

IPUCCF - KUDHEIHA CBA 2013-2017

Grade	Step	2012-13	2013-14	2014-15	2015-16	2016-17	% Increase -		Arrears Due / Staff	Staff Numbers	Arrears Due - Total
							Horizontal	Vertical			
Basic Salary (BS)							Arrears Due				
KUDHEIHA							General				
General Staff											
Grade I	1	9,485	10,080	10,713	11,386	12,100	27.575%		76,077	196	14,911,151
	2	9,703	10,307	10,948	11,629	12,353	27.308%		77,093	50	3,854,666
	3	9,920	10,532	11,181	11,870	12,602	27.041%		78,068	108	8,431,366
	4	10,138	10,757	11,415	12,112	12,852	26.774%		79,018	83	6,558,470
	5	10,427	11,058	11,728	12,438	13,191	26.507%	39.071%	80,482	32	2,575,421
	6	10,716	11,359	12,040	12,762	13,528	26.240%	39.420%	81,902	140	11,466,279
	7	11,005	11,659	12,352	13,086	13,863	25.973%	39.752%	83,278	61	5,079,955
	8	11,294	11,959	12,663	13,408	14,197	25.706%	40.040%	84,610	83	7,022,608
	9	11,582	12,257	12,972	13,728	14,528	25.439%	39.334%	85,890	133	11,423,357
	10	11,871	12,556	13,281	14,048	14,859	25.173%	38.664%	87,133	86	7,493,465
	11	12,254	12,955	13,695	14,478	15,306	24.906%	39.082%	89,015	0	-
	12	12,636	13,351	14,107	14,906	15,749	24.639%	39.449%	90,832	0	-
							972		78,816,738		
Grade II	1	11,005	11,659	12,352	13,086	13,863	25.973%		83,278	374	31,145,953
	2	11,294	11,959	12,663	13,408	14,197	25.706%		84,610	165	13,960,606
	3	11,582	12,257	12,972	13,728	14,528	25.439%		85,890	81	6,957,082
	4	11,871	12,556	13,281	14,048	14,859	25.173%		87,133	132	11,501,598
	5	12,254	12,955	13,695	14,478	15,306	24.906%	39.082%	89,015	129	11,482,973
	6	12,636	13,351	14,107	14,906	15,749	24.639%	39.449%	90,832	91	8,265,668
	7	13,018	13,748	14,518	15,332	16,191	24.372%	39.792%	92,589	181	16,758,657
	8	13,401	14,144	14,929	15,757	16,631	24.105%	40.100%	94,296	123	11,598,351
	9	13,783	14,540	15,338	16,180	17,069	23.838%	39.290%	95,936	144	13,814,805
	10	14,165	14,935	15,746	16,602	17,504	23.571%	38.524%	97,518	336	32,766,100
	11	14,585	15,369	16,196	17,066	17,984	23.304%	38.147%	99,300	0	-
	12	15,004	15,802	16,643	17,528	18,461	23.037%	37.755%	101,011	0	-
							1,756		158,251,793		
Grade III	1	13,018	13,748	14,518	15,332	16,191	24.372%		92,589	255	23,610,262
	2	13,401	14,144	14,929	15,757	16,631	24.105%		94,296	242	22,819,521
	3	13,783	14,540	15,338	16,180	17,069	23.838%		95,936	144	13,814,805
	4	14,165	14,935	15,746	16,602	17,504	23.571%		97,518	229	22,331,657
	5	14,585	15,369	16,196	17,066	17,984	23.304%	38.147%	99,300	190	18,867,043
	6	15,004	15,802	16,643	17,528	18,461	23.037%	37.755%	101,011	143	14,444,586
	7	15,424	16,236	17,090	17,989	18,936	22.771%	37.388%	102,664	226	23,202,116
	8	15,843	16,668	17,535	18,448	19,408	22.504%	37.016%	104,246	157	16,366,655
	9	16,263	17,100	17,980	18,906	19,879	22.237%	36.300%	105,770	189	19,990,569
	10	16,682	17,531	18,424	19,361	20,347	21.970%	35.611%	107,223	396	42,460,346
	11	17,101	17,962	18,866	19,815	20,812	21.703%	34.935%	108,611	0	-
	12	17,741	18,624	19,550	20,523	21,544	21.436%	35.984%	111,322	0	-
							2,171		217,907,560		
Grade IV	1	15,843	16,668	17,535	18,448	19,408	22.504%		104,246	271	28,250,722

