



KENYA NATIONAL UNION OF TEACHERS

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KNUT/CIRC/122/21/2024

August 26, 2024

To: **ALL** KNUT Executive Secretaries

Dear Colleagues,

RE: WITHDRAWAL OF THE STRIKE ACTION SLATED FOR 26TH AUGUST, 2024:

As you are all aware, the NEC sitting on 16th August, 2024 issued a Strike Notice to the Teachers Service Commission (TSC) in a letter dated **16th August, 2024 Ref: KNUT/TSC/60/49/2024** on the following demands for consideration and action.

1. Immediate implementation of the second phase of the 2021/2025 amended CBA signed between TSC and KNUT.
2. Immediate remittance of the Third-party deductions accrued to their respective organizations.
3. Immediate conversion of 46,000 Junior School teachers to Permanent and Pensionable Terms and employment of 20,000 new teachers.
4. Promotion of 130,000 stagnated teachers on various job grades.
5. Immediate remittance of capitation to the Medical Insurer to allow Service Providers offer medical services to sick teachers and their families.

Following the **Strike Notice**, the employer invited the Union in a letter dated **19th August, 2024 Ref: TSC/LLIR/KNUT/33/VOL.X** for a meeting on Wednesday 21st August 2024 at the Kenya school of Government as from 10.00 am.

In the deliberations; the 5 demands were tabled for discussions and the following areas were agreed upon.

1. The 2nd phase of the salary award for teachers was given and **factored to their salaries in arrears for August 2024**. This gives room for the commencement of the CBA 2025/2029 cycle in respect to Section 3 on effective date and duration and specifically Section 3.3 which states that components of a running CBA can only be repealed by a new one.
2. Third party **deductions were remitted** to Commercial Banks, Teachers SACCOS, Teachers' Investment Schemes and other legal liabilities therein.
3. On promotion of teachers, the Commission has already **promoted 51,232** teachers through competitive interviews and the process is ongoing. The KNUT/TSC Technical Committee is working on both the framework and timeframe for implementation.
4. On Teachers' Medical Scheme, the Commission asserted that teachers **will continue accessing both Public and Private hospitals for services**. Any case not attended to should be reported for quick action through Branch Executive Secretaries to the TSC/MINET County Governing Councils.

The NEC however, was not fully convinced with the answers to the matter on Intern Teachers. The Union additionally, remains concerned about political utterances and unconfirmed promises from Public Leaders and Government representatives that are causing confusion on this matter.

Conversion of 46,000 Intern Teachers to Permanent and Pensionable and the employment of 20,000 more to address teachers' shortage. Although this matter remains critical in helping to improve the quality of education even as the Nation transits from the old curriculum to CBC, it needs to be handled with care and certainty.

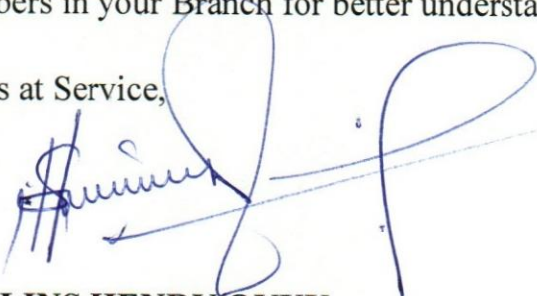
The NEC having considered all options in the developments of these matters and the level of commitment by both the Government, the Employer (TSC) and the Teachers' position in driving the Education Agenda directed the Secretary General to **withdraw the Strike Notice**.

The NEC therefore, agreed to **WITHDRAW** the **Strike Action Notice** which was elapsing midnight 25th August 2024 since engagements had commenced to address the remaining matters administratively. Meanwhile the NEC wishes to assure our members that the Union is committed to resolve the matters herewith, failure to which the Union shall revert to the initial position since the Strike Notice has only been withdrawn.

In light of the latest developments, the NEC **DIRECTED** teachers to resume duty **effective Monday 26th August, 2024**. The NEC calls upon our esteemed members to remain steadfast as they resolve the matters at hand.

The purpose of this circular therefore, is to enable you circulate this information to all members in your Branch for better understanding.

Yours at Service,



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 KNUT NEC Members

ALL KNUT Branch Chairmen

ALL KNUT Branch Treasurers

ALL KNUT Women Representatives