

18 INDUSTRIAL ACTION

18.1 In the event of an industrial action, Parties shall adhere to Part VIII and Part X of the Labour Relations Act.

18.2 With a view to maintain nobility of the teaching profession, Parties agree that in the event of an industrial action, they shall conduct themselves with dignity, civility and decorum.

19 NON-DISCRIMINATION

Parties to this Agreement shall be bound by the provisions under regulation 16 of the Code of Regulation for teachers on Non Discrimination.

20 SEXUAL HARASSMENT

Parties shall be guided by the Sexual Harassment clauses in the Employer's Gender Policy revised 2011 and regulation 23 of the Code of Conduct and Ethics for Teachers.

21 AMENDMENT/VARIATION

21.1 In the event that any provisions of this Agreement are to be modified after the Agreement has been signed, the modifications shall be by mutual consent of Parties, made in writing and signed by the authorized representatives of the Parties.

21.2 Notwithstanding sub-clause 21.1 herein above, any variation and/or amendment of this Agreement affecting remuneration and benefits shall be subject to the Salaries and Remuneration Commission's advice.

22 GOVERNING LAW AND JURISDICTION

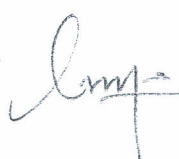
This Agreement shall be subject to the laws of Kenya.

23 COSTS

Each Party shall bear its own costs incidental to the negotiation, preparation, settling, signing and implementation of this Agreement.

For TSC 

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PRINCIPAL GAT	P	77,525	103,89 4	Kshs. 930324 x 46524- 976848 x 48840- 1025688 x 51288- 1076976 x 53844- 1130820 x 56544- 1187364 x 59364- 1246728 p.a
SENIOR PRINCIPAL	Q	89,748	120,27 0	Kshs. 1076976 x 53844- 1130820 x56544- 1187364 x 59364- 1246728 x 62340- 1309068 x 65448- 1374516 x 68724- 1443240 p.a
CHIEF PRINCIPAL	R	109,089	144,92 8	Kshs. 1076976 x 53844- 1130820 x56544- 1187364 x 59364- 1246728 x 62340- 1309068 x 65448- 1374516 x 68724- 1443240 p.a

APPENDIX 2: COMMUTER ALLOWANCE

HEADTEACHERS	
JOB GROUP	RATES
G	4,000
H	4,000
J	4,000
K	5,000
L	6,000
M	8,000
N	8,000
P	12,000
Q	14,000
R	16,000

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APPENDIX 3: RESPONSIBILITY ALLOWANCE

HEADTEACHER	
NUMBER OF STREAMS	NEW RATE (KSH. P.M.) W.E.F 1.7.2013
Single	1,500
Double	3,000
Triple	4,500
Four	6,000
Five	7,500
Six	9,000
Seven	10,500
Eight	12,000
Nine	13,500
Ten	15,000

DEPUTY HEADTEACHER	
NUMBER OF STREAMS	NEW RATE (KSH. P.M.) W.E.F 1.7.2013
Single	400
Double	800
Triple	1,200
Four	1,600
Five	2,000
Six	2,400
Seven	2,800
Eight	3,200
Nine	3,600
Ten	4,000

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SENIOR TEACHER	
NUMBER OF STREAMS	NEW RATE (KSHS. P.M) W.E.F 1.7.2013
Single	300
Double	600
Triple	600
Four	600
Five	600
Six	600
Seven	600
Eight	600
Nine	600
Ten	600

APPENDIX 4: LEAVE ALLOWANCE

JOB GROUP	TEACHERS GRADE	RATE IN KSH.P.A
G	P1	4,000
H	AT. IV/UT TECH. T.C.T. III	4,000
J	GAT III/SI/DIP/UT G	4,000
K	GAT II	6,000
L	GAT I	6,000
M	SNR. GAT	6,000
N	PRINCIPAL GAT II	6,000
P	PRINCIPAL GAT	10,000
Q	SENIOR PRINCIPAL	10,000
R	CHIEF PRINCIPAL	10,000

For TSC *W* *CP*

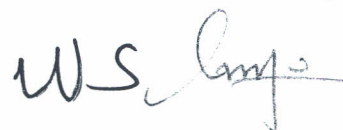
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APPENDIX 5: HOUSE ALLOWANCE

NAIROBI					FORMER MAJOR MUNICIPALITIES MOMBASA, KISUMU, NAKURU, NYERI, ELDORET, THIKA, KISII, MALINDI, AND KITALE			
J.G	current	1.7.15	1.7.16	1.7.17	current	1.7.15	1.7.16	1.7.17
G	5,000	5,584	6,167	6,750	3,000	3,500	4,000	4,500
H	5,000	5,584	6,167	6,750	3,000	3,500	4,000	4,500
J	6,000	7,334	8,667	10,000	3,500	4,834	6,167	7,500
K	10,000	12,167	14,334	16,500	6,000	8,267	10,534	12,800
L	20,000	22,667	25,334	28,000	12,000	15,334	18,667	22,000
M	20,000	22,667	25,334	28,000	12,000	15,334	18,667	22,000
N	24,000	27,667	31,334	35,000	13,000	17,167	21,334	25,500
P	40,000	41,667	43,334	45,000	15,000	19,334	23,667	28,000
Q	40,000	41,667	43,334	45,000	15,000	19,334	23,667	28,000
R	40,000	43,334	46,667	50,000	15,000	21,667	28,334	35,000