2	16,263	17,100	17,980	18,906	19,879	22.237%		105,770	223	23,586,756
3	16,682	17,531	18,424	19,361	20,347	21.970%		107,223	236	25,304,650
4	17,101	17,962	18,866	19,815	20,812	21.703%		108,611	270	29,325,077
5	17,741	18,624	19,550	20,523	21,544	21.436%	35.984%	111,322	257	28,609,703
6	18,380	19,284	20,232	21,227	22,271	21.169%	36.942%	113,928	287	32,697,209
7	19,019	19,943	20,912	21,929	22,994	20.902%	37.840%	116,435	307	35,745,525
8	19,659	20,603	21,592	22,629	23,716	20.636%	38.680%	118,850	247	29,355,927
9	20,298	21,261	22,269	23,326	24,432	20.369%	37.717%	121,160	216	26,170,607
10	20,937	21,918	22,945	24,020	25,146	20.102%	36.810%	123,372	472	58,231,545
11	21,577	22,575	23,620	24,713	25,857	19.835%	35.952%	125,491	928	116,455,401
12	22,344	23,365	24,433	25,549	26,716	19.568%	35.898%	128,240	0	-

Total

3,714 433,733,123

8,613 888,709,215

IPUCGE-KUSU CBA 2013-2017

Grade	Step	2012-13	2013-14	2014-15	2015-16	2016-17	% Increase - Vertical	% Increase - and Horizontal	Arrears Due / Staff	Staff Numbers	Arrears Due - Total
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Basic Salary (BS)

Arrears Due

KUSU-1

General

Middle Grade Staff

Grade A ✓

1	17,741	18,480	19,250	20,053	20,888	17.740%		92,492	299	27,655,187
2	18,380	19,146	19,944	20,775	21,641	17.740%		95,824	305	29,226,221
3	19,019	19,812	20,637	21,497	22,393	17.740%		99,155	240	23,797,221
4	19,659	20,478	21,332	22,221	23,147	17.740%		102,492	248	25,417,944
5	20,298	21,144	22,025	22,943	23,899	17.740%	34.710%	105,823	230	24,339,318
6	20,937	21,809	22,718	23,665	24,651	17.740%	34.120%	109,155	170	18,556,270
7	21,577	22,476	23,413	24,388	25,405	17.740%	33.576%	112,491	111	12,486,518
8	22,344	23,275	24,245	25,255	26,308	17.740%	33.821%	116,490	98	11,416,009
9	23,111	24,074	25,077	26,122	27,211	17.740%	34.057%	120,489	113	13,615,215
10	23,878	24,873	25,910	26,989	28,114	17.740%	34.279%	124,487	176	21,909,776
11	24,646	25,673	26,743	27,857	29,018	17.740%	34.487%	128,491	105	13,491,588
12	25,413	26,472	27,575	28,724	29,921	17.740%	33.912%	132,490	436	57,765,661

2,531 279,676,929

Grade B ✓

1	20,298	21,144	22,025	22,943	23,899	17.740%		105,823	107	11,323,074
2	20,937	21,809	22,718	23,665	24,651	17.740%		109,155	126	13,753,471
3	21,577	22,476	23,413	24,388	25,405	17.740%		112,491	83	9,336,766
4	22,344	23,275	24,245	25,255	26,308	17.740%		116,490	130	15,143,686
5	23,111	24,074	25,077	26,122	27,211	17.740%	34.057%	120,489	74	8,916,158
6	23,878	24,873	25,910	26,989	28,114	17.740%	34.279%	124,487	49	6,099,881
7	24,646	25,673	26,743	27,857	29,018	17.740%	34.487%	128,491	60	7,709,479
8	25,413	26,472	27,575	28,724	29,921	17.740%	33.912%	132,490	97	12,851,535
9	26,244	27,338	28,477	29,664	30,900	17.740%	33.701%	136,822	121	16,555,516
10	27,075	28,203	29,379	30,603	31,878	17.740%	33.504%	141,155	175	24,702,098
11	27,970	29,136	30,350	31,614	32,932	17.740%	33.620%	145,821	141	20,560,747
12	28,738	29,936	31,183	32,483	33,836	17.740%	33.145%	149,825	446	66,821,884

