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# KNUT: This is our 2024 scorecard, and our future plans

By Roy Hezron

**T**he Kenya National Union of Teachers (KNUT) has highlighted its impressive track record in 2024 as it launches a 5-year Master Plan which aims to position the Union as the only giant trade union in the country that represents teachers of all cadres.

This is contained in the report by the National Executive Council (NEC) which was presented to delegates by the Secretary General, Collins Henry Oyuu, during the 64th Annual Delegates Conference (ADC), held at Sheikh Zayed Hall in Mombasa from December 9 to 10, 2024; an event graced by the Teachers Service Commission (TSC) Secretary and Chief Executive Officer (CEO) Dr. Nancy Macharia.

The KNUT Strategic Plan 2025-2029, which was among the major resolutions during the 63rd ADC which was held at Kasarani International Sports Complex – Indoor Arena, is a major milestone in the organization and planning of the union activities with clear projections and targets to achieve within the set period of 5 years.

According to the union, 2024 recorded remarkable achievements in all its activities notably in its branch administration, education and policy reforms, professional matters, teacher discipline and employment, socio-welfare schemes, salary review and the 2025-2029 Collective Bargaining Agreement (CBA), its programmes and activities, and revamping of its gender desk among others.

## Branch Administration

In the report, as presented by the Council, 63 out of 110 branches held colourful Annual General Meetings (AGMs) whose attendance improved tremendously, with the remaining branches being directed to conduct their AGMs by the beginning of 2025 as espoused in the Union's Constitution Article X (B).

The NEC also reported that a total of 80 branches trained their Branch Executive Committee (BEC) members



**From Left: KNUT National Chairman Patrick Karinga Munuhe, Secretary General Collins Henry Oyuu and National Treasurer James Muuo Ndiku during the tree planting exercise in one of Mombasa Schools on December 9, 2024 a head of the union Annual Delegates Conference (ADC). Photo/Shaban Omar**

while 20 of its branches have trained their School KNUT Representatives, with the training addressing new trends in the labour sector and equipping its leaders with effective union leadership skills.

## ECDE training for ECE teachers, parents

KNUT in partnership with the Danish Union of Early Childhood Educators (BUPL) has been running training programmes for Early Childhood Development Education (ECDE) teachers, Ministry of Education, County governments' education officers and Early Childhood Education (ECE) parents, thus organizing the ECE sector.

Oyuu reported that the union NEC is in the process of reviving the signing of Recognition Agreements with county governments to have ECE teachers' terms and conditions of service negotiated by KNUT, since the programme had started in 2013 but slowed down in 2015.

The union NEC has however



**TSC Secretary and Chief Executive Officer (CEO) Dr. Nancy Macharia addressing KNUT delegates during the union's 64th ADC held at Sheikh Zayed Hall in Mombasa on December 10, 2024. Photo/Shaban Omar**

encouraged all its branches, County and Regional leadership to engage ECE teachers in their activities.

"KNUT in partnership with DTDA/BUPL has been very instrumental in advancing sensitization, workshops, lobbying and advocacy for quality ECE, decent working and living conditions, improved salaries, and a favourable environment for social dialogue on early childhood education," reads the report.

The partnership between KNUT and the BUPL which has brought on board parents, early childhood educators, Head teachers, Ministry of Education officials and KNUT elected leaders has equipped them with relevant adequate skills in different segments of the ECDE sub-sector in the larger education sector.

In particular, the training has equipped early childhood educators on lobbying, negotiations and advocacy skills for better terms of service, working and living condition; with these activities being conducted in all KNUT branches in Rift Valley, Nyanza, Nairobi, Central and Western.

KNUT is working steadily to have

remunerated by the TSC.

## Review of TPAD tool

According to the union, professional matters are basically aimed at improving teachers' professional character, specialization, and also assist to open the teachers' instructional planning to new ideas and input from colleagues and associates, which often improves learners' experiences in school.

