

NOW IT IS HEREBY AGREED AS FOLLOWS:

1. OPERATION AND DURATION

- 1.1. This agreement supersedes all previous agreements for the regulation of teaching Service salaries and allowances which may be in force, and this Agreement shall remain in force for a three year period until its expiry on 31st December 2016, or until such a time that the Agreement is amended or replaced by mutual agreement of the Parties, whichever is the later.
- 1.2. This agreement shall be reviewed by the Parties commencing on 1st April 2016 in order to negotiate and conclude a new agreement to be effective from 1st January 2017.

2. APPLICATION AND PURPOSE

- 2.1. This Agreement applies to all teachers who are in service at the date of implementation and does not apply to any teacher who has terminated service prior to the date of implementation of any component of increase provided for by the Agreement.
- 2.2. This Agreement is in full and the final settlement of claims made by the Association for increases to salaries and allowances, based upon cost of living increases, and past increases in the work value and productivity of teachers, as compared to other categories of public employees.
- 2.3. This Agreement provides for introduction of a revised pay grade structure and for a new work value and job evaluation review of positions in the teacher training colleges, the technical colleges and National High Schools, to be implemented during the period of the Agreement.
- 2.4. This Agreement provides for a general increase to the salary scales for all categories of teachers and commensurate increases in pay to individual teachers according to their salary grades
- 2.5. This Agreement provides for the application of a “threshold clause” for the application of an additional margin of increase in the event that the CPI exceeds a figure as specified by the Government from time to time.
- 2.6. This Agreement provides for the application of the Performance Based Salary Structure in accordance with Commission’s Determination, whereby the salaries of individual teachers in service will be incremented automatically on an annual basis subject to continuous service and acceptable conduct.
- 2.7. This Agreement provides for the ongoing application of the Teaching Service Allowance which is applied to across the board to all teachers to recognize the increased work load due to increasing class sizes, and the general hardship and inconveniences and working conditions experienced in all schools.

2.8. This Agreement provides for a review of allowances paid for teaching in remote locations and for teaching in resource development enclave areas to offset the higher cost of goods and services.

3. TEACHER'S SALARY SCALE AND SALARY INCREASES

Teachers Current Salary Scales TS1 to TS11

3.1. The increases to base salary provided by this agreement in each year of the Agreement shall comprise of two components, namely:

- a) A 7.5% general across the board increase; plus
- b) An increase of 2.5% of the average base salary being paid to recognize ongoing increases in productivity as a result of Government reforms, free education policy, increasing class sizes and curricular demands.

3.2. Therefore, by application of these increases pursuant to Clause 3.1, the base salary increases are calculated by adjusting the grade mid-point salaries in each year 2014 to 2016 as follows:

Year 2014: 7.5% of 2013 salaries + K525 (equal to 2.5% of K21,000, the average of 2013 salaries)

Year 2015: 7.5% of 2014 salaries + K578 (equal to 2.5% of K23,100, the average of 2014 salaries)

Year 2016: 7.5% of 2015 salaries + K635 (equal to 2.5% of K25,410, the average of 2013 salaries)

3.3. The base salary scales and transfers from one scale to another in each year of the Agreement resulting from the application of the formulae and adjustment in Clause 3.2 are shown in **Schedules 1A to 1C, which are the integral part of this Agreement for purposes of implementation.**

3.4. The base salaries of each and every teacher in service in Grades TS1 to TS12 in service at the date on which the Agreement is implemented in the payroll, shall be automatically increased by the agreed margins resulting from the application of Clause 3.2, effective on and from 1st January 2014, 2015, and 2016, as calculated from **Schedules 1A to 1C.** (See Clause 4.4 on the transfer of teachers in Grade TS1 to TS2)

3.5. Note that the average base salary will increase from K21,000 to K27,951 or by 33% over the three years of the Agreement, an average compounded increase of 10% per annum.

6. TEACHING SERVICE ALLOWANCE

Teaching Service Allowance

6.1.A Teaching Service Allowance is paid to all teachers in recognition of all exigencies, hardships, and inconveniences, working conditions, including utilization of own accommodation for the conduct of after hours community liaison etc and increasing work load due to increasing class size.

