

REMUNERATION DATA ON TEACHERS

Table 1: Salary Increments for the Teacher between 2007 and 2012 (Harmonization).

JG	Designation	Basic Salary 2007(before harmonization)		Basic Salary 2009 (before harmonization)		Basic Salary 2012 (Harmonization)		% change 2007-2012	
		Min	Max	Min	Max	Min	Max	Min	Max
G	P1	11,380	15,430	12,745	16,269	16,692	21,304	47%	38%
H	ATS IV	12,470	17,580	14,365	18,664	19,323	24,662	55%	40%
J	GAT III	16,535	20,735	18,850	22,799	24,662	29,918	49%	44%
K	GAT II	18,165	24,465	21,428	27,477	31,020	41,590	71%	70%
L	GAT I	20,395	27,495	24,426	30,607	35,910	45,880	76%	67%
M	Snr. GAT	24,650	33,010	28,900	36,957	41,590	55,840	69%	69%
N	Principal GAT II	26,510	35,155	32,240	40,947	48,190	65,290	82%	86%
P	Principal GAT I	30,915	38,715	44,062	55,791	77,527	103,894	151%	168%
Q	Senior Principal	34,010	41,660	51,417	64,575	89,748	120,270	164%	189%
R	Chief Principal	36,790	44,990	59,768	75,102	109,089	144,928	197%	222%
Average								96%	99%

NB: 2007 are the rates before harmonization. 2009 is the first phase of harmonization. 2012 is the final phase of harmonization, this put them at par with Civil Servants. The salary structure allows for annual increments.

Table 1: Existing Salary Structure for Staff Serving in the Civil Service & Teaching Service

CS. Job Group	Teachers Designation	Basic Salary		Common Allowances		Gross Salary*	
		Min.	Max.	Nairobi House	Commuter	Min.	Max.
A		8,910	9,420	3,000	3,000	14,910	15,420
B		9,420	9,960	3,000	3,000	15,420	15,960
C		9,660	10,380	3,000	3,000	15,660	16,380
D		10,380	11,370	3,300	3,000	16,680	17,670
E		11,370	13,140	3,500	3,000	17,870	19,640
F		12,510	16,050	3,500	3,000	19,010	22,550
G	P1	16,692	21,304	5,000	4,000	25,692	30,304
H	ATS IV	19,323	24,662	5,000	4,000	28,323	33,662
J	GAT III	24,662	29,918	6,000	4,000	34,662	39,918
K	GAT II	31,020	41,590	10,000	5,000	46,020	56,590
L	GAT I	35,910	45,880	20,000	6,000	61,910	71,880
M	Senior GAT	41,590	55,840	20,000	8,000	69,590	83,840
N	Principal GAT II	48,190	65,290	24,000	8,000	80,190	97,290
P	Principal GAT I	77,527	103,894	40,000	12,000	129,527	155,894
Q	Senior Principal	89,748	120,270	40,000	14,000	143,748	174,270
R	Chief Principal	109,089	144,928	40,000	16,000	165,089	200,928
S		120,270	180,660	60,000	20,000	200,270	260,660
T		152,060	302,980	80,000	24,000	256,060	406,980

* Gross Salary is derived using the House Allowance Rates for Nairobi

The Table above is for Civil Servants and Teachers. Teachers are from Job Group 'G' to Job Group 'R' (Shaded Area)

Table 2: Salary Structure Proposed by Teachers (50% - 60%)

Job Group	Teachers Designation	Basic Salary		Common Allowances		Gross Salary*	
		Min.	Max.	Nairobi House	Commuter	Min.	Max.
G	P1	26,707	34,086	5,000	4,000	35,707	43,086
H	ATS IV	30,530	38,966	5,000	4,000	39,530	47,966
J	GAT III	38,473	46,672	6,000	4,000	48,473	56,672
K	GAT II	48,391	64,880	10,000	5,000	63,391	79,880
L	GAT I	56,020	71,573	20,000	6,000	82,020	97,573
M	Senior GAT	64,049	85,994	20,000	8,000	92,049	113,994
N	Principal GAT II	74,213	100,547	24,000	8,000	106,213	132,547
P	Principal GAT I	116,291	155,841	40,000	12,000	168,291	207,841
Q	Senior Principal	134,622	180,405	40,000	14,000	188,622	234,405
R	Chief Principal	163,634	271,392	40,000	16,000	219,634	327,392

* Gross Salary is derived using the House Allowance Rates for Nairobi

Table 3: Variance in Basic Salary Structure Proposed by Teachers

Job Group	Teachers Designation	Current Basic Salary		Proposed Basic Salary		Variance		% Variance	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
G	P1	16,692	21,304	26,707	34,086	10,015	12,782	60%	60%
H	ATS IV	19,323	24,662	30,530	38,966	11,207	14,304	58%	58%
J	GAT III	24,662	29,918	38,473	46,672	13,811	16,754	56%	56%
K	GAT II	31,020	41,590	48,391	64,880	17,371	23,290	56%	56%
L	GAT I	35,910	45,880	56,020	71,573	20,110	25,693	56%	56%
M	Senior GAT	41,590	55,840	64,049	85,994	22,459	30,154	54%	54%
N	Principal GAT II	48,190	65,290	74,213	100,547	26,023	35,257	54%	54%
P	Principal GAT I	77,527	103,894	116,291	155,841	38,764	51,947	50%	50%
Q	Senior Principal	89,748	120,270	134,622	180,405	44,874	60,135	50%	50%
R	Chief Principal	109,089	144,928	163,634	271,392	54,545	126,464	50%	87%
Average								54%	58%