OTHER FORMER MUNICIPALITIES					OTHER AREAS			
J.G	current	1.7.15	1.7.16	1.7.17	current	1.7.15	1.7.16	1.7.17
G	3,000	3,284	3,567	3,850	3,000	3,067	3,134	3,200
H	3,000	3,284	3,567	3,850	3,000	3,067	3,134	3,200
J	3,500	4,267	5,034	5,800	3,500	3,734	3,967	4,200
K	6,000	7,200	8,400	9,600	6,000	6,500	7,000	7,500
L	12,000	13,500	15,000	16,500	12,000	12,334	12,667	13,000
M	12,000	13,500	15,000	16,500	12,000	12,334	12,667	13,000
N	13,000	14,667	16,334	18,000	13,000	13,800	14,600	15,400
P	15,000	17,000	19,000	21,000	15,000	15,600	16,200	16,800
Q	15,000	17,000	19,000	21,000	15,000	15,600	16,200	16,800
R	15,000	18,334	21,667	25,000	15,000	16,667	18,334	20,000

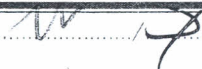


APPENDIX 6: HARDSHIP ALLOWANCE

JOB GROUP	DESIGNATION	RATES (KSHS. P.M.)
G	PI	5,700
H	ATS IV	6,600
J	GAT 111	8,200
K	GAT 11	10,900
L	GAT I	12,300
M	SNR. GAT	14,650
N	PRINCIPAL GAT 11	17,100
P	PRINCIPAL GAT I	27,300
Q	SENIOR PRINCIPAL	31,500
R	CHIEF PRINCIPAL	38,100

APPENDIX 7: DAILY SUBSISTENCE ALLOWANCE (LOCAL TRAVEL)

JOB GROUP	GRADE	CLUSTER 1 Nairobi, Mombasa, Kisumu, Malindi, Kilifi, Lamu, Kwale & Naivasha	CLUSTER 2 Nyeri, Eldoret, Kericho, Kakamega, Kisii, Embu, Nanyuki, Nakuru, Lodwar & Garissa	CLUSTER 3 All others
G	PI	6,300	4,900	4,200
H	AT. IV/UT TECH. T.C.T. III	6,300	4,900	4,200
J	GAT III/ SI/ DIP/ UT G	6,300	4,900	4,200
K	GAT II	11,200	8,400	7,000
L	GAT I	11,200	8,400	7,000
M	SNR. GAT	11,200	8,400	7,000
N	PRINCIPAL GAT II	11,200	8,400	7,000

For TSC 

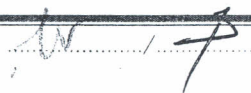
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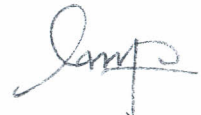
P	PRINCIPAL GAT	14,000	10,500	8,400
Q	SENIOR PRINCIPAL	14,000	10,500	8,400
R	CHIEF PRINCIPAL	14,000	10,500	8,400

APPENDIX 8: DAILY SUBSISTENCE ALLOWANCE (FOREIGN TRAVEL)

PROPOSED NEW RATES FOR FOREIGN TRAVEL (USD)			
Civil Service Job Group & Equivalent	JG: P - R	JG: K - N	JG: G - J
Teachers' Designations	Principal GAT I, Senior Principal & Chief Principal	GAT II, GAT I, SNR GAT & PRINCIPAL GAT II	PI, ATS IV, GAT III
Country			
Afghanistan	293	243	208
Albania	311	264	239
Algeria	350	294	256
Angola	436	386	360
Antigua & Barbuda	387	348	321
Argentina	386	352	332
Armenia	386	301	253
Aruba	416	363	330
Australia	387	331	301
Austria	420	359	323
Azerbaijan	436	356	310
Bahamas	488	415	360
Bahrain	383	352	333
Bangladesh	301	264	243
Barbados	394	332	295
Belarus	334	292	263
Belgium	502	437	399
Belize	296	261	240
Benin	318	271	245
Bermuda	417	353	305
Bhutan	198	152	127
Bolivia	239	207	189
Bosnia & Herzegovina	266	213	184
Botswana	301	263	240
Brazil	418	372	331
Brunei	444	356	305
Bulgaria	321	301	287