6.2.The Teaching Service Allowance is increased from the rate of 8% annual base salary to 10 % of annual base salary, effective 1st January 2014, payable on fortnightly basis with normal pay, subject to a minimum kina amount paid on a fortnightly basis as follows:

From 1st January 2014: Minimum rate K3,575 per annum (K137.30 per f/n)

From 1st January 2015: Minimum rate K3,933 per annum (K150.00 per f/n)

From 1st January 2016: Minimum rate K4,326 per annum (K166.50 per f/n)

6.3.The Teaching Allowance is payable for all periods of leave with pay.

6.4.The addition of the Teaching Service Allowance together with base salary for teachers in each year of the Agreement is shown in **Schedule 2A, 2B, and 2C** and the schedules are an integral part of the Agreement for implementation purposes.

6.5.Note that from Clause 3.5 the combined average value of Base Salary plus teaching Service Allowance increases from K24,325 (K936 per fortnight) to K32,277 (K1,241 per fortnight) over the period of the Agreement. The minimum starting rate for a qualified teacher in grade TS2.1 increases from K671 per fortnight to K904 per fortnight.

Schedule 1A

TEACHING SERVICE PAY FIXATION AGREEMENT 2014 – 2016

TEACHER’S FIRST YEAR BASE SALARY SCALE TRANSFER 2013 – 2014

2013 Base Salary Scales								2014 Base Salary Scales							
<u>GRADE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>GRADE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
-	-	-	-	-	-	-	-	TS12	53959	55937	57976	<u>59954</u>	61932	63971	65949
TS11	43917	45528	47187	<u>48797</u>	50407	52066	53677	TS11	47684	49432	51234	<u>52982</u>	54730	56532	58280
TS10	38919	40346	41816	<u>43243</u>	44670	46140	47567	TS10	42310	43861	45460	<u>47011</u>	48562	50161	51712
TS9	34718	35991	37303	<u>38576</u>	39849	41161	42434	TS9	37795	39180	40608	<u>41994</u>	43380	44808	46193
TS8	31173	3236	33494	<u>34637</u>	35780	36958	38101	TS8	33984	35230	36514	<u>37760</u>	39006	40290	41536
TS7	28156	29188	30252	<u>31284</u>	32316	33380	34412	TS7	30740	31867	33028	<u>34155</u>	35282	36443	37571
TS6	24612	25515	26445	<u>27347</u>	28249	29179	30082	TS6	26931	27918	28936	<u>29923</u>	30910	31928	32915
TS5	21339	22121	22928	<u>23710</u>	24492	25299	26081	TS5	23412	24270	25155	<u>26013</u>	26871	27756	28614
TS4	18600	19282	19985	<u>20667</u>	21349	22052	22734	TS4	20468	21218	21992	<u>22742</u>	23492	24266	25016
TS3	16400	17001	17621	<u>18222</u>	18823	19443	20044	TS3	18103	18766	19450	<u>20114</u>	20778	21462	22125
TS2	14197	14717	15253	<u>15774</u>	16295	16831	17351	TS2	15734	16311	16905	<u>17482</u>	18059	18653	19230
TS1	12507	12966	13438	<u>13897</u>	14356	14828	15287	TS1	13918	14428	14954	<u>15464</u>	15974	16500	17010

Note that salaries are calculated pursuant to Section 3 of the pay Fixation Agreement for the year 2014. Teachers in service transfer from the grade and salary step held in 2013 to the same grade and salary step at a higher rate in 2014. Except that Grade TS1 is for the first year teachers in third year of Diploma course completing practical teaching experience. All teachers in Grade TS1 at 31st December 2013 transfer into Grade TS2 on 1st January 2014.

