

KENYA NATIONAL UNION OF TEACHERS



MURANG'A NORTH BRANCH

Branch office,
Building: Bishop Ng'ang'a – Arahuka Complex
1st Floor, Room No. 6F

P.o Box 23 - 10200
Murang'a.

1st July, 2026

Dear colleagues,

RE: REAFFIRMING OUR COMMITMENT

Receive Solidarity greetings from our end.

We are aware of the feeling of abandonment from our members which is coming from mainly 4 pressure points at once: KNEC dues, CBA / Promotions /CPG and SHA Mwalimu cover.

1. KNEC unpaid dues for 2025 National exams.

Teachers who invigilated, supervised and marked 2025 National exams haven't been paid. The C.S Ministry of Education has been promising to pay every other month for the last couple of months. Most recently he has promised to pay within this month of July 2026.

KNUT is treating this as a labour rights issue and has signaled a boycott of 2026 exams if this matter is unresolved.

The buck passing between MOE and Ministry of Finance is fueling distrust. We are demanding that the CS MOE gives a public timeline if he has to address this matter any other time.

2. (i) Implementation of Collective Bargaining Agreement (CBA)

In the proposed 2026/27 National Budget, TSC was allocated 8.4 Billion for phase II of the CBA, which will be factored in the July 2026 pay.

KNUT is pushing for a one off implementation for the remaining phases in July 2027 to pave way for negotiations of a new and better CBA.

(ii) PROMOTIONS/CPG

2 Billion was allocated in the 2026/27 budget for promotion of 50 thousand teachers. This is an improvement from previous allocation where only 20 thousand teachers were promoted.

However, KNUT has pushed for a clear and reasonable promotion framework where teachers are not bottlenecked and those eligible can progress automatically. The union has already signed a newly proposed CPG with the salaries and Remuneration Commission (SRC).

In this connection the union has been made aware that SRC in collaboration with the TSC may conduct unannounced random calls to teachers as part of the ongoing Job Evaluation Exercise to establish the value of their Job on a daily basis.

What to Know:

- You'll confirm and explain what your job entails: - Duties, responsibilities schemes of work, Tpad, and what it is about, co-Curricular roles etc.
- You are not obligated to answer immediately if you are in class, unprepared or feel ambushed. You may request to call back at a Scheduled time.
- Please do not speculate or downplay your workload. Avoid statements like "I just teach."

NB:

- Do not forget about; marking, remedial, Individualized Education Program (I.E.P), guidance and counselling, clubs etc.
- Please have some notes lest you be caught offguard.

3. SHA – Mwalimu Cover

Since teachers were migrated from MINET to SHA in December 2025, we have been experiencing systemic hitches such as capping / tariffs (newly introduced) Drugs shortage, system downtime and approval delays that cause long queues, inadequate specialized services especially on optical, lack of proper planning for teachers with chronic illnesses, cash demand in some hospitals for specialised services or top-ups.

In our meeting with SHA officials Tuesday this week we agreed that:

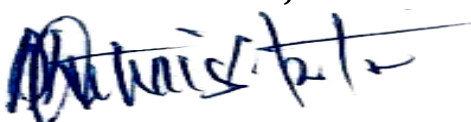
- (i) Tarriff Locking MUST be withdrawn.
- (ii) Hospitals like Focus which has been classified as level 3 MUST be elevated to allow teachers access specialized treatment.
- (iii) A special code for chronically ill teachers which is being generated MUST be fast-tracked. This will allow them access more funds when their outpatient allocation is depleted.
- (iv) Teachers whose ordered spectacles under Bliss have taken months to deliver have the discretion to initiate cancellation to have their held up money released. This will allow them apply for the same in other facilities.
- (v) Those teachers who are affected by system downtime should be treated as opposed being sent away. The hospital should send them an OTP to complete their treatment journey when the downtime (network problem) is restored. This will call for serious good will from the teachers.
- (vi) Teachers MUST not make any cash payment. If so demanded, call the E.S via 0724 849482 (JULIUS GITHAIGA).
- (vii) All benefits MUST be clarified to Medical Health Providers through a meeting between them, SHA officials and teachers representatives which is in the offing. This will mitigate denial of services which are in the cover but some Hospitals staff are ignorant of.

In short KNUT's position on SHA is "fix the system, pay hospitals on time, remove co-payments, clarify benefits and don't make the teachers suffer when their money for medical cover is so promptly deducted from their pay."

A union is only as strong as its members. You are the heartbeat of this union and we cannot succeed without you. We ask for your continued solidarity as we continue to live upto our motto. "Service and Justice". Our commitment is to put our best foot forward for what we can handle at the Branch level and escalate to the Head Office what is beyond our level.

ALUTA CONTINUA!
LONG LIVE KNUT!

Yours at Services,



JULIUS K. GITHAIGA
KNUT EXECUTIVE SECRETARY
MURANG'A NORTH BRANCH