

**THE 2021 – 2025
COLLECTIVE BARGAINING AGREEMENT CYCLE**

BETWEEN

**THE INTER-PUBLIC UNIVERSITIES COUNCILS CONSULTATIVE FORUM
(IPUCCF)**

OF

**THE FEDERATION OF KENYA EMPLOYERS
(FKE)**

AND

**KENYA UNIVERSITIES STAFF UNION
(KUSU)**

23rd November, 2024

CTX *fsh* *HK* *WR* *Ben* *JS* *JB* *Imgh*

REPUBLIC OF KENYA
COLLECTIVE BARGAINING AGREEMENT
BETWEEN
INTER-PUBLIC UNIVERSITIES COUNCILS CONSULTATIVE FORUM (IPUCCF) OF
THE FEDERATION OF KENYA EMPLOYERS (FKE) AND THE KENYA
UNIVERSITIES STAFF UNION (KUSU)

THIS AGREEMENT is made between the **INTER-PUBLIC UNIVERSITIES COUNCILS CONSULTATIVE FORUM (IPUCCF) OF THE FEDERATION OF KENYA EMPLOYERS (FKE)** hereinafter referred to as "the Employer" of the one part AND the **KENYA UNIVERSITIES STAFF UNION (KUSU)**, duly registered as a Trade Union under the Labour Relations Act, 2007, Laws of Kenya, hereinafter referred to as "the Union" of the other part.

PREAMBLE

WHEREAS by the terms of the Recognition Agreement (RA) of 28th October, 2019 between the Employer and the Union, the Forum/Employer having recognized the Union as properly constituted and the sole labour organization capable of representing the interests of unionisable Administrative, Technical, Library and Information Sciences Staff in Grades five (5) to fifteen (15) in all Public Universities and their Constituent Colleges on matters of **Basic Salaries, House Allowance and other terms and conditions of service;**

WHEREAS the representatives of IPUCCF and KUSU were appointed to the Inter-Ministerial Committee *vide* a letter dated 30th September, 2024 under Reference Number MOE/SDHER/6/39, *inter alia*, to coordinate negotiations between UASU, KUSU and KUDHEIHA Workers, and the Government with the goal of ensuring the timely conclusion, signing and implementation of the 2021-2025 CBAs;

Thus, the purpose of this Agreement is to set forth the understanding between the parties as to the terms and conditions of basic salaries and house allowance and other negotiable terms for members of KUSU as specified herein.

NOW, THEREFORE, it is hereby agreed as follows:

1. INTERPRETATION

The interpretation of this Agreement or any part thereof shall be vested in the Joint Negotiating Committee of the Forum/Employer and the Union, subject to the right of adjudication by the Employment and Labour Relations Court (ELRC).

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CBA of IPUCCF and KUSU

2. BASIC SALARY AND SALARY SCALES

The cost of implementation of the Basic Salaries for the 2021-2025 Collective Bargaining Agreement with the Employer pension component is KES 9.76 Billion using the attached schedules in "**Annexure I**", read with the implementation notes hereof, that were simulated in Machakos University by the Joint Technical Committee of IPUCCF, UASU, KUSU and KUDHEIHA Workers and dated 3rd October, 2024 and thereafter adopted on 4th October, 2024 by the Joint Negotiating Committee of IPUCCF, UASU, KUSU and KUDHEIHA Workers for submission to the Inter-Ministerial Committee. The implementation of the basic salaries for the said CBA of KES 9.76 Billion shall be done in three (3) tranches. The first tranche of KES 4.3 Billion for implementation of the first phase of the 2021-2025 CBAs covering nine (9) months being October, 2024 to June, 2025 which shall be released in the Financial Year 2024/2025. Arrears shall be paid in two (2) tranches for the Financial Year 2025/2026 - KES 2.73 Billion and Financial Year 2026/2027 - KES 2.73 Billion each.

3. HOUSE ALLOWANCE

The house allowance, in Kenya shillings, shall be paid to the members of KUSU at the rates shown in schedules in "**Annexure II**".

4. RETIREMENT AGE

The retirement age of KUSU members shall be as follows:

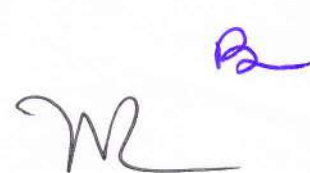
- i. Sixty-five (65) years for members of KUSU working in teaching laboratories, teaching workshops and librarians;
- ii. Sixty-five (65) years for people living with disability;
- iii. Sixty (60) years for all other members of KUSU; and
- iv. The effective implementation date for the new retirement age shall commence from the date of signing this Agreement.