Although the union acknowledges that the Teacher Professional Development (TPD) being a programme that enhances effectiveness of teachers (and a commitment by TSC to fund the programme in its 2023-2027 Strategic Plan), it has however demanded for expansion of the panel of institutions that offer the programme across the country.

It has also called on TSC to fast-track its purpose of reviewing the Teacher Performance Appraisal and Development (TPAD) tool.

## Teacher Promotion, Transfers

The union also reported that during the year in review, it held several meetings with TSC and in particular, during a meeting that was held between June 18 and 20, 2024 in Naivasha, it was resolved that the Commission promotes teachers based on existing policy guidelines; and TSC to collaborate with KNUT in lobbying for funds from the National Government for the same.

It was also resolved that promotions from Grade B5 to C1 be automated after three years and it should be Common Cadre for Primary School teachers, and advertisements for administrative positions be done indicating where the vacancies area available.

It was further resolved that teachers appointed to hold positions in acting capacities should be holders of substantive qualifications for the position or thereabout, however, hard to staff areas and ASAL where this requirement is not applicable, there should be special remuneration for those in acting capacity; with the acting period be in compliance with existing policy

**CONTINUED NEXT PAGE...**



**TSC CEO Dr. Nancy Macharia being gifted by KNUT Secretary General Collins Oyuu after addressing the union's 64th ADC held at Sheikh Zayed Hall in Mombasa on December 10, 2024. Photo/Shaban Omar**



**A section of KNUT delegates drawn from 110 branches following proceedings during the union's 64th ADC at Sheikh Zayed Hall in Mombasa on December 10, 2024. Photo/Shaban Omar**

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guidelines and other relevant laws.

During the same retreat, it was further resolved on teacher transfers that SWOP transfers be effected to both applicants instantly because this is already a solution on itself, and also applications for teacher couples working distances apart to get back together should be effected as a matter of Urgency.

It was also resolved that transfers on medical and security grounds should be effected immediately without consideration of suitable replacements, and where the Head of Institution gives contrary opinion on the teachers' request (on medical and security), the Commission should be able to conduct an independent assessment to confirm the allegations.

Regarding teacher employment, the TSC/KNUT Naivasha retreat also resolved to address the three major challenges namely; mismatch in training areas while recruiting, politicization of the recruitment process, and employment of qualified and registered teachers as interns, which are observed during the process of recruiting and employing teachers.

To address the challenges it was resolved that; the Commission employs teachers with matching training needs; the Commission and KNUT should collaborate to professionalize the employment process and guard the employment exercise from politicization; and the Commission should employ teachers based on existing policies and other related laws.

**Pension, Discipline**

The union demanded a review of the Pension Act, so that a teacher is entitled to terminal benefits regardless of the circumstances of exit, reiterating



# Championing of immediate transfers, payment of Pension

that a teacher should be able to access benefits if she/he exits after probation period.

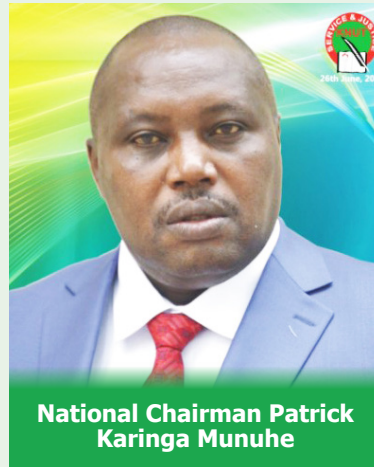
At the same time, KNUT has maintained that Widows and Children Pension Scheme (WCPS) should benefit both widows and widowers, with terminal benefits (WCPS/Pensions) being factored in annual budgets of the employer for all teachers retiring that year.

The Union further maintains further that teachers' pension should be paid with the teachers' last pay, adding that they should be sensitized on the need to take exit on medical grounds and still get all benefits.