Schedule 1B

TEACHING SERVICE PAY FIXATION AGREEMENT 2014 – 2016

TEACHER’S FIRST YEAR BASE SALARY SCALE TRANSFER 2014 – 2015

2014 Base Salary Scales								2015 Base Salary Scales							
<u>GRADE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>GRADE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
TS12	53959	55937	57976	<u>59954</u>	61932	63971	65949	TS12	58526	60672	62883	<u>65029</u>	67175	69386	71532
TS11	47684	49432	51234	<u>52982</u>	54730	56532	58280	TS11	51781	53679	55635	<u>57534</u>	59433	61389	63287
TS10	42310	43861	45460	<u>47011</u>	48562	50161	51712	TS10	46004	47690	49428	<u>51115</u>	52802	54540	56227
TS9	37795	39180	40608	<u>41994</u>	43380	44808	46193	TS9	41150	42659	44213	<u>45722</u>	47231	48785	50294
TS8	33984	35230	36514	<u>37760</u>	39006	40290	41536	TS8	37053	38412	39811	<u>41170</u>	42529	43928	45287
TS7	30740	31867	33028	<u>34155</u>	35282	36443	37571	TS7	33566	34796	36064	<u>37295</u>	38526	39794	41025
TS6	26931	27918	28936	<u>29923</u>	30910	31928	32915	TS6	29471	30551	31664	<u>32745</u>	33826	34939	36020
TS5	23412	24270	25155	<u>26013</u>	26871	27756	28614	TS5	25688	26630	27600	<u>28542</u>	29484	30454	31396
TS4	20468	21218	21992	<u>22742</u>	23492	24266	25016	TS4	22523	23349	24200	<u>25026</u>	25852	26703	27529
TS3	18103	18766	19450	<u>20114</u>	20778	21462	22125	TS3	19981	20714	21468	<u>22201</u>	22934	23688	24421
TS2	15734	16311	16905	<u>17482</u>	18059	18653	19230	TS2	17432	18073	18732	<u>19371</u>	20010	20669	21308
TS1	131918	-	-	<u>-</u>	-	-	-	TS1	15482	-	-	<u>-</u>	-	-	-

Note that salaries are calculated pursuant to Section 3 of the pay Fixation Agreement for the year 2015. Teachers in service transfer from the grade and salary step held in 2014 to the same grade and salary step at a higher rate in 2015. Note that Grade TS1 is for the first year teachers in third year of Diploma course completing practical teaching experience.

Schedule 1C

TEACHING SERVICE PAY FIXATION AGREEMENT 2014 – 2016

TEACHER’S FIRST YEAR BASE SALARY SCALE TRANSFER 2015 – 2016

2015 Base Salary Scales								2016 Base Salary Scales							
<u>GRADE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>GRADE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
TS12	58256	60672	62883	<u>65029</u>	67175	69386	71532	TS12	63487	65815	68213	<u>70541</u>	72869	75267	77595
TS11	51781	53697	55635	<u>57534</u>	59433	61389	63287	TS11	56236	58298	60422	<u>62484</u>	64546	66670	68732
TS10	46004	47690	49428	<u>51115</u>	52808	54540	56227	TS10	50026	51860	53750	<u>55584</u>	57418	59308	61142
TS9	41150	42659	44213	<u>45722</u>	47231	48785	50294	TS9	44807	46450	48143	<u>49786</u>	51429	53122	54765
TS8	37053	38412	39811	<u>41170</u>	42529	43928	45287	TS8	40404	41885	43412	<u>44893</u>	46374	47901	48382
TS7	33566	34796	36064	<u>37295</u>	38526	39794	41025	TS7	36654	37998	39383	<u>40727</u>	42071	43456	44800
TS6	29471	30551	31664	<u>32745</u>	33826	34939	36020	TS6	32252	33435	34653	<u>35836</u>	37019	38237	39420
TS5	25688	26630	27600	<u>28542</u>	29484	30454	31396	TS5	28186	29220	30285	<u>31318</u>	32351	33416	34450
TS4	22523	23349	24200	<u>25026</u>	25852	26703	27529	TS4	24784	25693	26629	<u>27538</u>	28447	29383	30292
TS3	19981	20714	21468	<u>22201</u>	22934	23688	24421	TS3	22051	22859	23692	<u>24501</u>	25310	26143	26951
TS2	17432	18073	18732	<u>19371</u>	20010	20669	21308	TS2	19313	20021	20751	<u>21459</u>	22167	22897	23605
TS1	15482	-	-	<u>-</u>	-	-	-	TS1	17214	17845	18496	<u>19127</u>	19758	20409	21040

Note that salaries are calculated pursuant to Section 3 of the pay Fixation Agreement for the year 2016. Teachers in service transfer from the grade and salary step held in 2015 to the same grade and salary step at a higher rate in 2016. Note that Grade TS1 is for the first year teachers in third year of Diploma course completing practical teaching experience.