5. Whereas the Return to Work Formula dated 26th September, 2024 provided that "Newly employed staff with a Bachelor's Degree at the Public Universities and their Constituent Colleges shall be placed at Grade 10. **Transitional clause:** KUSU members of staff with existing contracts and in-post KUSU staff will be maintained at their current grade." the parties to this agreement shall discuss Clause 5 in this agreement in the next CBA cycle of 2025-2029 which shall commence on or before 31st January, 2025 and the effective date for the CBA being from 1st July, 2025.



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6. THE OTHER TERMS AND CONDITIONS OF SERVICE

1. **Other Allowances:** Whereas the Return to Work Formula dated 26th September, 2024 provided that the Inter-Ministerial Committee would negotiate the other allowances payable in Public Universities and their Constituent Colleges, consequently, the parties herein agree that harmonization of other allowances shall be negotiated in the next CBA cycle of 2025-2029 which shall commence on or before 31st January, 2025 and the effective date for the CBA being from 1st July, 2025.

Transition clauses:

- i. Councils of Public Universities and their Constituent Colleges that have not completed the CBA negotiations for the cycles of 2013-2017, 2017-2021 and 2021-2025, shall initiate negotiations with the Union at their respective Branches, where circumstances permit.
 - ii. IPUCCF and KUSU shall negotiate, at National Level, all terms and conditions of service for KUSU unionizable employees in one single CBA in the 2025-2029 cycle beginning in the Financial Year 2025/2026 in accordance with the Recognition Agreement signed on 28th October, 2019.
2. **Car Loans and Mortgage Scheme:** IPUCCF agrees to work with KUSU on the cost and modalities of implementing the car loans and mortgage scheme financing for staff in Public Universities and their Constituent Colleges. The cost agreed upon shall be factored in the Education Sector Budget in the Financial Year 2026/2027.
 3. **Promotions:** A Member of KUSU who has completed a minimum of three (3) consecutive years of service at the University, either from their initial date of appointment or from their most recent promotion date, shall be eligible for review and promotion in accordance to the promotion criteria and the Human Resource policies and procedures. Universities shall budget for promotions to appear in the Education Sector Budget, annually.
 4. **Annual Leave:** A member of KUSU shall be entitled to 36 working days of leave annually.
 5. **Job Evaluation:** IPUCCF, in consultation with SRC shall involve KUSU in all stages of job evaluations.
 6. **National Implementation Committee:** There shall be a National Implementation Committee comprising:
 - i. Co-Chairpersons of the Joint Negotiating Committee;
 - ii. Four (4) members nominated by IPUCCF;
 - iii. The KUSU National General Secretary; and

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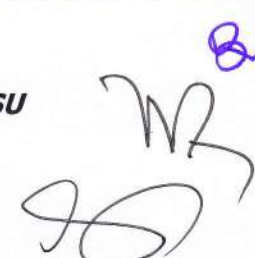
iv. Three (3) members nominated by KUSU.

The National Implementation Committee shall *inter alia* monitor and evaluate the implementation and review of this Agreement.

7. **Joint Implementation Committee:** There shall be a Joint Implementation Committee in every University/University College to oversee the implementation process of the National Implementation Committee. Consequently, every University shall designate four (4) officials and the respective KUSU Branches shall appoint four (4) officials to oversee the implementation process. The Vice-Chancellor/Principal shall designate an officer at the level of Deputy Vice-Chancellor/Deputy Principal to be the team leader and/or manager of the implementation process in the respective University/University College.
8. Upon written request the University shall grant leave of absence to Union official(s) elected to serve in the National Office of KUSU for the duration of their term of office.
9. The Union dues or Agency fees shall be paid at the rate of 2% of monthly basic salary in line with this agreement and in accordance with the prevailing legal gazette notice and deposited into the designated Union account, in accordance to the *Labour Relations Act, 2007*, and related amendments, if any.
10. Pending Union Dues or Agency fees shall be recovered directly at the rate of 2% from the arrears of the 2021-2025 CBA in line with this agreement and in accordance with the prevailing legal gazette notice and deposited into the designated Union account, in accordance to the *Labour Relations Act, 2007*, and related amendments, if any.