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Burkina Faso	308	257	220
Burundi	314	278	259
Cambodia	271	241	223
Cameroon	344	289	256
Canada	452	406	378
Cape Verde	323	295	277
Central African Republic	331	277	237
Chad	439	406	383
Chile	285	254	238
China	393	344	317
Colombia	312	270	237
Comoros	399	337	290
Congo	337	282	252
Costa Rica	312	270	246
Cote d'Ivoire	354	299	259
Croatia	393	356	331
Cuba	295	272	256
Cyprus	327	306	293
Czech Republic	416	397	385
Denmark	430	392	372
Djibouti	314	276	255
Dominica	288	259	238
Dominican Republic	318	271	241
DRC Congo	442	374	323
Ecuador	286	252	232
Egypt	331	303	284
El Salvador	279	252	235
Equatorial Guinea	338	314	297
Eritrea	248	177	139
Estonia	331	287	260
Ethiopia	435	367	318
Fiji	289	250	229
Finland	498	424	366
France	517	418	366
French Guiana	341	289	251
Gabon	402	358	314
Gambia	328	270	237
Georgia	381	295	246
Germany	504	429	372
Ghana	266	230	209
Greece	391	371	358
Grenada	403	389	377
Guadeloupe	331	277	244
Guatemala	277	242	220
Guinea	310	259	221
Guinea Bissau	341	250	198

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Guyana	264	232	212
Haiti	321	299	285
Honduras	292	249	224
Hungary	422	364	318
Iceland	381	344	323
India	361	322	301
Indonesia	318	271	246
Iran	521	443	385
Iraq	702	603	525
Ireland	406	361	334
Israel	614	525	457
Italy	549	477	430
Jamaica	360	321	299
Japan	619	529	470
Jordan	421	355	314
Kazakhstan	436	358	311
Kiribati	331	264	226
Korea	363	330	310
Kosovo	331	287	260
Kuwait	652	559	486
Kyrgyzstan	350	260	210
Laos	207	179	162
Latvia	364	323	297
Lebanon	600	513	446
Lesotho	213	174	154
Liberia	384	337	311
Libya	463	393	354
Liechtenstein	586	505	453
Lithuania	322	277	249
Luxembourg	349	303	278
Macedonia	309	240	201
Madagascar	369	310	267
Malawi	330	298	278
Malaysia	405	342	296
Maldives	254	223	206
Mali	356	310	286
Malta	399	348	319
Marshall Islands	348	283	245
Mauritania	314	266	231
Mauritius	365	345	334
Mexico	450	432	420
Micronesia	420	365	330
Moldova	364	323	297
Monaco	613	525	455
Mongolia	306	255	218
Montenegro	404	370	344

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Morocco	507	416	366
Mozambique	270	233	213
Myanmar	212	173	150
Namibia	248	208	179
Nauru	290	219	178
Nepal	245	202	173
Netherlands	438	395	370
New Zealand	541	461	400
Nicaragua	329	273	233
Niger	327	274	234
Nigeria	427	370	339
North Korea	293	245	217
Norway	354	317	296
Oman	572	497	437
Pakistan	326	284	256
Palau	388	330	294
Panama	316	282	263
Papua New Guinea	413	349	300
Paraguay	298	255	230
Peru	370	312	279
Philippines	347	292	250
Poland	359	320	298
Portugal	391	350	327
Puerto Rico	283	260	244
Qatar	396	334	296
Reunion	300	256	231
Romania	381	342	320
Russia	556	501	469
Rwanda	328	290	268
Samoa	305	264	231
San Marino	549	490	449
Sao Tome & Principe	237	182	150
Saudi Arabia	508	432	374
Senegal	327	284	261
Serbia	320	274	246
Seychelles	413	384	367
Sierra Leone	485	413	356
Singapore	658	523	431
Slovakia	398	363	338
Slovenia	367	328	300
Solomon Islands	326	259	220
Somalia	230	187	163
South Africa	300	270	252
South Sudan	381	323	293
Spain	513	436	377
Sri Lanka	262	217	185

For TSC *W* *SP*

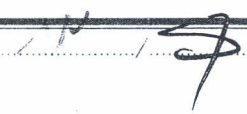
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St. Kitts and Nevis	369	328	299
St. Lucia	356	314	285
St. Vincent & Grenadines	411	376	350
Sudan	381	323	293
Surinam	587	502	436
Swaziland	304	267	246
Sweden	465	411	383
Switzerland	619	529	460
Syria	414	350	301
Tajikistan	341	250	200
Tanzania	332	282	253
Thailand	344	298	274
Timor - Lestor	309	239	200
Tobago	400	366	348
Togo	297	259	237
Tonga	253	215	188
Trinidad	364	348	339
Tunisia	261	231	215
Turkey	574	491	426
Turkmenistan	366	279	230
Tuvalu	286	212	173
Uganda	335	283	253
Ukraine	334	290	262
United Arab Emirates	553	481	421
United Kingdom	481	429	402
Uruguay	307	290	279
USA	462	425	405
Uzbekistan	332	240	190
Vanuatu	419	364	329
Venezuela	408	387	365
Vietnam	250	219	201
Yemen	438	371	320
Zambia	347	277	241
Zimbabwe	275	244	228

APPENDIX 10: CODE OF REGULATIONS FOR TEACHERS 2015

APPENDIX 11: CODE OF CONDUCT AND ETHICS FOR TEACHERS

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