

TEACHERS SERVICE COMMISSION

HIGHLIGHTS OF THE PROPOSED REVISED CAREER PROGRESSION GUIDELINES (CPG) FOR TEACHERS AND CURRICULUM SUPPORT OFFICERS

9TH JUNE, 2026



ESTABLISHMENT OF TSC

- ❖ Established under Article 237 of the Constitution of Kenya, 2010.**
- ❖ Granted the dual mandate- Teacher Management & Regulation of the Teaching Service.**

TEACHER MANAGEMENT MANDATE

Article 237(2) of the Constitution:

- i. Recruit and employ registered teachers**
- ii. Assign teachers for service**
- iii. Promote and transfer teachers**
- iv. Exercise disciplinary control**
- v. Terminate employment of teachers**

REGULATORY MANDATE

Article 237 (2) (a)(3) of the Constitution:

- i. Review standards of education and teacher training**
- ii. Review demand and supply of teachers**
- iii. Advise the national government on matters relating to the teaching profession**

TEACHERS SERVICE COMMISSION ACT

- **Operationalize the mandate of the TSC under Article 237.**
- **Section 11 additional functions-**
 - **Facilitate career progression and professional development for teachers**
 - **Ensure compliance with teaching standards,**
 - **Monitor the conduct and performance of teachers in the teaching service.**

JUSTIFICATION FOR REVIEW OF CPG

- **The implementation of the CBE**
- **Address challenges with the Grading Structure;**
- **Precursor for Job Evaluation**
- **Implement feedback from teachers**
- **Need to separate administrative positions from professional tasks**



WHY WE ARE HERE

- **A constitutional imperative for public participation- Article 10**
- **Commission's directive on stakeholder engagement.**
- **A statutory requirement under the 2025-2029 CBA**



-THE END-

BACKGROUND ON THE CPG 2018

The Commission participated in the Job Evaluation for the 2016 cycle during which the following were the results and the mapping of the JE results against the TSC Scales for Teachers and CSOs;

JOB DESIGNATIONS/JOB TITLE	LAST JOB EVALUATION GRADE	INSTITUTIONS JOB GRADE/ GROUP
Chief Principal	D5	T-Scale 15
Senior Principal	D4	T-Scale 14
Principal	D3	T-Scale 13
Deputy Principal I		
Deputy Principal II		
Senior Master I	D2	T-Scale 12
Senior Lecturer I		
Senior Master II		
Deputy Principal III	D1	T-Scale 11
Senior Head teacher		
Senior Lecturer II		
Curriculum Support Officer I		



BACKGROUND ON THE CPG 2018

JOB DESIGNATIONS/JOB TITLE	LAST JOB EVALUATION GRADE	INSTITUTIONS JOB GRADE/ GROUP
Senior Master III	C5	T-Scale 10
Senior Lecturer III		
Head teacher		
Deputy Head teacher I		
Curriculum Support Officer II		
Senior Master IV	C4	T Scale 9
Senior Lecturer IV		
Deputy Head teacher II		
Secondary Teacher I	C3	T-Scale 8
Lecturer I		
Senior Teacher I		



BACKGROUND ON THE CPG 2018

JOB DESIGNATIONS/JOB TITLE	LAST JOB EVALUATION GRADE	INSTITUTIONS JOB GRADE/ GROUP
Secondary Teacher II	C2	T- Scale 7
Lecturer II		
Senior Teacher II		
Secondary Teacher III	C1	T-Scale 6
Lecturer III		
Primary Teacher I		
Primary Teacher II	B5	T-Scale 5



CHALLENGES WITH THE IMPLEMENTATION OF CPG 2018

- **Disparities in remuneration for teachers, administrators and curriculum support officers' cadres.**
- **Categorization of Schools and aligning them to the Remuneration Structure for Teachers**
- **Disparity in treatment of teachers with similar qualifications**
- **Taller scale structure thus pushing for longer period requirement for growth.**
- **Combining professional as well as administrative work.**



SUMMARY OF PROPOSED LEVELS

S/NO	CATEGORY	CURRENT LEVELS	PROPOSED LEVELS
1	Primary- Regular	8	6
2	Primary -SNE	5	5
3	Junior and Senior School	9	7
4	Secondary -SNE	9	6
5	Teacher Training Colleges	10	7
6	KISE And KIB	7	6
7	Curriculum Support Officers -Regular	4	3
8	Curriculum Support Officers -SNE	4	3
Totals		56	43



PROPOSED CHANGES

LEVEL	SECONDARY				PRIMARY				CSOs		
	CURRENT JOB TITLE	CURRENT J.E. GRADE	PROPOSED GRADE	PROPOSED ADMIN TITLE	CURRENT JOB TITLE	CURRENT J.E. GRADE	PROPOSED GRADE	PROPOSED ADMIN TITLE	CURRENT JOB TITLE	CURRENT J.E. GRADE	PROPOSED GRADE
1	Chief Principal	D5	Teacher 1	Chief Principa l			Teacher 1	Chief Principal	CCSO	D3	CSO 1
2	Senior Principal	D4	Teacher 2	Senior principa l			Teacher 2	Senior Principal	SCSO	D2	CSO 2
3	Principal Deputy Principal 1	D3 D3	Teacher 3	Principa l			Teacher 3	Principal	CSO I	D1	CSO 3
4	Deputy Principal 2 Deputy Principal 3 Senior Master 1 Senior Master 2	D2 D1 D2 D1	Teacher 4	Deputy Principa l - Second ary	Senior Headteach er	D1	Teacher 4	Principal I			