EFFECTIVE DATE AND DURATION OF THIS AGREEMENT

1. This Agreement shall cover the period from 1st July, 2021 (now past) up-to 30th June, 2025 and shall be effective from the date of signing this Agreement. Thereafter, this Agreement shall continue to be in force until mutually amended or when the Parties herein shall negotiate and bring into force another agreement.
2. Any party seeking to amend this Agreement shall provide the other party with a written notice at least one (1) month in advance, detailing the proposed amendment(s). The receiving party shall respond within thirty (30) days of receiving the notice.
3. In the event of it proving impossible to obtain mutual agreement on the amendment(s), either party may seek dispute resolution in accordance with the *Labour Relations Act, 2007*.

  CBA of IPUCCF and KUSU    

SIGNED IN NAIROBI THIS 23rd DAY OF November, 2024

SIGNED FOR AND ON BEHALF OF IPUCCF:

1. SIGNATURE.....

Dr. Christopher Gatama Gakahu

Chairperson, Inter-Public Universities' Councils Consultative Forum (IPUCCF) of the Federation of Kenya Employers (FKE) and Chairperson, Machakos University

2. SIGNATURE.....

Prof. Daniel Mugendi Njiru, EBS

Vice-Chancellor, University of Embu and Chairperson of the Vice-Chancellors' Committee

3. SIGNATURE.....

Prof. Fred Barasa,

Vice-Chancellor, Taita Taveta University and Chairperson of the IPUCCF-JNC

WITNESSED BY:

1. NAME BEATRICE MUGANDA INYANGALA

DESIGNATION PRINCIPAL SECRETARY - SDHER

SIGNATURE.....

CBA of IPUCCF and KUSU

2. NAME SHARACE MWOADIME
DESIGNATION P.S. Labour + Skills Dept
SIGNATURE [Signature]

3. NAME Prof. Romanus Othigambo
DESIGNATION IPUCCF-Negotiator/VC-MUST
SIGNATURE [Signature]

4. NAME Prof. GERGEN N. CHANINGIWA
DESIGNATION IPUCCF-NEGOTIATOR/PRINCEPA
TURIKANA UNIVERSITY
COLLEGE
SIGNATURE [Signature]

5. NAME Ruth Kirwa
DESIGNATION Advocate, IPUCCF
SIGNATURE [Signature]

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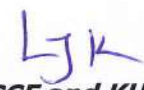
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"Annexure I"
Salary and Salary Scales

Grade 5	Step	Basic Pay 2021-2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	29,464	29,464	30,938	32,485
	2	30,401	30,401	32,176	33,785
	3	31,338	31,338	33,463	35,137
	4	32,276	32,276	34,802	36,543
	5	33,213	33,213	36,194	38,004
	6	34,151	34,151	37,642	39,525
	7	35,088	35,088	39,148	41,106
	8	36,026	36,026	40,714	42,750
	9	36,963	36,963	42,343	44,461
	10	37,901	37,901	44,037	46,239
	11	38,838	38,838	45,799	48,089
	12	39,776	39,776	47,632	50,014
Grade 6	Step	Basic Pay 2021-2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	33,481	33,481	35,156	36,914
	2	34,547	34,547	36,563	38,392
	3	35,612	35,612	38,025	39,927
	4	36,677	36,677	39,547	41,525
	5	37,743	37,743	41,129	43,186
	6	38,808	38,808	42,774	44,913
	7	39,873	39,873	44,486	46,711
	8	40,938	40,938	46,266	48,580
	9	42,004	42,004	48,117	50,523
	10	43,069	43,069	50,041	52,544
	11	44,134	44,134	52,044	54,647
	12	45,200	45,200	54,126	56,833





