

STATEMENT REQUEST ON ALLEGED DEMOTION AND REDUCTION OF ECDE TEACHERS' SALARIES IN KITUI COUNTY.

Mr. Speaker Sir,

Pursuant to the provision of Standing Order No 41 (2) (c), I would like to request for a statement from the Chairpersons for the Committees on Basic Education, Training and Skills Development and Labour & Social Welfare concerning the alleged demotions and reduction of ECDE teachers' Salaries across the County;

Aware That the Committee on Basic Education, Training and Skills Development is mandated under Standing Order No. 190 (5) and the Second Schedule of the County Assembly Standing Orders to develop county policies and legislations on ECDE training and skills development, register ECDE centers among other functions. The committee is equally mandated to promote advocacy and awareness creation on policies, programmes and opportunities pertaining to ECDE and post primary and secondary schooling and skills development;

Further aware that the committee on Labour and Social Welfare is mandated to oversight on all matters relating to trade union relations, employment, man power or human resource planning and social welfare. ECDE teachers who are employees of the County government form part of the county's man power and are equally entitled to protection against unfair Labour practices.

Concerned that there is an outcry among the ECDE teachers who were allegedly demoted, consequently leading to pay cuts without any justifiable explanations. This contravenes the country's Labour laws which provide that an employee's pay cannot be reduced without consent or discussions between the employee and the employer.

Cognizant that the County ministry for Basic Education, Training and Skills Development is sufficiently funded from the funds appropriated by the County Assembly, which factors salaries for ECDE teachers among other expenditures.


Further Cognizant that, the said teachers had committed their salaries on loan facilities from different financial institutions and other third-party commitments. As such the pay cuts have led to inability by the teachers to comfortably service their loans, leading to pecuniary embarrassment which is likely to lead to low staff morale hence poor work out-put;

clear
Approved.
[Signature]
19/7/2023

Mr. Speaker
for your consideration
[Signature]
19/7/2023

THAT the Committees on Basic Education, Training and Skills Development and Labour and Social Welfare carries out an urgent joint enquiry and report back to this house within 21 days with facts on the following issues:

1. The circumstances that led to the alleged demotions and pay cuts to the affected teachers.
2. The steps that were taken by the county departments of Basic Education, Training and Skills Development and the County Public Service Board to comply with the Labour law requirements against reduction of an employee's salary.
3. The justification for implementing such pay cuts to the ECDE teachers.
4. A full disclosure of the recommended salary structure for the ECDE teachers in the service.

Signed  19th July

Hon. Cornelius Ngumbau Muthami - MCA

Date 19th July 2023