance

Grade	TSC Scale	All Designated Hardship Areas (KSh/Month)	
		Current	w.e.f July 1, 2025
B5	5	6,600	9,900
C1	6	8,200	12,300
C2	7	10,900	16,350
C3	8	12,300	18,450
C4	9	14,650	21,975
C5	10	17,100	25,650
D1	11	27,300	30,900
D2	12	27,300	34,500
D3	13	31,500	38,100
D4	14	31,500	41,700
D5	15	38,100	45,300