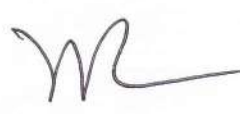


CBA of IPUCCF and KUSU

Grade 7	Step	Basic Pay 2021- 2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	38,873	38,873	40,817	42,858
	2	40,287	40,287	42,450	44,573
	3	41,701	41,701	44,149	46,357
	4	43,114	43,114	45,915	48,211
	5	44,528	44,528	47,752	50,140
	6	45,941	45,941	49,663	52,147
	7	47,355	47,355	51,650	54,233
	8	48,768	48,768	53,716	56,402
	9	50,182	50,182	55,866	58,660
	10	51,596	51,596	58,101	61,007
	11	53,009	53,009	60,426	63,448
	12	54,423	54,423	62,843	65,986
Grade 8	Step	Basic Pay 2021- 2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	43,193	43,193	45,353	47,621
	2	44,763	44,763	47,168	49,527
	3	46,334	46,334	49,054	51,507
	4	47,905	47,905	51,017	53,568
	5	49,475	49,475	53,058	55,711
	6	51,046	51,046	55,181	57,941
	7	52,616	52,616	57,389	60,259
	8	54,187	54,187	59,686	62,671
	9	55,758	55,758	62,073	65,177
	10	57,328	57,328	64,557	67,785
	11	58,899	58,899	67,140	70,497
	12	60,470	60,470	69,825	73,317

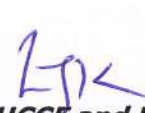
Grade 9	Step	Basic Pay 2021-2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	50,224	50,224	52,736	55,373
	2	52,187	52,187	54,845	57,588
	3	54,151	54,151	57,040	59,892
	4	56,114	56,114	59,321	62,288
	5	58,077	58,077	61,694	64,779
	6	60,040	60,040	64,163	67,372
	7	62,004	62,004	66,730	70,067
	8	63,967	63,967	69,400	72,870
	9	65,930	65,930	72,176	75,785
	10	67,894	67,894	75,064	78,818
	11	69,857	69,857	78,067	81,971
	12	71,820	71,820	81,190	85,250
Grade 10	Step	Basic Pay 2021-2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	57,729	57,729	60,616	63,647
	2	59,985	59,985	63,041	66,194
	3	62,242	62,242	65,564	68,843
	4	64,499	64,499	68,186	71,596
	5	66,755	66,755	70,914	74,460
	6	69,012	69,012	73,751	77,439
	7	71,269	71,269	76,702	80,538
	8	73,525	73,525	79,770	83,759
	9	75,782	75,782	82,961	87,110
	10	78,039	78,039	86,280	90,594
	11	80,295	80,295	89,731	94,218
	12	82,552	82,552	93,321	97,988

Grade 11	Step	Basic Pay 2021-2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	87,080	87,080	91,434	96,006
	2	90,484	90,484	95,093	99,848
	3	93,888	93,888	98,897	103,842
	4	97,292	97,292	102,853	107,996
	5	100,696	100,696	106,968	112,317
	6	104,100	104,100	111,247	116,810
	7	107,504	107,504	115,697	121,482
	8	110,908	110,908	120,325	126,342
	9	114,312	114,312	125,138	131,395
	10	117,716	117,716	130,145	136,653
	11	121,120	121,120	135,351	142,119
	12	124,524	124,524	140,766	147,805
Grade 12	Step	Basic Pay 2021-2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	108,714	108,714	114,150	119,858
	2	112,984	112,984	118,717	124,653
	3	117,213	117,213	123,466	129,640
	4	121,463	121,463	128,405	134,826
	5	125,713	125,713	133,542	140,220
	6	129,962	129,962	138,884	145,829
	7	134,212	134,212	144,440	151,662
	8	138,462	138,462	150,218	157,729
	9	142,712	142,712	156,227	164,039
	10	146,961	146,961	162,476	170,600
	11	151,211	151,211	168,976	177,425
	12	155,461	155,461	175,736	184,523









Grade 13	Step	Basic Pay 2021-2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	127,116	127,116	131,566	136,171
	2	132,316	132,316	136,829	141,619
	3	137,516	137,516	142,303	147,284
	4	142,716	142,716	147,995	153,175
	5	147,917	147,917	153,915	159,303
	6	153,117	153,117	160,073	165,676
	7	158,317	158,317	166,476	172,303
	8	163,517	163,517	173,135	179,195
	9	168,717	168,717	180,062	186,365
	10	173,918	173,918	187,264	193,819
	11	179,118	179,118	194,755	201,572
	12	184,318	184,318	202,546	209,636
Grade 14	Step	Basic Pay 2021-2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	162,303	162,303	167,984	173,864
	2	168,353	168,353	174,704	180,819
	3	174,402	174,402	181,693	188,053
	4	180,452	180,452	188,960	195,574
	5	186,501	186,501	196,519	203,398
	6	192,551	192,551	204,380	211,534
	7	198,600	198,600	212,555	219,995
	8	204,650	204,650	221,058	228,796
	9	210,699	210,699	229,901	237,948
	10	216,749	216,749	239,098	247,467
	11	222,798	222,798	248,662	257,366
	12	228,848	228,848	258,610	267,662








