

TEACHERS SERVICE COMMISSION

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When replying please quote:

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Date:**30th August, 2023**

CIRCULAR NO:14/2023

**TO: All Principals, Diploma Teacher Training Colleges
All Principals, Primary Teacher Training Colleges
The Director, Kenya Institute of Special Education
Principals, Special Needs Education Institutions
Principals, Secondary Schools
Head Teachers, Primary Schools**

IMPLEMENTATION OF PHASE 1 OF THE THIRD REMUNERATION CYCLE FOR TEACHERS

1. Introduction

On 28th August, 2023, the Teachers Service Commission signed an addendum Agreement to the 2021-2025 Collective Bargaining Agreements (CBA) with the Kenya National Union of Teachers (KNUT), Kenya Union of Post Primary Education Teachers (KUPPET) and Kenya Union of Special Needs Education Teachers (KUSNET). The agreement has reviewed the remuneration payable to teachers which will be implemented in two (2) phases with effect from 1st July 2023. The second phase will be implemented on 1st July 2024 for the teachers who will be in service at the material time.

2. Application

This Circular shall apply to all teachers employed by the Commission and are in service as at 1st July, 2023.

3. Incremental Dates

Teachers converting into the new salary scales will retain their current incremental dates. However, where the incremental date falls on 1st July, 2023 teachers will be granted their annual increment on the existing salary scales then convert to the new salary points with effect from the same date.

4. **Annual Salary Increment**

Annual salary increment for all teachers will continue to apply as provided for in the Code of Regulations for Teachers (2015).

5. **Grading & Salary Structure**

The Grading structure and designations will continue to apply as set out in Table 1 while the new salary structure and Conversion Tables after the review are as set out in Tables 2-12 attached to this Circular.

6. **Allowances**

House allowance rates are categorized in four (4) clusters namely:

- a. **Cluster 1:** Nairobi City
- b. **Cluster 2:** Mombasa, Kisumu and Nakuru Cities, Nyeri, Eldoret, Thika, Kisii, Malindi and Kitale municipalities.
- c. **Cluster 3:** Other former municipalities.
- d. **Cluster 4:** All other areas.

The House allowance rates for Clusters 1, 2 and 3 have been retained. However, Cluster 4 rates have been reviewed to be implemented in two phases. The first phase has been factored in the August payroll with arrears backdated to 1/7/2023. The second phase will be paid on 1/7/2024. The house allowance rates are indicated in **Appendix A**. All other Allowances shall continue to be paid where applicable, as set out in **Appendix B**.

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All TSC Regional Directors

All TSC County Directors

All TSC Sub-County Directors

GRADING STRUCTURE

TABLE 1 – JOB TITLES AND SCALES			
S/No.	TITLES	GRADE	T- SCALE
1.	Chief Principal	D5	T-Scale 15
2.	Senior Principal	D4	T-Scale 14
3.	Principal	D3	T-Scale 13
	Deputy Principal I		
4.	Deputy Principal II	D2	T-Scale 12
	Senior Master I		
	Senior Lecturer I		
5.	Senior Master II	D1	T-Scale 11
	Deputy Principal III		
	Senior Head teacher		
	Senior Lecturer II		
	Curriculum Support Officer I		
6.		C5	T-Scale 10
	Senior Master III		
	Senior Lecturer III		
	Head teacher		
	Deputy Head teacher I		
	Curriculum Support Officer II		
7.	Senior Lecturer IV	C4	T-Scale 9
	Senior Master IV		
	SNE Senior Teacher – Primary		
	SNE Teacher I - Secondary		
	Deputy Head teacher II		
8.	Secondary Teacher I	C3	T-Scale 8
	Lecturer I		
	SNE Teacher I - Primary		
	SNE Teacher II – Secondary		
	Senior Teacher I		
9.	Secondary Teacher II	C2	T-Scale 7
	SNE Teacher II – Primary		
	Lecturer II		
	Senior Teacher II		
10.	Secondary Teacher III	C1	T-Scale 6
	Lecturer III		
	Primary Teacher I		
11.	Primary Teacher II	B5	T-Scale 5

SALARY STRUCTURE AND CONVERSION TABLES

TABLE 2: CONVERSION OF CHIEF PRINCIPALS					
GRADE D5 – TSCALE 15					
BASIC SALARY AS AT 30.06.2023			BASIC SALARY W.E.F 01.07.2023		
SALARY POINT	SALARY	ALLOWANCE GRADE	SALARY POINT	SALARY	ALLOWANCE GRADE
	New	D5	1	131,380	D5
1	131,380	D5	2	135,747	D5
2	137,644	D5	3	140,238	D5
3	141,891	D5	4	144,859	D5
	NEW	D5	5	149,612	D5
4	152,937	D5	6	154,502	D5
5	157,656	D5	7	159,534	D5