1,609 213,774,295

Grade C ✓

1	24,646	25,673	26,743	27,857	29,018	17.740%		128,491	198	25,441,280
2	25,413	26,472	27,575	28,724	29,921	17.740%		132,490	165	21,860,858
3	26,244	27,338	28,477	29,664	30,900	17.740%		136,822	136	18,607,853
4	27,075	28,203	29,379	30,603	31,878	17.740%		141,155	181	25,549,027
5	27,970	29,136	30,350	31,614	32,932	17.740%	33.620%	145,821	87	12,686,419
6	28,738	29,936	31,183	32,483	33,836	17.740%	33.145%	149,825	99	14,832,660
7	29,865	31,110	32,406	33,756	35,163	17.740%	33.985%	155,700	85	13,234,537
8	30,993	32,285	33,630	35,031	36,491	17.740%	34.778%	161,581	122	19,712,911
9	32,121	33,460	34,854	36,306	37,819	17.740%	35.214%	167,462	380	63,635,575
10	33,410	34,802	36,253	37,763	39,337	17.740%	36.882%	174,182	0	-
11	34,699	36,145	37,651	39,220	40,855	17.740%	36.798%	180,902	0	-
12	35,988	37,488	39,050	40,677	42,372	17.740%	36.716%	187,623	0	-

1,453 215,561,120

Grade D ✓

1	27,970	29,136	30,350	31,614	32,932	17.740%		145,821	211	30,768,211
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Adh
Ako
Cam
Record
Discre
AS
Drone

2	28,738	29,936	31,183	32,483	33,836	17.740%	149,825	192	28,766,372
3	29,865	31,110	32,406	33,756	35,163	17.740%	155,700	142	22,109,462
4	30,993	32,285	33,630	35,031	36,491	17.740%	161,581	200	32,316,248
5	32,121	33,460	34,854	36,306	37,819	17.740%	167,462	170	28,468,547
6	33,410	34,802	36,253	37,763	39,337	17.740%	174,182	148	25,778,967
7	34,699	36,145	37,651	39,220	40,855	17.740%	180,902	125	22,612,797
8	35,988	37,488	39,050	40,677	42,372	17.740%	187,623	122	22,889,951
9	37,277	38,830	40,449	42,134	43,890	17.740%	194,343	153	29,734,436
10	38,566	40,173	41,847	43,591	45,408	17.740%	201,063	187	37,598,760
11	39,855	41,516	43,246	45,048	46,925	17.740%	207,783	367	76,256,382
12	41,558	43,290	45,094	46,973	48,930	17.740%	216,662	0	-

2,017 357,300,133

Grade E W

1	33,410	34,802	36,253	37,763	39,337	17.740%	174,182	92	16,024,763
2	34,699	36,145	37,651	39,220	40,855	17.740%	180,902	113	20,441,969
3	35,988	37,488	39,050	40,677	42,372	17.740%	187,623	98	18,387,010
4	37,277	38,830	40,449	42,134	43,890	17.740%	194,343	97	18,851,244
5	38,566	40,173	41,847	43,591	45,408	17.740%	201,063	86	17,291,408
6	39,855	41,516	43,246	45,048	46,925	17.740%	207,783	69	14,337,031
7	41,558	43,290	45,094	46,973	48,930	17.740%	216,662	85	18,416,237
8	43,261	45,064	46,942	48,898	50,936	17.740%	225,540	90	20,298,614
9	44,964	46,838	48,790	50,823	52,941	17.740%	234,419	102	23,910,708
10	46,668	48,613	50,639	52,749	54,947	17.740%	243,302	104	25,303,456
11	48,371	50,387	52,486	54,674	56,952	17.740%	252,181	171	43,122,953
12	50,074	52,161	54,334	56,599	58,957	17.740%	261,060	0	-

1,107 236,385,393

Grade F Y

1	38,566	40,173	41,847	43,591	45,408	17.740%	201,063	59	11,862,710
2	39,855	41,516	43,246	45,048	46,925	17.740%	207,783	101	20,986,089
3	41,558	43,290	45,094	46,973	48,930	17.740%	216,662	60	12,999,696
4	43,261	45,064	46,942	48,898	50,936	17.740%	225,540	78	17,592,132
5	44,964	46,838	48,790	50,823	52,941	17.740%	234,419	90	21,097,683
6	46,668	48,613	50,639	52,749	54,947	17.740%	243,302	60	14,598,148
7	48,371	50,387	52,486	54,674	56,952	17.740%	252,181	77	19,417,938
8	50,074	52,161	54,334	56,599	58,957	17.740%	261,060	110	28,716,552
9	51,777	53,935	56,182	58,524	60,962	17.740%	269,938	457	123,361,716
10	53,480	55,709	58,030	60,448	62,967	17.740%	278,817	0	-
11	55,183	57,483	59,878	62,373	64,973	17.740%	287,695	0	-
12	56,886	59,257	61,726	64,298	66,978	17.740%	296,574	0	-