Schedule 2A

TEACHING SERVICE PAY FIXATION AGREEMENT 2014 – 2016

TEACHER’S FIRST YEAR BASE SALARY PLUS SERVICE ALLOWANCE TRANSFER 2013 – 2014

2013 Base Salary Scales Plus Service Allowance (8% min. K3,250)								2014 Base Salary Scales Plus Service Allowances (10% min. K3,575)							
<u>GRADE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>GRADE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
-	-	-	-	-	-	-	-	TS12	59355	61531	63774	<u>65949</u>	68125	70368	72544
TS11	47430	49170	50962	<u>52701</u>	54440	56231	57971	TS11	52427	54350	56330	<u>58253</u>	60176	62156	64078
TS10	42169	43596	45161	<u>46702</u>	48244	49831	51372	TS10	46516	48222	49979	<u>51685</u>	53391	55417	56854
TS9	37968	39241	40553	<u>41826</u>	43099	44454	45829	TS9	41549	43073	44642	<u>46166</u>	47689	49259	40783
TS8	34423	35566	36744	<u>37887</u>	39030	40208	41351	TS8	37537	38782	40065	<u>41509</u>	42878	44289	54660
TS7	31406	32438	33502	<u>34534</u>	35566	36630	37662	TS7	34292	35418	36579	<u>37705</u>	38831	40059	41297
TS6	27862	28765	29695	<u>30597</u>	31499	32429	33332	TS6	30483	31470	32486	<u>33473</u>	34460	35476	36463
TS5	24589	25371	26178	<u>26960</u>	27742	28549	29331	TS5	26964	27822	28705	<u>29563</u>	30421	31304	32162
TS4	21850	22532	23235	<u>23917</u>	24599	25302	25984	TS4	24020	24770	25542	<u>26292</u>	27042	27814	28564
TS3	19650	20251	20871	<u>21472</u>	22073	22693	23294	TS3	21655	22318	23001	<u>23664</u>	24327	25010	25673
TS2	17447	17967	18503	<u>19024</u>	19545	20081	20601	TS2	19286	19862	20456	<u>21032</u>	21608	22202	22778
TS1	15757	-	-	-	-	-	-	TS1	17470	-	-	-	-	-	-

Note that salaries are calculated pursuant to Section 3 and the Teaching Service Allowance pursuant to Section 6 of the Pay Fixation Agreement for the year 2014. Teachers in service transfer from the grade and salary step held in 2013 to the same grade and salary step at a higher rate in 2014. Note that Grade TS1 is for the first year teachers in third year of Diploma course completing practical teaching experience.