**TABLE 3:
CONVERSION OF SENIOR PRINCIPALS**

GRADE D4 – T SCALE 14

BASIC SALARY AS AT 30.06.2023			BASIC SALARY W.E.F 01.07.2023		
SALARY POINTS	SALARY	ALLOWANCE GRADE	SALARY POINTS	SALARY	ALLOWANCE GRADE
	New		1	118,242	D4
1	118,242	D4	2	122,172	D4
2	121,890	D4			
3	125,651	D4	3	126,214	D4
4	129,528	D4	4	130,373	D4
5	133,524	D4	5	134,651	D4
6	137,644	D4	6	139,053	D4
7	141,891	D4	7	143,581	D4

**TABLE 4:
CONVERSION OF PRINCIPALS AND DEPUTY PRINCIPAL 1
GRADE D3 – T SCALE 13**

BASIC SALARY AS AT 30.06.2023			BASIC SALARY W.E.F 01.07.2023		
SALARY POINTS	SALARY	ALLOWANCE GRADE	SALARY POINTS	SALARY	ALLOWANCE GRADE
1	104,644	D3	1	105,182	D3
2	107,873	D3	2	108,571	D3
3	111,201	D3	3	112,058	D3
4	114,632	D3	4	115,649	D3
5	118,169	D3	5	119,346	D3
6	121,815	D3	6	123,151	D3
7	125,573	D3	7	127,069	D3

**TABLE 5:
CONVERSION OF DEPUTY PRINCIPALS II AND SENIOR MASTER I
GRADE D2 – T SCALE 12**

BASIC SALARY AS AT 30.06.2023			BASIC SALARY W.E.F 01.07.2023		
SALARY POINTS	SALARY	ALLOWANCE GRADE	SALARY POINTS	SALARY	ALLOWANCE GRADE
1	91,041	D2	1	92,119	D2
2	93,850	D2	2	95,101	D2
3	96,745	D2	3	97,552	D2
4	99,730	D2	4	100,661	D2
5	102,807	D2	5	103,861	D2
6	105,979	D2	6	107,157	D2
7	109,249	D2	7	110,551	D2

**TABLE 6:
CONVERSION OF SENIOR MASTER II, DEPUTY PRINCIPALS III/
SENIOR HEADTEACHER/SENIOR LECTURER II**

GRADE D1 – T SCALE 11

BASIC SALARY AS AT 30.06.2023			BASIC SALARY W.E.F 01.07.2023		
SALARY POINTS	SALARY	ALLOWANCE GRADE	SALARY POINTS	SALARY	ALLOWANCE GRADE
1	77,840	D1	1	78,625	D1
	NEW		2	81,128	D1
	NEW		3	83,755	D1
2	85,269	D1	4	86,458	D1
3	87,900	D1	5	89,240	D1
4	89,748	D1	6	92,119	D1
5	90,612	D1			
6	91,041	D1			
7	93,408	D1	7	95,101	D1

**TABLE 7:
CONVERSION OF DEPUTY PRINCIPALS IV/SENIOR MASTER III/
SENIOR LECTURER III/HEADTEACHER/SENIOR MASTER – SNE,
HEADTEACHER/DEPUTY PRINCIPAL I**

GRADE C5 – T SCALE 10

BASIC SALARY AS AT 30.06.2023

BASIC SALARY W.E.F 01.07.2023

SALARY POINTS	SALARY	ALLOWANCE GRADE	SALARY POINTS	SALARY	ALLOWANCE GRADE
	New		1	62,272	C5
1	62,272	C5	2	64,770	C5
2	64,631	C5			
3	67,080	C5	3	67,356	C5
4	69,622	C5	4	70,036	C5
5	72,260	C5	5	72,812	C5
6	74,998	C5	6	75,687	C5
7	77,840	C5	7	78,667	C5

**TABLE 8:
CONVERSION OF SENIOR MASTER IV/SENIOR LECTURER IV/
SENIOR TEACHER – SNE/SENIOR SPECIAL NEEDS TEACHER –
SECONDARY/DEPUTY HEADTEACHER II**

GRADE C4 – T SCALE 9

BASIC SALARY AS AT 30.06.2023			BASIC SALARY W.E.F 01.07.2023		
SALARY POINTS	SALARY	ALLOWANCE GRADE	SALARY POINTS	SALARY	ALLOWANCE GRADE
1	New		1	52,308	C4
2	52,308	C4	2	54,584	C4
2	55,604	C4	3	56,947	C4
3	56,347	C4	4	59,387	C4
4	58,482	C4	5	61,909	C4
5	60,698	C4			
6	62,998	C4	6	64,527	C4
7	65,385	C4	7	67,220	C4