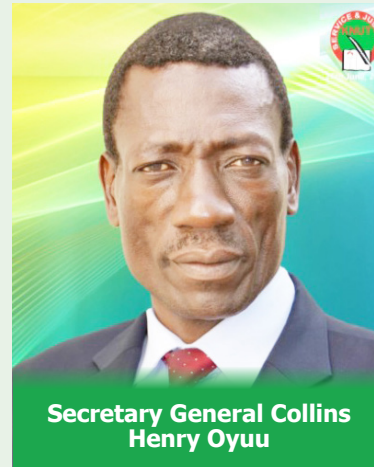
"Lumpsum pension should be paid before monthly payment. The teacher should be retained on payroll till the lumpsum is paid in full," the report added.

On teachers' discipline, the union has fronted a number of recommendations in the TSC (Amendment) Bill, 2024 in a bid to enhance fairness to teachers when undergoing through disciplinary process.

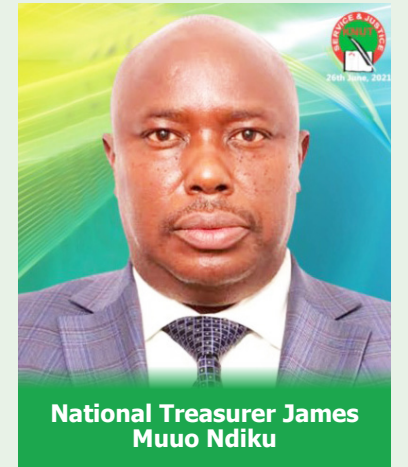
In particular, the union recommended that while presiding over discipline cases, the Commission should be bound by strict rules of evidence as envisioned by Article 47 and 50 of the



**National Chairman Patrick Karinga Munuhe**



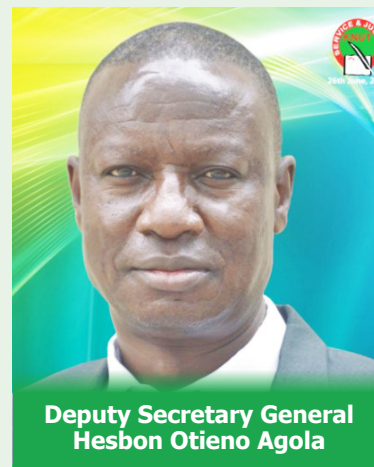
**Secretary General Collins Henry Oyuu**



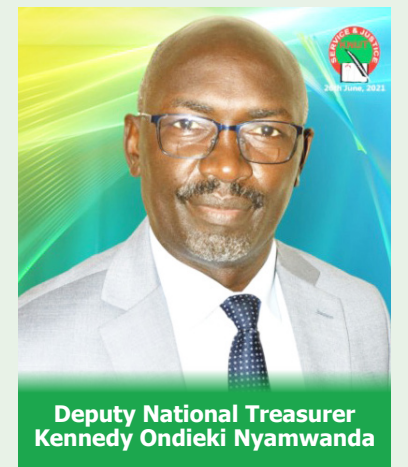
**National Treasurer James Muuo Ndiku**



**1st Vice National Chairman Joseph Malel Lang'at**



**Deputy Secretary General Hesbon Otieno Agola**



**Deputy National Treasurer Kennedy Ondieki Nyamwanda**



**2nd Vice National Chairman Aggrey Namisi**



**Assistant Secretary General Rosalia Mkanjala**



**Assistant National Treasurer Kullow Mohamed Sheikh**



**1st National Woman Rep Mercy Kiambati**



**2nd National Woman Rep Mercy Ndung'u**

Constitution of Kenya, since strict rules of evidence ensure fairness, accuracy and reliability in the Commission's decision-making process.

On this further, KNUT states that strict rules of evidence will ensure the protection of rights of the accused by preventing arbitrary or unfair judgment based on unreliable or prejudicial information.

The union also recommended that a person aggrieved by a decision of the Disciplinary Committee in any proceedings may apply to the TSC/KNUT Consultative Committee for review, and if the case merits, it should be presented to an Independent Appeals Tribunal headed by a person of the status of a High Court Judge.

**THE NATIONAL EXECUTIVE COUNCIL**

wishes all teachers a

**Merry Christmas & Happy New Year 2025**