CBA of IPUCCF and KUSU

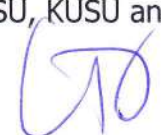


Grade 15	Step	Basic Pay 2021- 2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	209,694	209,694	217,034	224,631
	2	216,366	216,366	225,715	233,616
	3	223,038	223,038	234,745	242,962
	4	229,710	229,710	244,135	252,680
	5	236,382	236,382	253,902	262,789
	6	243,055	243,055	264,058	273,301
	7	249,727	249,727	274,621	284,233
	8	256,399	256,399	285,607	295,604
	9	263,071	263,071	297,031	307,428
	10	269,743	269,743	308,913	319,725
	11	276,415	276,415	321,270	332,515
	12	283,087	283,087	334,121	345,816

Implementation Notes:

- The CBA applies to the 2021-2025 cycle;
- The salary adjustments under the said CBA shall take effect starting 1st July, 2023 (now past);
- The basic salary payment to eligible members of staff in Grades 5-15 shall be effected in the month of December, 2024 together with the arrears of October, 2024 and November, 2024;
- The Employers' pension contribution payment for all the three (3) Unions *viz.* UASU, KUSU and KUDHEIHA Workers shall be computed from the KES 9.76 Billion disbursed for the implementation 2021-2025 CBA;
- Payments due for the period of 1st July, 2023 up-to and until 30th September, 2024 prior to the implementation date of 1st October, 2024 shall be treated as arrears;
- The said arrears of July, 2023 to September, 2024 shall be factored into the Financial Year 2025/2026 and Financial Year 2026/2027 National Budget in two (2) equal installments of KES 2.73 Billion each; and
- For avoidance of doubt, the said arrears are a total sum of KES 5.46 Billion for all the three (3) Unions *viz.* UASU, KUSU and KUDHEIHA Workers.





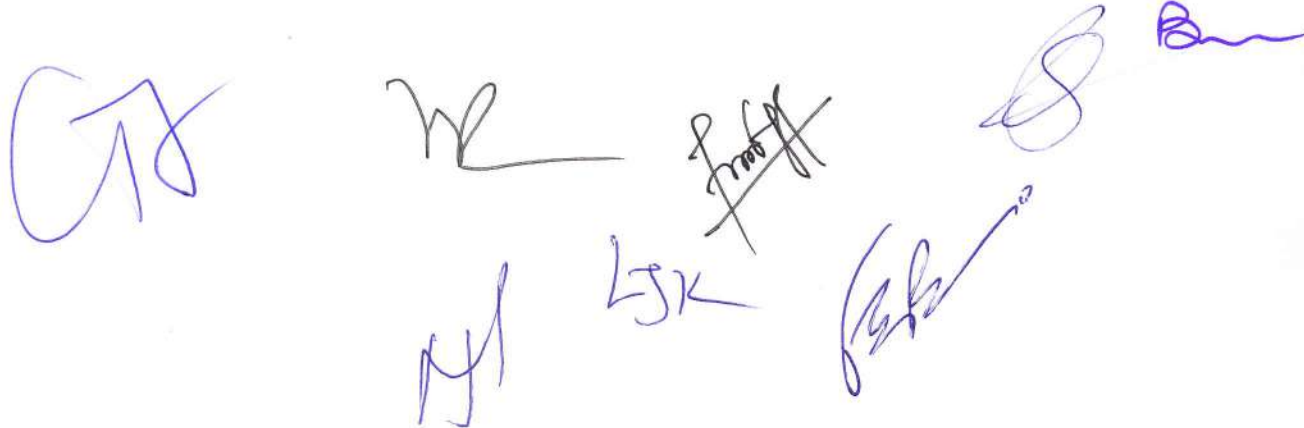




CBA of IPUCCF and KUSU

"Annexure II"

HOUSE ALLOWANCE	
Grade	Amount (KES)
Grade 15	73,715
Grade 14	62,658
Grade 13	58,972
Grade 12	55,286
Grade 11	47,915
Grade 10	35,383
Grade 9	31,845
Grade 8	28,307
Grade 7	24,768
Grade 6	21,230
Grade 5	17,692

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A large, stylized handwritten signature in blue ink, possibly reading 'JO'.