



KENYA NATIONAL UNION OF TEACHERS (K.N.U.T)

55TH ANNUAL DELEGATES' CONFERENCE

KISUMU CITY 10th / 11th December 2012

Message from the Secretary General

On behalf of the National Executive Council, I salute all the teachers of Kenya and bring a message of goodwill and commitment during this auspicious occasion of the 55th Annual Delegates Conference of KNUT in Kisumu City.

We thank the teachers of this country for their strong, steadfast and committed course during the just concluded teacher's strike. We sincerely thank you for your solidarity as we strive to have teachers grievances addressed in line with our Motto: Service and Justice. Our commitment to ensuring continued improvement of terms and conditions of service will remain unwavered. For Kenya to achieve the Millennium Development Goals (MDGs), realize Vision 2030 and contribute greatly to the Education For All (EFA) by 2015 and boast of qualified human resource meeting the international



David Okuta Osiany
Secretary General K.N.U.T.

standards, the 'teacher factor' becomes a key determinant. Consequently, government and development partners must pay special

attention to issues pertaining to the teacher's well being, their social-economic comfort and continued professional development. We urge the government to continue investing in national policies that focus on continued teacher training, recruitment and incentives that will give paradigm shift in the management, working conditions and competitive remuneration commensurate to the teacher's outputs.

The agenda of the Union is to make the teaching profession the most competitive and attractive career in this country and will therefore fast track the successful implementation of all Acts meant to govern education.

The 55th Delegates Conference of KNUT will provide a forum for all our delegates to come up with resolutions for the Union for action over the next one year on various matters. Long Live KNUT

Message from the National Treasurer

I welcome you to the Kenya National Union of Teachers' (KNUT) 55th Annual Delegates Conference, being held today, December 10, at the Christ is the Answer Ministries (CITAM) Church Hall" in Kisumu .

Fellow teachers, ours is an organization that thrives on transparency and accountability. The delegates require that the leadership be frank and open.

The duty of the national treasurer is to facilitate the approved activities of the Union. I wish to remind our members that these activities should always be geared towards strengthening the Union through quality service delivery.

As I have indicated in the past, branches should embark on massive recruitment of members so as to give the union strength and grass root support.

It is obvious that the quality of leadership at the branch level depends on the success of the BEC induction sessions, and my office shall be the last to allow the failure of this activity.

In the same vein the School Representatives' programme has provided the union with a well-oiled staff room linkage that has ensured efficient communication and mobilization of members from the top to the very bottom. KNUT is committed to allocate more resources to these key activities, and I urge every branch to ensure that funds are set aside every month for the carrying out of

these activities at least once per year.

While we attend the ADC, let members bear in mind that each branch conducts its Annual General Meetings (AGMs) annually. These meetings serve a similar purpose to the ADC and members should take every opportunity to thoroughly interrogate branch matters to ensure that the branches are run in accordance with the wishes of members. I will reiterate again that branch affairs should be run on the basis of inclusivity not exclusivity; all members of the branch have the right to know how the branch runs, more so when it comes to the management of Branch funds.

The union has continued to engage teachers in economic empowering activities. Many of you will attest to the fact that whenever there are economic hardships your first point of call has been the local KNUT offices. Currently, we continue to co-ordinate the overall role of patron in the SACCOS. We are committed to ensuring that our members receive the best quality services from SACCOS and FOSAs. Similarly, we want to partner with sector stakeholder to ensure that the FOSAs grow into stable units that bring services closer to



Albanus Mutisya
National Treasurer
K.N.U.T.

teachers, at the most affordable cost.

Teachers have set a good example in organizing themselves to cater for their children's education by forming education funds and also forming building schemes that ensure decent housing for their families. Where these organizations are properly managed, teachers have gained a lot and enhanced their living standards tremendously. The burial benevolent schemes have enabled teachers to receive decent farewell from their beloved ones.

As we approach the next year the union is working out modalities on how our members can access the cheapest mortgages. That is why the KNUT wants to ensure that in future, all its members will not be paying rent as they shall reside in their own houses, bought through affordable mortgages.

