

**PRESS RELEASE**

**Teaching Service Job Evaluation Ongoing across the 47 Counties**

Job evaluation for the teaching service is ongoing across the 47 counties from today 07/03/2016 to Friday, 12/03/2016. The process is participatory and has the teachers filling in the job description analysis questionnaires so as to develop job descriptions for the various jobs in the teaching service.

Historically, public sector remuneration and benefits have been set through ad hoc committees and commissions. This has led to salary structures that are inequitable leading to discontent, low morale, inefficiencies and frequent industrial unrest.

In order to effectively discharge its advisory mandate under Article 230 (4) (b) of the Constitution, SRC opted to conduct a job evaluation exercise for the public service in order to have a remuneration system that is equitable, harmonized, and fairly determined. The Commission has segmented the public service into seven sectors for ease of administration and execution of the exercise. These are as follows:-

1. Civil Service (National Government)
2. County Governments
3. Commercial and Strategic State Corporations
4. Service and Regulatory State Corporations
5. Constitutional Commissions, Independent Offices and Teaching Service
6. Disciplined Services
7. Research and Learning Institutions

The Commission has made a lot of progress in five of the seven sectors and is currently evaluating the various roles/ jobs following the completion of job descriptions for these sectors. The only two sectors that work has yet to start are Disciplined Services and Research and Learning Institutions.

The aim of the job evaluation exercise for the teaching service is, therefore, to establish the relative worth of the teaching job. The outcome is expected to end inequalities and disparities in remuneration and benefits paid in the public sector and help entrench the principle of equal pay for work of equal value. Also, the teachers will acquire knowledge and skills on job analysis and evaluation, which will enrich their experience and expertise in the field.

PricewaterhouseCoopers (PwC) who were contracted to carry out job evaluation for Constitutional Commissions and Independent Offices, and Teaching Services are working closely with SRC to ensure the exercise is carried out successfully. Thirty two roles in the teaching service are being evaluated. These roles are being evaluated on a number of parameters including: teachers’ main responsibilities; how they influence policy and strategy; effective communication in the job; teachers’ experience at work; qualifications, knowledge and skills required; risks and hazards encountered in the ordinary course of duty, and working conditions among other factors.

Completed job analysis questionnaires will form the basis for the development of job descriptions. It is expected that these job descriptions will be evaluated by PWC using REMeasure tool to develop the grading system. These grades will determine the relative worth of jobs in the public service, which eventually inform the basis for a fair and equitable pay structure.

This exercise marks the beginning of eliminating disparities in the teaching service, while promoting performance and productivity. By participating fully and providing accurate information about the jobs, teachers will know the true worth of their jobs.

The teaching service job evaluation is a major undertaking, given that the teaching service has been grown and transformed over the years. Currently, there are 210,897 primary school teachers; 76,961 secondary school teachers; and 8,967 teachers in tertiary institutions.

The job evaluation exercise is an objective criteria for managing remuneration. It will create harmony in the relationship between employee and employer, afford the unions and employers an informed platform for negotiation hence create good labour relations and enhance stability in work environment, among other benefits.

SRC launched the job evaluation exercise for the teaching service in Nairobi at Kenya Institute for Curriculum Development on 8th February 2016. The launch was attended by over 100 TSC county directors and officers of TSC.

The Commission is cognizant of the bloated wage bill, and its subsequent effects on Kenya’s economy, hence the need to realize parity and equity in remuneration and benefits structure. This exercise shall help us entrench the principle of equal pay for work of equal value.

Ends

March 7, 2016