PROPOSED CHANGES

LEVEL	SECONDARY				PRIMARY			
	CURRENT JOB TITLE	CURRENT J.E. GRADE	PROPOSED GRADE	PROPOSED ADMIN TITLE	CURRENT JOB TITLE	CURRENT J.E. GRADE	PROPOSED GRADE	PROPOSED ADMIN TITLE
5	Senior Master 3	C5	Teacher 5	Senior Teacher-Secondary	Headteacher	C5	Teacher 5	Principal II
					Deputy Headteacher 1			
	Senior Master 4	C4			Deputy Headteacher 2	C4	Teacher 6	Deputy Principal-Primary



PROPOSED CHANGES

LEVEL	SECONDARY				PRIMARY			
	CURRENT JOB TITLE	CURRENT J.E. GRADE	PROPOSED GRADE	PROPOSED ADMIN TITLE	CURRENT JOB TITLE	CURRENT J.E. GRADE	PROPOSED GRADE	PROPOSED ADMIN TITLE
6	Secondary Teacher 1	C3	Teacher 6		Senior Teacher 1	C3	Teacher 7	Senior Teacher-Primary
7	Secondary Teacher 2	C2	Teacher 7 (Degree)		Senior Teacher 2	C2		
8	Secondary Teacher 3	C1	Teacher 8 (Diploma)		Primary Teacher 1	C1	Teacher 8 (Diploma)	
9					Primary Teacher 2	B5	Teacher 9 (PTEC)	



PROPOSED CHANGES PRIMARY (REGULAR)

Designation	TSC Grade	Administrative Positions	Classroom growth	Remarks
Teacher 9	PT 9	Entry grade for PTE Certificate holders	Primary teacher 9	Entry for PTE certificate holders
Teacher 8	PT 8	Entry grade Diploma holders	Primary teacher 8	Entry for Diploma / common cadre for PTE
Teacher 7	PT 7	Senior Teacher -Primary	Primary teacher 7	Common cadre for Diploma
Teacher 6	PT 6	Deputy Principal	Primary teacher 6	Competitive
Teacher 5	PT 5	Principal 2- Primary	Primary teacher 5	Competitive
Teacher 4	PT 4	Principal 1- Primary	Primary teacher 4	Competitive
Teacher 3	PT 3	Principal	Primary teacher 3	Competitive
Teacher 2	PT 2	Senior Principal	Primary teacher 2	Competitive
Teacher 1	PT 1	Chief Principal	Primary teacher 1	Competitive



PROPOSED CHANGES SECONDARY (REGULAR)

Designation	TSC Grade	Administrative Positions	Classroom growth	Remarks
Teacher 8 Secondary 3	ST 8	Entry grade for Diploma in Education	Teacher 8	
Teacher 7 Secondary 2	ST 7	Entry for Bachelor's Degree	Teacher 7	Common Cadre for Diploma in Education
Teacher 6 Secondary 1	ST 6	Common cadre for Bachelor's Degree	Teacher 6	Common cadre for Bachelor's Degree
Teacher 5 Secondary	ST 5	Senior Teacher- Secondary	Teacher 5	Competitive
Teacher 4 Secondary	ST 4	Deputy Principal -Secondary	Teacher 4	Competitive
Teacher 3 Secondary	ST 3	Principal -Secondary	Teacher 3	Competitive
Teacher 2 Secondary	ST 2	Senior Principal -Secondary	Teacher 2	Competitive
Teacher I Secondary	ST 1	Chief Principal -Secondary	Teacher 1	Competitive



PROPOSED CHANGES TTC

Substantive Designation	TSC Grade	Administrative Position	Classroom growth	Remarks
Teacher 7 TTC	TTC 7	Entry grade (degree new CBE specialized areas)	Teacher 7	
Teacher 6 TTC	TTC 6	Common Cadre for Degree holders	Teacher 6	Common cadre for Degree holders
Teacher 5 TTC	TTC 5	Entry grade for Teacher 5 Secondary	Teacher 5	Equivalence for Secondary teacher 5
Teacher 4 TTC	TTC 4	Senior Teacher TTC	Teacher 4	Competitive
Teacher 3 TTC	TTC 3	Principal Teacher TTC	Teacher 3	Competitive
Teacher 2 TTC	TTC 2	Deputy Principal TTC	Teacher 2	Competitive
Teacher 1 TTC	TTC 1	Chief Principal TTC	Teacher 1	Competitive



PROPOSED CHANGES KISE

Designation	TSC Grade	Administrative Position	Classroom growth	Remarks
Teacher 6 KISE	KISE 6	Entry grade for graduate	Teacher 6	Enty
Teacher 5 KISE	KISE 5	Common cadre promotional grade for KISE 6	Teacher 5	Common cadre
Teacher 4 KISE	KISE 4	Senior Teacher – KISE	Teacher 4	Competitive
Teacher 3 KISE	KISE 3	Principal Teacher- KISE	Teacher 3	Competitive
Teacher 2 KISE	KISE 2	Deputy Director	Teacher 2	Competitive
Teacher 1 KISE	KISE 1	Director	Teacher 1	Competitive



WAY FORWARD AFTER APPROVAL OF CPG

S/N O	ACTIVITY	ACTOR
1.	Submission of the approved CPG together with Job Descriptions to the salaries and remuneration Commission for Job Evaluation	TSC
2	Conducting of Job Evaluation	SRC/TSC
3.	Conduct clinic on the JE results	SRC/TSC
4	Communication of JE results and attendant financial implication to TSC	SRC/ NT
5	Publishing of the JE results to teachers	TSC



*Thank
you*