Lastly but not least, we are continuing with the fight to improve teachers' salaries through negotiations at the consultative committee on teachers Terms and Conditions of Service. It is our prayer that we shall come out with enhanced allowances for all teachers. We shall also ensure that through good pressure teachers are given facilities that enhance their working atmosphere.

Message from the National Chairman

It is my singular pleasure and honour to welcome all delegates to the 55th Annual Delegates Conference (ADC) of the Kenya National Union of Teachers (KNUT) in Kisumu City. Kenya National Union of Teachers shall be holding its Annual Delegates Conference for the 55th year without interruption in accordance with its Constitution which we so much value and comply with. KNUT has remained a leading Union in the East African Region, Africa and is in the list of the most effective and respected unions globally in the pursuit of better terms and conditions of service for its members and raising of standards in the teaching service. Out of KNUT's struggle for the last 55 years, Kenya compared to many countries in Africa has the most hardworking teachers with a very high success rate in curriculum implementation.



Wilson Sossion
National Chairman
K.N.U.T

KNUT has partnered with the Ministry of Education, Teachers Service Commission (TSC) and other agencies to ensure that international declarations on the rights of a child and education are implemented by the government of Kenya. Consequently, Free Primary Education (FPE), Free Day Secondary Education (FDSE) and expanded sponsorship access to public universities remains profession policy goals of the Kenya National Union of Teachers. It is the demand of KNUT that Early Childhood Development Education (ECDE) in Kenya be mainstreamed and increased financing of every school going child at primary, secondary and tertiary levels be fully done by the government of Kenya in line with the provisions of the new constitution under the bill of rights in sections 53 and 55 of our constitution.

Recruitment and retention of teachers in the teaching service is a mission of KNUT through **fighting for better and unified terms and conditions of service for all teachers**. Our struggle to phase out the lowest grades and have more grades by **creation of Job Groups S and T** will not only motivate teachers in all grades with clear upward mobility but will guarantee a quality teaching force. The wider harmonization of terms and conditions of service for teachers with other public servants and negotiating new and better terms for teachers is **our mission**. We believe in equal pay for equal value of work done. Therefore we have demanded that the employer TSC, should do a sector specific job evaluation for all grades in the teaching service so that we can scientifically determine the value of work done by teachers to ensure rightful compensation for services rendered. Our believe is and has always been, **teachers do more work and must be better remunerated than their counterparts in other services**.

The 55th Delegates Conference of KNUT will provide a forum for all our delegates who each represent 100 teachers to come up with resolutions for the union for action over the next one year on various matters ranging from professional to labour matters. KNUT has customized the national constitution on gender and equality rights and has at least leadership as either gender. We shall also have a one day women caucus for over 1,000 women delegates to empower them in their role in society and leadership with a keynote speech from the Permanent Secretary Ministry of Labour, M/s Beatrice Kituyi and a presentation by the Principal, Alliance Girls High School, Mrs. Dorothy Kamwilu. It is the mission of KNUT to ensure gender rights in our society.

KNUT believes in a peaceful country for effective delivery of quality education.

We shall use the conference to influence the sustenance of peace in the country during the general elections. Never and never again shall this country be plunged into violence and killings because of an election. Kenya must have the most peaceful and democratic elections. Other than seeking to unite teachers of all grades and qualifications in the teaching service, we firmly believe in a united republic of Kenya.

I wish all delegates and invited guests a pleasant 55th Annual Delegates Conference in Kisumu City.

KNUT Steering Committee



David Okuta Osiany
Secretary General
K.N.U.T.



Wilson Sossion
National Chairman
K.N.U.T



Albanus Mutisya
National Treasurer
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Wyclif Omucheyi, 2nd
Vice National Chairman



Dorothy Muthoni,
1st National Women
representative



Xavier Nyamu, Deputy
Secretary General



Samson Kagumo, 1st
Vice National Chairman



Richard Kibagendi,
Ass. National
Treasurer



Mudzo Nzili, Ass.
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Jacinta Ndegwa, 2nd
National Women
Representative