"ANNEXURE I"

Salary and salary scales

Grade 1	Step	Basic Pay 2021-2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	18,068	18,068	18,972	19,921
	2	18,643	18,643	19,731	20,718
	3	19,218	19,218	20,521	21,548
	4	19,793	19,793	21,342	22,410
	5	20,368	20,368	22,195	23,305
	6	20,943	20,943	23,084	24,239
	7	21,518	21,518	24,008	25,209
	8	22,093	22,093	24,968	26,217
	9	22,668	22,668	25,968	27,267
	10	23,242	23,242	27,008	28,359
	11	23,817	23,817	28,088	29,493
	12	24,392	24,392	29,211	30,672
Grade 2	**Step**	**Basic Pay 2021-2022**	**Basic Pay 2022-2023**	**Basic Pay 2023-2024**	**Basic Pay 2024-2025**
		Kshs	Kshs	Kshs	Kshs
	1	20,532	20,532	21,559	22,637
	2	21,186	21,186	22,422	23,544
	3	21,839	21,839	23,320	24,486
	4	22,492	22,492	24,253	25,466
	5	23,145	23,145	25,224	26,486
	6	23,799	23,799	26,233	27,545
	7	24,452	24,452	27,283	28,648
	8	25,105	25,105	28,375	29,794
	9	25,759	25,759	29,510	30,986
	10	26,412	26,412	30,691	32,226
	11	27,065	27,065	31,919	33,515
	12	27,719	27,719	33,196	34,856

Grade 3	Step	Basic Pay 2021-2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	23,070	23,070	24,224	25,436
	2	23,804	23,804	25,193	26,453
	3	24,538	24,538	26,201	27,512
	4	25,272	25,272	27,250	28,613
	5	26,006	26,006	28,341	29,759
	6	26,740	26,740	29,475	30,949
	7	27,474	27,474	30,654	32,187
	8	28,208	28,208	31,881	33,476
	9	28,942	28,942	33,156	34,814
	10	29,676	29,676	34,484	36,209
	11	30,410	30,410	35,863	37,657
	12	31,144	31,144	37,299	39,164
Grade 4	**Step**	**Basic Pay 2021-2022**	**Basic Pay 2022-2023**	**Basic Pay 2023-2024**	**Basic Pay 2024-2025**
	1	25,633	25,633	26,915	28,261
	2	26,449	26,449	27,992	29,392
	3	27,264	27,264	29,113	30,569
	4	28,080	28,080	30,278	31,792
	5	28,896	28,896	31,490	33,065
	6	29,711	29,711	32,750	34,388
	7	30,527	30,527	34,060	35,763
	8	31,342	31,342	35,423	37,195
	9	32,158	32,158	36,841	38,684
	10	32,974	32,974	38,315	40,231
	11	33,789	33,789	39,848	41,841
	12	34,605	34,605	41,442	43,515

Implementation Notes:

i. The CBA applies to the 2021-2025 cycle;

ii. The salary adjustments under the said CBA shall take effect starting 1st July, 2023 (now past);

iii. The basic salary payment to eligible members of staff in Grades 1-4 shall be effected in the month of December, 2024 together with the arrears of October, 2024 and November, 2024;

"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

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

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:

i. The CBA applies to the 2021-2025 cycle;

ii. The salary adjustments under the said CBA shall take effect starting 1st July, 2023 (now past);

iii. 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;

iv. 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;

v. 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;

vi. 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

vii. 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.

"Annexure I"
Basic Salary and Salary Scales

GRADUATE ASSISTANT/RESEARCH ASSISTANT					
GRADE 10A	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

TUTORIAL FELLOW/ASSISTANT LECTURER/JUNIOR RESEARCH FELLOW					
GRADE 11A	Step	Basic Pay 2021-2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	97,842	97,842	102,735	107,872
	2	101,667	101,667	106,844	112,187
	3	105,492	105,492	111,119	116,675
	4	109,317	109,317	115,565	121,344
	5	113,141	113,141	120,188	126,198
	6	116,966	116,966	124,996	131,246
	7	120,791	120,791	129,996	136,496
	8	124,616	124,616	135,196	141,956
	9	128,440	128,440	140,605	147,636
	10	132,265	132,265	146,230	153,542
	11	136,090	136,090	152,079	159,683
	12	139,915	139,915	158,163	166,072

LECTURER/RESEARCH FELLOW					
GRADE 12A	Step	Basic Pay 2021-2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	110,591	110,591	116,121	121,928
	2	115,115	115,115	120,766	126,805
	3	119,639	119,639	125,597	131,877
	4	124,163	124,163	130,622	137,154
	5	128,688	128,688	135,847	142,640

	6	133,212	133,212	141,282	148,347
	7	137,736	137,736	146,934	154,281
	8	142,260	142,260	152,812	160,453
	9	146,784	146,784	158,925	166,872
	10	151,308	151,308	165,283	173,548
	11	155,833	155,833	171,895	180,490
	12	160,357	160,357	178,771	187,710

SENIOR LECTURER/SENIOR RESEARCH FELLOW					
GRADE 13A	Step	Basic Pay 2021-2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	144,450	144,450	149,506	154,739
	2	150,097	150,097	155,486	160,929
	3	155,743	155,743	161,707	167,367
	4	161,390	161,390	168,176	174,063
	5	167,037	167,037	174,903	181,025
	6	172,683	172,683	181,900	188,267
	7	178,330	178,330	189,176	195,798
	8	183,977	183,977	196,744	203,631
	9	189,623	189,623	204,614	211,776
	10	195,270	195,270	212,799	220,247
	11	200,917	200,917	221,311	229,057
	12	206,563	206,563	230,165	238,221

ASSOCIATE PROFESSOR/ASSOCIATE RESEARCH PROFESSOR					
GRADE 14A	Step	Basic Pay 2021-2022	Basic Pay 2022-2023	Basic Pay 2023-2024	Basic Pay 2024-2025
		Kshs	Kshs	Kshs	Kshs
	1	180,337	180,337	186,649	193,182
	2	186,731	186,731	194,116	200,911
	3	193,124	193,124	201,881	208,947
	4	199,518	199,518	209,957	217,306
	5	205,912	205,912	218,357	226,000
	6	212,306	212,306	227,091	235,040
	7	218,699	218,699	236,175	244,442
	8	225,093	225,093	245,623	254,220
	9	231,487	231,487	255,448	264,389
	10	237,881	237,881	265,666	274,965
	11	244,275	244,275	276,294	285,965
	12	250,668	250,668	287,345	297,403

PROFESSOR/RESEARCH PROFESSOR					
GRADE 15A	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:

i. The CBA applies to the 2021-2025 cycle;

ii. The salary adjustments under the said CBA shall take effect starting 1st July, 2023 (now past);

iii. The basic salary payment to eligible members of staff in Grades 10A-15A shall be effected in the month of December, 2024 together with the arrears of October, 2024 and November, 2024;

iv. 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;