**TABLE 9:
CONVERSION OF SECONDARY TEACHER I/LECTURER I/ SENIOR SPECIAL
NEEDS TEACHER – PRIMARY/SENIOR NEEDS TEACHER –
SECONDARY/SENIOR TEACHER I**

GRADE C3 – T SCALE 8

BASIC SALARY AS AT 30.06.2023			BASIC SALARY W.E.F 01.07.2023		
SALARY POINTS	SALARY	ALLOWANCE GRADE	SALARY POINTS	SALARY	ALLOWANCE GRADE
1	43,154	C3	1	44,412	C3
2	45,124	C3	2	46,645	C3
3	47,183	C3	3	48,966	C3
4	49,336	C3	4	51,383	C3
5	51,588	C3	5	53,896	C3
6	53,943	C3	6	56,514	C3

**TABLE 10:
CONVERSION OF SECONDARY TEACHER II/SECONDARY TEACHER II –
LECTURER II/SPECIAL NEEDS TEACHER – PRIMARY/SENIOR TEACHER II**

GRADE C2 – T SCALE 7

BASIC SALARY AS AT 30.06.2023			BASIC SALARY W.E.F 01.07.2023		
SALARY POINTS	SALARY	ALLOWANCE GRADE	SALARY POINTS	SALARY	ALLOWANCE GRADE
1	34,955	C2	1	36,621	C2
2	36,280	C2	2	38,299	C2
3	37,654	C2	3	40,051	C2
4	39,081	C2	4	41,879	C2
5	40,562	C2	5	43,786	C2
6	42,099	C2	6	45,776	C2
7	43,694	C2			

**TABLE 11:
CONVERSION OF SECONDARY TEACHER III/LECTURER III/PRIMARY
TEACHER I**

GRADE C1 – T SCALE 6

BASIC SALARY AS AT 30.06.2023			BASIC SALARY W.E.F 01.07.2023		
SALARY POINTS	SALARY	ALLOWANCE GRADE	SALARY POINTS	SALARY	ALLOWANCE GRADE
1	27,195	C1	1	28,491	C1
2	28,755	C1	2	29,797	C1
	NEW		3	31,160	C1
3	30,405	C1	4	32,581	C1
4	32,149	C1	5	34,065	C1
5	33,994	C1	6	35,614	C1

**TABLE 12:
CONVERSION OF PRIMARY TEACHER II**

GRADE B5 – T SCALE 5

BASIC SALARY AS AT 30.06.2023			BASIC SALARY W.E.F 01.07.2023		
SALARY POINTS	SALARY	ALLOWANCE GRADE	SALARY POINTS	SALARY	ALLOWANCE GRADE
1	21,756	B5	1	22,793	B5
2	22,749	B5	2	23,838	B5
3	23,787	B5	3	24,927	B5
4	24,873	B5	4	26,065	B5
5	26,008	B5	5	27,272	B5
6	27,195	B5	6	28,491	B5

APPENDIX A: - HOUSE ALLOWANCE

S/no	Grade	TSC Scale	CLUSTER 1	CLUSTER 2	CLUSTER 3	CLUSTER 4
			Nairobi City	Mombasa, Kisumu, Nakuru Cities, Nyeri, Eldoret, Thika, Kisii, Malindi and Kitale Municipalities	Other Former Municipalities	All Other Areas
1	B5	5	6,750	4,500	3,850	3,850
2	C1	6	10,000	7,500	5,800	5,000
3	C2	7	16,500	12,800	9,600	8,133
4	C3	8	28,000	22,000	16,500	14,055
5	C4	9	28,000	22,000	16,500	14,055
6	C5	10	35,000	25,500	18,000	16,184
7	D1	11	45,000	28,000	21,000	18,066
8	D2	12	45,000	28,000	21,000	18,066
9	D3	13	45,000	28,000	21,000	18,066
10	D4	14	45,000	28,000	21,000	18,066
11	D5	15	50,000	35,000	25,000	21,508

APPENDIX B:**HARDSHIP ALLOWANCE, COMMUTER ALLOWANCE, ANNUAL LEAVE ALLOWANCE AND DISABILITY GUIDE ALLOWANCE**

Sno	Grade	Tsc Scale	Hardship Allowance	Commuter Allowance	Annual Leave Allowance	Disability Guide Allowance
1	B5	5	6,600	4,000	4,000	20,000
2	C1	6	8,200	4,000	4,000	20,000
3	C2	7	10,900	5,000	6,000	20,000
4	C3	8	12,300	6,000	6,000	20,000
5	C4	9	14,650	8,000	6,000	20,000
6	C5	10	17,100	8,000	6,000	20,000
7	D1	11	27,300	12,000	10,000	20,000
8	D2	12	27,300	12,000	10,000	20,000
9	D3	13	31,500	14,000	10,000	20,000
10	D4	14	31,500	14,000	10,000	20,000
11	D5	15	38,100	16,000	10,000	20,000