



Salaries & Remuneration
Commission
Rewarding productivity

PRESS RELEASE

Clarification on the Salary Structure for Early Childhood Development and Education (ECDE) Teachers and Caregivers

Tuesday, 7 February 2023, Nairobi: The Salaries and Remuneration Commission (SRC) draws attention to erroneous reports appearing in a section of the media focusing on the salary structure for Early Childhood Development and Education (ECDE) teachers and caregivers.

These reports have indicated that ECDE teachers receive a salary below the minimum wage. The reports were based on basic salary instead of the gross salary, and thus, misleading.

SRC hereby clarifies that in December 2021, it advised a gross remuneration for the lowest cadre of ECDE teacher based in Nairobi (Cluster 1) receiving between Ksh 14,961 and Ksh 15,842, while those in Cluster 4 (other areas) receiving between Ksh 13,211 and Ksh 14,092. This advice considered affordability and fiscal sustainability of the wage bill for county governments.

Upon a request from county governments, SRC issued a clarification on 13 January 2023 reiterating its earlier position on the remuneration and benefits of ECDE teachers.

SRC is currently reviewing the remuneration for all public officers, including ECDE teachers, under the third remuneration review cycle, and which shall be issued by June 2023.

In line with our mandate of setting, reviewing and advising on the remuneration and benefits in the public service, SRC will continue to engage and respond to stakeholders on the matter, as appropriate.

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About the Salaries and Remuneration Commission

The Salaries and Remuneration Commission (SRC) is established under Chapter 12, Article 230 of the Constitution of Kenya, 2010. SRC's mandate is to: a) Set and regularly review the remuneration and benefits of all State officers; and, b) Advise the national and county governments on the remuneration and benefits of all other public officers.

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