1,092 270,632,665

Total

9,809 1,573,330,535

Assoc Professor

16

1	122,956	128,026	133,305	138,801	144,524
2	127,052	132,291	137,745	143,425	149,339
3	131,148	136,556	142,186	148,049	154,153
4	135,243	140,819	146,626	152,672	158,967
5	139,958	145,729	151,738	157,994	164,509
6	144,672	150,637	156,848	163,316	170,050
7	149,387	155,547	161,960	168,638	175,592
8	154,102	160,456	167,072	173,961	181,134
9	158,816	165,364	172,183	179,282	186,675
10	163,531	170,274	177,295	184,605	192,217
11	168,245	175,182	182,405	189,926	197,758
12	172,960	180,092	187,517	195,249	203,300

17.541%	633,982	20	12,679,631
17.541%	655,101	14	9,171,417
17.541%	676,221	28	18,934,184
17.541%	697,335	46	32,077,426
17.541% 33.795%	721,647	31	22,371,047
17.541% 33.842%	745,953	47	35,059,784
17.541% 33.888%	770,264	82	63,161,661
17.541% 33.932%	794,575	101	80,252,124
17.541% 33.379%	818,882	99	81,069,284
17.541% 32.864%	843,193	74	62,396,280
17.541% 32.379%	867,499	55	47,712,453
17.541% 31.925%	891,810	159	141,797,864

756 606,683,154

Professor*

15

1	144,672	150,637	156,848	163,316	170,050
2	149,387	155,547	161,960	168,638	175,592
3	154,102	160,456	167,072	173,961	181,134
4	158,816	165,364	172,183	179,282	186,675
5	163,531	170,274	177,295	184,605	192,217
6	168,245	175,182	182,405	189,926	197,758
7	172,960	180,092	187,517	195,249	203,300
8	180,719	188,171	195,929	204,008	212,420
9	188,478	196,249	204,341	212,767	221,540
10	196,237	204,328	212,753	221,526	230,660
11	203,997	212,408	221,166	230,286	239,781
12	211,753	220,484	229,575	239,041	248,898

17.541%	745,953	7	5,221,670
17.541%	770,264	11	8,472,906
17.541%	794,575	20	15,891,510
17.541%	818,882	25	20,472,041
17.541% 32.864%	843,193	20	16,863,860
17.541% 32.379%	867,499	22	19,084,981
17.541% 31.925%	891,810	40	35,672,419
17.541% 33.752%	931,817	32	29,818,149
17.541% 35.473%	971,824	36	34,985,659
17.541% 37.098%	1,011,831	62	62,733,493
17.541% 38.634%	1,051,842	68	71,525,282
17.541% 37.726%	1,091,834	293	319,907,248

636 640,649,217

Total

9,320 5,331,745,899

UASU

M-Mara

Academic Staff

Asst Lecturer /TF

1	72,649	74,890	77,200	79,582	82,037
2	75,473	77,801	80,202	82,676	85,227
3	78,297	80,713	83,203	85,770	88,416
4	81,122	83,624	86,204	88,863	91,605
5	83,946	86,536	89,206	91,958	94,795
6	86,771	89,448	92,207	95,052	97,984
7	89,595	92,359	95,209	98,146	101,174
8	92,419	95,270	98,209	101,239	104,363
9	95,244	98,182	101,211	104,333	107,552
10	98,068	101,094	104,212	107,427	110,742
11	100,892	104,005	107,213	110,521	113,931
12	103,717	106,917	110,215	113,615	117,121

12.922%	277,359	10	2,773,589
12.924%	288,174	9	2,593,565
12.924%	298,955	0	-
12.922%	309,706	0	-
12.924%	320,521	0	-
12.922%	331,273	0	-
12.923%	342,088	5	1,710,439
12.923%	352,869	5	1,764,343
12.922%	363,620	5	1,818,101
12.923%	374,435	2	748,870
12.923%	385,216	7	2,696,512
12.923%	396,002	4	1,584,007

47 15,689,426

Lecturer

1	86,771	89,448	92,207	95,052	97,984
2	89,595	92,359	95,209	98,146	101,174
3	92,419	95,270	98,209	101,239	104,363
4	95,244	98,182	101,211	104,333	107,552
5	98,068	101,094	104,212	107,427	110,742
6	100,892	104,005	107,213	110,521	113,931
7	103,717	106,917	110,215	113,615	117,121
8	107,718	111,041	114,466	117,998	121,638
9	111,719	115,165	118,718	122,381	126,156
10	115,720	119,290	122,970	126,764	130,674

12.922%	331,273	12	3,975,275
12.923%	342,088	2	684,176
12.923%	352,869	0	-
12.922%	363,620	0	-
12.923%	374,435	0	-
12.923%	385,216	8	3,081,728
12.923%	396,002	4	1,584,007
12.922%	411,251	13	5,346,258
12.923%	426,534	12	5,118,403
12.923%	441,817	0	-