Schedule 2B

TEACHING SERVICE PAY FIXATION AGREEMENT 2014 – 2016

TEACHER’S FIRST YEAR BASE SALARY PLUS SERVICE ALLOWANCE TRANSFER 2014 – 2015

2014 Base Salary Scales Plus Service Allowance (10% min. K3,575)								2015 Base Salary Scales Plus Service Allowances (10% min. K3,933)							
<u>GRADE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>GRADE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
TS12	59355	61531	63774	<u>65949</u>	68125	70368	72544	TS12	64351	66711	69142	<u>71501</u>	73861	76292	78651
TS11	52427	54350	56330	<u>58253</u>	60176	62156	64078	TS11	56904	58991	61140	<u>63227</u>	65314	67463	69550
TS10	46516	48222	49979	<u>51685</u>	53391	55417	56854	TS10	50549	52403	54313	<u>56166</u>	58020	59929	61783
TS9	41549	43073	44642	<u>46166</u>	47689	49259	40783	TS9	45210	46868	48576	<u>50234</u>	51891	53600	55257
TS8	37537	38782	40065	<u>41509</u>	42878	44289	54660	TS8	40937	42293	43734	<u>45227</u>	46719	48257	49750
TS7	34292	35418	36579	<u>37705</u>	38831	40059	41297	TS7	37449	38678	39612	<u>40964</u>	42316	43709	45060
TS6	30483	31470	32486	<u>33473</u>	34460	35476	36463	TS6	33354	34433	35544	<u>36623</u>	37702	38813	39892
TS5	26964	27822	28705	<u>29563</u>	30421	31304	32162	TS5	29571	30511	31480	<u>32420</u>	33360	34329	35269
TS4	24020	24770	25542	<u>26292</u>	27042	27814	28564	TS4	26407	27231	28080	<u>28904</u>	29728	30577	31401
TS3	21655	22318	23001	<u>23664</u>	24327	25010	25673	TS3	23864	24595	25348	<u>26079</u>	26810	27563	28294
TS2	19286	19862	20456	<u>21032</u>	21608	22202	22778	TS2	21317	21955	22612	<u>23249</u>	23886	24543	25181
TS1	17470	-	-	<u>=</u>	-	-	-	TS1	19365	-	-	<u>=</u>	-	-	-

Note that salaries are calculated pursuant to Section 3 and the Teaching Service Allowance pursuant to Section 6 of the Pay Fixation Agreement for the year 2014. Teachers in service transfer from the grade and salary step held in 2013 to the same grade and salary step at a higher rate in 2014. Note that Grade TS1 is for the first year teachers in third year of Diploma course completing practical teaching experience.

TEACHING SERVICE PAY FIXATION AGREEMENT 2014 – 2016

TEACHER’S FIRST YEAR BASE SALARY PLUS SERVICE ALLOWANCE TRANSFER 2015 – 2016

2015 Base Salary Scales Plus Service Allowance (10% min. K3,933)								2016 Base Salary Scales Plus Service Allowances (10% min. K4,326)							
<u>GRADE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>GRADE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
TS12	64351	66711	69142	<u>71501</u>	73861	76292	78651	TS12	69737	72293	74928	<u>77485</u>	80043	82677	85234
TS11	56904	58991	61140	<u>63227</u>	65314	67463	69550	TS11	61717	63979	66311	<u>68574</u>	70837	73169	75431
TS10	50549	52403	54313	<u>56166</u>	58020	59929	61783	TS10	54886	56899	58971	<u>60984</u>	62997	65069	67082
TS9	45210	46868	48576	<u>50234</u>	51891	53600	55257	TS9	49146	50948	52804	<u>54606</u>	56408	58265	60067
TS8	40937	42293	43734	<u>45227</u>	46719	48257	49750	TS8	44600	46077	47599	<u>49224</u>	50849	52522	54146
TS7	37449	38678	39612	<u>40964</u>	42316	43709	45060	TS7	40851	42190	43570	<u>44909</u>	46248	47632	49105
TS6	33354	34433	35544	<u>36623</u>	37702	38813	39892	TS6	36449	37627	38840	<u>40018</u>	41196	42409	43587
TS5	29571	30511	31480	<u>32420</u>	33360	34329	35269	TS5	32383	33411	34471	<u>35500</u>	36529	37589	38617
TS4	26407	27231	28080	<u>28904</u>	29728	30577	31401	TS4	28981	29885	30816	<u>31720</u>	32624	33555	34459
TS3	23864	24595	25348	<u>26079</u>	26810	27563	28294	TS3	26247	27051	27879	<u>28683</u>	29487	30315	31119
TS2	21317	21955	22612	<u>23249</u>	23886	24543	25181	TS2	23510	24213	24938	<u>25641</u>	26344	27069	27773
TS1	19365	-	-	<u>=</u>	-	-	-	TS1	21411	-	-	<u>=</u>	-	-	-

Note that salaries are calculated pursuant to Section 3 and the Teaching Service Allowance pursuant to Section 6 of the Pay Fixation Agreement for the year 2014. Teachers in service transfer from the grade and salary step held in 2013 to the same grade and salary step at a higher rate in 2014. Note that Grade TS1 is for the first year teachers in third year of Diploma course completing practical teaching experience.