Table 4: Cost of the Basic Salary Structure Proposed by Teachers

Job Group	In Post	Current Basic Salary		Proposed Basic Salary		Current Basic Salary Cost		Proposed Basic Salary Cost	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
G	101,123	16,692	21,304	26,707	34,086	20,255,341,392	25,851,892,704	32,408,303,532	41,362,542,936
H	31,737	19,323	24,662	30,530	38,966	7,359,048,612	9,392,374,728	11,627,167,320	14,839,967,304
J	24,010	24,662	29,918	38,473	46,672	7,105,615,440	8,619,974,160	11,084,840,760	13,447,136,640
K	43,939	31,020	41,590	48,391	64,880	16,355,853,360	21,929,076,120	25,515,025,788	34,209,147,840
L	46,222	35,910	45,880	56,020	71,573	19,917,984,240	25,447,984,320	31,072,277,280	39,698,966,472
M	32,199	41,590	55,840	64,049	85,994	16,069,876,920	21,575,905,920	24,747,765,012	33,227,049,672
N	8,180	48,190	65,290	74,213	100,547	4,730,330,400	6,408,866,400	7,284,748,080	9,869,693,520
P	434	77,527	103,894	116,291	155,841	403,760,616	541,079,952	605,643,528	811,619,928
Q	144	89,748	120,270	134,622	180,405	155,084,544	207,826,560	232,626,816	311,739,840
R	72	109,089	144,928	163,634	271,392	94,252,896	125,217,792	141,379,776	234,482,688
TOTAL	288,060					92,447,148,420	120,100,198,656	144,719,777,892	188,012,346,840
Variance								52,272,629,472	67,912,148,184

Table 6: Cost of the Basic Salary Structure Proposed by Teachers and Spread to Civil Servants

Basic Salary	Current	Harmonized	Additional Funding
Teachers	104,598,944,526	175,118,860,877	70,519,916,351
Civil Servants	25,846,631,148	43,272,258,861	17,425,627,713
Police and Prisons	29,945,253,180	43,272,258,861	13,327,005,681
Sub Total	160,390,828,854	261,663,378,599	101,272,549,745

Table 7: Impact of the Proposed Increments Scenarios on Domestic Revenue and Wage Bill

	(% increase on basic Salary)	Current Total Wage Bill	Proposed Total Wage Bill	Domestic Revenue (2014/15 Estimate)	Current Wage Bill to Revenue Ratio	Impact on Total Wage Bill	New Wage Bill to Revenue Ratio	New Wage Bill to GDP Ratio
1st Year	13.75%	567,982,000,000	593,300,137,436	1,100,000,000,000	52%	4%	53.94%	11.07%
2nd Year	28.00%	567,982,000,000	618,618,274,873	1,100,000,000,000	52%	9%	56.24%	11.55%
3rd Year	41.00%	567,982,000,000	643,936,412,309	1,100,000,000,000	52%	13%	58.54%	12.02%
4th Year	55.00%	567,982,000,000	669,254,549,745	1,100,000,000,000	52%	18%	60.84%	12.49%

NB: The ratios are assuming a Constant Domestic Revenue over the Period.

Taking the GDP for the year 2014/2015 of Kshs. 5,357,671,700,000. The current Wage Bill to GDP Ratio is 10.60%.

Table 8: Cost of the Allowances Reviewed by SRC in December, 2014

	Cadre	Current Budget	Approved Adjustment	Additional Requirement
1	Hardship Allowance			
	Teachers	6,886,749,078	7,904,095,800	1,017,346,722
	Civil Servants	279,633,600	1,863,820,283	1,584,186,683
	Police and Prisons	248,484,240	1,235,366,370	986,882,130
	Sub Total	7,414,866,918	11,003,282,453	3,588,415,535
2	House Allowance			
	Teachers	23,183,394,000	29,468,038,440	6,284,644,440
	Civil Servants	6,655,467,600	9,071,416,440	2,415,948,840
	Police and prisons	3,917,505,600	5,318,679,720	1,401,174,120
	Sub Total	33,756,367,200	43,858,134,600	10,101,767,400
3	Leave Allowance			
	Teachers			1,430,856,000
	Sub Total	-	-	1,430,856,000
4	Accommodation (House/Rent Allowance)			
	Cabinet Secretaries		21,600,000	21,600,000
	Principal Secretaries		23,400,000	23,400,000
	Sub Total	-	45,000,000	45,000,000
	Total Requirement	41,171,234,118	54,906,417,053	15,166,038,935

Allowances that have been approved by SRC for Teachers include:

- (i) A medical Scheme to be procured for Teachers and move away from payment of Medical Allowance;
- (ii) Special School Allowance to be paid at a fixed rate of Kshs. 10,000 p.m.;
- (iii) Readers allowance to be at a fixed rate of Kshs. 15,000;
- (iv) Responsibility allowance increased by 100% and paid to school administrators at JG 'K' and below;
- (v) Commuter allowance harmonized with the rates prevailing in the core Civil Service; and
- (vi) House Allowance, Hardship allowance and Leave Allowance and daily Subsistence Allowance as per the Circular Ref. No: SRC/ADM/CIR/1/13 Vol. III (126) 10th December, 2014