JK
CWO

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IPUCCF-UASU CBA 2013-2017

Grade	Ste						% Increase - Vertical		Arrears Due / Staff	Staff Numbers	Arrears Due - Total
		2012-13	2013-14	2014-15	2015-16	2016-17	% Increase - Horizontal	% Increase - Horizontal			

Basic Salary (BS)

Arrears Due

UASU

General

Academic Staff

Asst Lecturer /TF

1	69,794	72,672	75,668	78,788	82,037	17.541%		359,869	413	148,626,082
2	72,508	75,498	78,611	81,852	85,227	17.541%		373,863	329	123,001,020
3	75,221	78,323	81,552	84,915	88,416	17.541%		387,852	332	128,766,851
4	77,934	81,147	84,493	87,977	91,605	17.541%		401,841	345	138,635,020
5	80,648	83,973	87,436	91,041	94,795	17.541%	35.821%	415,834	258	107,285,294
6	83,361	86,798	90,377	94,104	97,984	17.541%	35.135%	429,823	234	100,578,617
7	86,075	89,624	93,320	97,167	101,174	17.541%	34.502%	443,817	217	96,308,286
8	88,788	92,449	96,261	100,230	104,363	17.541%	33.912%	457,806	99	45,322,761
9	91,501	95,274	99,202	103,293	107,552	17.541%	33.359%	471,794	202	95,302,457
10	94,215	98,100	102,145	106,356	110,742	17.541%	32.846%	485,788	169	82,098,202
11	96,928	100,925	105,086	109,419	113,931	17.541%	32.362%	499,777	90	44,979,917
12	99,642	103,750	108,028	112,483	117,121	17.541%	31.910%	513,771	367	188,553,843

3,055 1,299,458,348

Lecturer

1	83,361	86,798	90,377	94,104	97,984	17.541%		429,823	138	59,315,595
2	86,075	89,624	93,320	97,167	101,174	17.541%		443,817	287	127,375,475
3	88,788	92,449	96,261	100,230	104,363	17.541%		457,806	204	93,392,355
4	91,501	95,274	99,202	103,293	107,552	17.541%		471,794	228	107,569,110
5	94,215	98,100	102,145	106,356	110,742	17.541%	32.846%	485,788	243	118,046,527
6	96,928	100,925	105,086	109,419	113,931	17.541%	32.362%	499,777	164	81,963,404
7	99,642	103,750	108,028	112,483	117,121	17.541%	31.910%	513,771	305	156,700,060
8	103,485	107,752	112,195	116,821	121,638	17.541%	32.936%	533,586	181	96,579,036
9	107,329	111,754	116,362	121,160	126,156	17.541%	33.902%	553,406	180	99,613,105
10	111,173	115,757	120,530	125,500	130,674	17.541%	34.816%	573,226	235	134,708,213
11	115,017	119,759	124,697	129,839	135,193	17.541%	35.678%	593,047	196	116,237,161
12	118,861	123,762	128,865	134,178	139,711	17.541%	35.006%	612,867	1061	650,251,932

3,422 1,841,751,972

Snr Lecturer

1	94,215	98,100	102,145	106,356	110,742	17.541%		485,788	14	6,801,034
2	96,928	100,925	105,086	109,419	113,931	17.541%		499,777	21	10,495,314
3	99,642	103,750	108,028	112,483	117,121	17.541%		513,771	49	25,174,764
4	103,485	107,752	112,195	116,821	121,638	17.541%		533,586	48	25,612,120
5	107,329	111,754	116,362	121,160	126,156	17.541%	33.902%	553,406	52	28,777,119
6	111,173	115,757	120,530	125,500	130,674	17.541%	34.816%	573,226	72	41,272,304
7	115,017	119,759	124,697	129,839	135,193	17.541%	35.678%	593,047	56	33,210,617
8	118,861	123,762	128,865	134,178	139,711	17.541%	35.006%	612,867	118	72,318,311
9	122,956	128,026	133,305	138,801	144,524	17.541%	34.655%	633,982	84	53,254,450
10	127,052	132,291	137,745	143,425	149,339	17.541%	34.330%	655,101	90	58,959,108
11	131,148	136,556	142,186	148,049	154,153	17.541%	34.026%	676,221	157	106,166,674
12	135,243	140,819	146,626	152,672	158,967	17.541%	33.742%	697,335	690	481,161,394

1,451 943,203,208

Received: *[Signature]*Co-Chairman *[Signature]**[Signature]*OFFICE
CWO*[Signature]**[Signature]**[Signature]*